

# APPENDIX A

Rolls of the Presbytery as of 1/1/2022

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## **Roll 1 – Engaged in a Validated Ministry (G-3.0104)**

### ***A – Those serving within congregations of the church (G-2.0503a)***

Martin Ankrum  
Brenda Barnes \*  
Laura Blank  
Anthony Catullo \*  
Ron Durika  
Cliff Foster  
James Gear  
Donald Glunt  
Mary Kay Glunt  
Peter Goetschius  
Edward Gray  
Molly Hall  
Wendy Keys  
Brian Kilbert  
Steve Lasor  
John Manon  
Doug Marshall  
Ben Nti  
Skip Noftzger \*  
Owar Ojulu  
Curtis Paul  
Geoff Rach  
Marnie Abraham Russell  
Dawn Sherwood  
John Simpson \*  
Richard Sweeney \*  
Alice Tondora  
Ron Wakeman  
Sue Washburn  
Travis Webster  
Andrew Wirt  
William Youmans

### ***B - Those in other service to this church***

Brenda Barnes—*Redstone Highlands, North Huntingdon\**  
Susan Blank – *Chaplain, Presbyterian Senior Care, Oakmont, Pittsburgh Presbytery*  
Lisa Dormire - *Vice President, Fund Development, Presbyterian Senior Care, Greensburg*  
Richard “Skip” Noftzger – *Executive Presbyter/Stated Clerk\**  
Rebecca Siddle – *Redstone Highlands, Murrysville Campus*

### ***C - Those serving beyond the jurisdiction of this church*** ***None***

## **Roll 2 - Members at Large (G-2.0503b)**

Ross Bash  
Lori Bass-Riley  
Peter Keith (OA)  
Rebecca Maiman

## **Roll 3 – Honorably Retired (G-2.0503c)**

Larry Armstrong  
Clifford Buell  
Bruce Cadenhead  
Cynthia Cadenhead  
Robert Cahn  
Sylvia Carlson  
Terry Carnahan (OA)  
Anthony Catullo \*  
Daniel Chow (OA)  
Carole Isley Corey  
Eugene Degitz  
Jim Farrer  
Ken Foust  
James Giesey (OA)  
Donald Graff  
Donna Havrisko  
James Hepler (OA)  
Donna Hess  
George Hickok (OA)  
Douglas Holben (OA)  
Clark Kerr  
William King (OA)

Richard Klein (OA)  
Jay Lewis  
Carlisle Lloyd  
Dennis Macaleer (OA)  
Charles MacPherson  
Gail Mason (OA)  
Bruce Maxwell  
David McCabe  
John McClure  
F. Lee McDermott  
Aleda Menchyk  
John Michael (OA)  
John Morrow  
Norma Murphy (OA)  
Rod Murray  
Kirk Orr (OA)  
John Pressler  
William Sharp (OA)  
Michael Shepard (OA)  
John Simpson \*  
Doug Stevens  
James Stobaugh  
Richard Sweeney \*  
Robert Upton (OA)  
Robert VanWyk (OA)

## **Roll 4 – Certified Christian Educators and Associates (G-3.0104)**

Cheryl Croushore  
Cheryl Rhea

\* Listed twice due to their also serving in some Temporary Supply capacity or other service to the church.

(OA) living outside the area

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
<b>INCOME</b>					
<b>CONTRIBUTION INCOME</b>					
UNRESTRICTED			\$325,000.00		
Church Comm/Lgr Church	30,121.51	298,607.13	0.00	0.00%	304,544.57
Church Extra Giving	545.00	1,040.00	0.00	0.00%	6,760.95
Pd to Prior Yr Commitment	0.00	695.00	0.00	0.00%	2,500.00
Individ Comm/Lgr Church	250.00	3,574.00	0.00	0.00%	341.00
Presbyterian Fdn Cont	28.62	642.25	0.00	0.00%	799.67
<b>Subtotal Unrestricted</b>	<b>30,945.13</b>	<b>304,558.38</b>	<b>325,000.00</b>	<b>93.71%</b>	<b>314,946.19</b>
<b>TEMPORARILY RESTRICTED</b>					
			45,000.00		
Equipping Leadership	0.00	200.00	0.00	0.00%	0.00
Encumbered EP Cont Ed	0.00	0.00	0.00	0.00%	2,985.00
SCLD	0.00	2,327.97	0.00	0.00%	2,237.86
Engaging Congregations	0.00	100.00	0.00	0.00%	12,525.00
Pine Springs Camp	0.00	300.00	0.00	0.00%	439.00
Enabling Ministry Network	0.00	100.00	0.00	0.00%	1,025.00
Resource Center	0.00	394.03	0.00	0.00%	293.52
PDA - Directed	4,346.00	12,618.21	0.00	0.00%	4,626.00
Triennium	1,000.00	1,200.00	0.00	0.00%	0.00
Sudan Projects	1,276.90	11,093.08	0.00	0.00%	10,142.50
Peace and Global Witness	0.00	0.00	0.00	0.00%	2,803.41
Communications	0.00	200.00	0.00	0.00%	0.00
Ministry Student Aid	0.00	0.00	0.00	0.00%	954.00
PMA - Directed	1,504.00	10,708.00	0.00	0.00%	15,164.00
Other Directed Mission	1,000.00	1,000.00	0.00	0.00%	0.00
Synod Mission	0.00	3,000.00	0.00	0.00%	3,000.00
I.P.L.F.	750.00	11,650.00	0.00	0.00%	2,750.00
Presby Offering - Other	0.00	936.00	0.00	0.00%	0.00
<b>Subtotal Temporarily Restricted</b>	<b>9,876.90</b>	<b>55,827.29</b>	<b>45,000.00</b>	<b>124.06%</b>	<b>58,945.29</b>
<b>Subtotal Contribution Income</b>	<b>40,822.03</b>	<b>360,385.67</b>	<b>370,000.00</b>	<b>97.40%</b>	<b>373,891.48</b>
<b>INVESTMENT INCOME</b>					
Investment Income	0.00	0.00	51,000.00	0.00%	0.00
<b>INTEREST INCOME</b>					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	7.78	119.44	0.00	0.00%	149.27
<b>Subtotal Interest Income</b>	<b>7.78</b>	<b>119.44</b>	<b>5,000.00</b>	<b>2.39%</b>	<b>149.27</b>
<b>MISCELLANEOUS INCOME</b>					
			6,000.00		
Oil & Gas Lease	12.46	129.85	0.00	0.00%	111.24
Preaching/Consulting	2,100.24	13,822.63	0.00	0.00%	15,412.55
Miscellaneous Income	37,556.00	56,130.61	0.00	0.00%	6,625.88
Payroll Protection Loan	0.00	0.00	0.00	0.00%	16,100.00
<b>Subtotal Miscellaneous Income</b>	<b>39,668.70</b>	<b>70,083.09</b>	<b>6,000.00</b>	<b>1,168.05%</b>	<b>38,249.67</b>
<b>RELEASE FROM RESTRICTIONS</b>					
<b>TEMP RESTRICTED RELEASE</b>					
RFR SCLD	-150.08	-2,505.15	0.00	0.00%	-1,425.37
RFR Engaging Congregation	0.00	0.00	0.00	0.00%	-7,000.00
RFR Pine Springs Camp	-100.00	-300.00	0.00	0.00%	-439.00
RFR Enabling Min. Network	0.00	-2,000.00	0.00	0.00%	-500.00

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RFR Projector Fund	0.00	0.00	0.00	0.00%	-465.76
RFR Resource Center	0.00	0.00	0.00	0.00%	-77.25
RFR PDA - Directed	-4,346.00	-12,618.21	0.00	0.00%	-4,626.00
RFR Sudan Projects	0.00	-14,000.00	0.00	0.00%	-10,000.00
RFR Peace/Global Witness	0.00	0.00	0.00	0.00%	-1,868.33
RFR Ministry Student Aid	0.00	-3,000.00	0.00	0.00%	0.00
RFR PMA - Directed	-1,504.00	-10,708.00	0.00	0.00%	-15,164.00
RFR Other Directed Miss'n	-1,000.00	-1,000.00	0.00	0.00%	0.00
RFR Minister's Assistance	0.00	-2,000.00	0.00	0.00%	0.00
RFR Synod Mission	0.00	-3,000.00	0.00	0.00%	-3,000.00
RFR I.P.L.F.	-1,902.75	-10,885.19	0.00	0.00%	-3,011.72
RFR I.P.L.F. 2	0.00	-786.73	0.00	0.00%	0.00
RFR Presby Offering Other	0.00	-936.00	0.00	0.00%	0.00
<b>Subtotal Temp Restricted Release</b>	<b>-9,002.83</b>	<b>-63,739.28</b>	<b>0.00</b>	<b>0.00%</b>	<b>-47,577.43</b>
<b>Subtotal Release From Restrictions</b>	<b>-9,002.83</b>	<b>-63,739.28</b>	<b>0.00</b>	<b>0.00%</b>	<b>-47,577.43</b>
<b>RELEASED FROM RESTRICTION</b>					
Released from restriction	9,002.83	63,739.28	0.00	0.00%	47,577.43
<b>TOTAL INCOME</b>	<b>80,498.51</b>	<b>430,588.20</b>	<b>432,000.00</b>	<b>99.67%</b>	<b>412,290.42</b>
<b>EXPENSES</b>					
<b>MISSION PARTNERSHIPS</b>					
<b>SUDAN</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$16,000.00</b>	<b>0.00%</b>	<b>\$0.00</b>
Sudan - Shared	0.00	0.00	0.00	0.00%	55.00
Sudan - Restricted	0.00	14,000.00	0.00	0.00%	10,000.00
<b>Subtotal Sudan</b>	<b>0.00</b>	<b>14,000.00</b>	<b>16,000.00</b>	<b>87.50%</b>	<b>10,055.00</b>
<b>PINE SPRINGS CAMP</b>	<b>0.00</b>	<b>0.00</b>	<b>38,000.00</b>	<b>0.00%</b>	<b>0.00</b>
PSC - Shared	2,750.00	33,000.00	0.00	0.00%	33,000.00
PSC - Restricted	100.00	300.00	0.00	0.00%	439.00
<b>Subtotal Pine Springs Camp</b>	<b>2,850.00</b>	<b>33,300.00</b>	<b>38,000.00</b>	<b>87.63%</b>	<b>33,439.00</b>
<b>SYNOD MISSION</b>	<b>0.00</b>	<b>0.00</b>	<b>1,000.00</b>	<b>0.00%</b>	<b>0.00</b>
Synod - Restricted	0.00	3,000.00	0.00	0.00%	3,000.00
<b>Subtotal Synod Mission</b>	<b>0.00</b>	<b>3,000.00</b>	<b>1,000.00</b>	<b>300.00%</b>	<b>3,000.00</b>
<b>PRES MISSION AGENCY</b>	<b>0.00</b>	<b>0.00</b>	<b>32,000.00</b>	<b>0.00%</b>	<b>0.00</b>
PMA - Shared	1,400.00	18,000.00	0.00	0.00%	14,400.00
PMA - Restricted	1,504.00	10,708.00	0.00	0.00%	15,164.00
<b>Subtotal Pres Mission Agency</b>	<b>2,904.00</b>	<b>28,708.00</b>	<b>32,000.00</b>	<b>89.71%</b>	<b>29,564.00</b>
<b>PRES DISASTER ASSISTANCE</b>	<b>0.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>0.00%</b>	<b>0.00</b>
PDA - Restricted	4,346.00	12,618.21	0.00	0.00%	4,626.00
<b>Subtotal Pres Disaster Assistance</b>	<b>4,346.00</b>	<b>12,618.21</b>	<b>3,000.00</b>	<b>420.61%</b>	<b>4,626.00</b>
<b>Subtotal Mission Partnerships</b>	<b>10,100.00</b>	<b>91,626.21</b>	<b>90,000.00</b>	<b>101.81%</b>	<b>80,684.00</b>
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
Council Expenses	0.00	1,304.68	1,500.00	86.98%	184.82
Presbytery Mtg Expense	146.05	364.12	900.00	40.46%	560.52

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Presbytery Stoles	0.00	300.00	0.00	0.00%	0.00
Council - Misc. Expenses	0.00	24.56	0.00	0.00%	0.00
EQUIPPING LEADERSHIP	0.00	0.00	6,000.00	0.00%	0.00
Equip Leadership - Shared	750.00	2,300.87	0.00	0.00%	2,019.96
Subtotal Equipping Leadership	750.00	2,300.87	6,000.00	38.35%	2,019.96
ENGAGING CONGREGATIONS	0.00	0.00	6,000.00	0.00%	0.00
Eng Cong - Shared	0.00	0.00	0.00	0.00%	230.00
Eng Cong - Restricted	0.00	0.00	0.00	0.00%	7,000.00
Subtotal Engaging Congregations	0.00	0.00	6,000.00	0.00%	7,230.00
ENABLING MINISTRY NETWORK	0.00	0.00	6,000.00	0.00%	0.00
En Min Network - Shared	0.00	0.00	0.00	0.00%	500.00
En Min Net - Restricted	0.00	2,000.00	0.00	0.00%	500.00
Subtotal Enabling Ministry Network	0.00	2,000.00	6,000.00	33.33%	1,000.00
Worship Expenses	0.00	214.00	0.00	0.00%	137.00
Christian Associates	375.00	1,500.00	1,500.00	100.00%	1,500.00
Website	0.00	0.00	180.00	0.00%	0.00
COMMUNICATION EXPENSES			500.00		
CE - Shared	47.70	752.37	0.00	0.00%	682.89
Subtotal Communication Expenses	47.70	752.37	500.00	150.47%	682.89
Subtotal Council	1,318.75	8,760.60	22,580.00	38.80%	13,315.19
COMMITTEE ON MINISTRY					
Committee Expense	0.00	2,000.81	500.00	400.16%	127.14
COM - SCLD	0.00	370.38	0.00	0.00%	0.00
Subtotal Committee On Ministry	0.00	2,371.19	500.00	474.24%	127.14
COMMITTEE ON PREPARATION					
Committee Expense	0.00	0.00	1,000.00	0.00%	26.44
SCHOLARSHIPS					
Scholarships - Restricted	0.00	3,000.00	0.00	0.00%	0.00
Subtotal Committee On Preparation	0.00	3,000.00	1,000.00	300.00%	26.44
Subtotal Committee Expenses	1,318.75	14,131.79	24,080.00	58.69%	13,468.77
OPERATIONS					
LEGAL AND AUDITING					
Legal Expenses	0.00	1,084.84	0.00	0.00%	0.00
Audit	0.00	6,600.00	6,000.00	110.00%	6,300.00
Subtotal Legal And Auditing	0.00	7,684.84	6,000.00	128.08%	6,300.00
PCUSA Meetings	133.64	858.64	4,500.00	19.08%	50.78
Property/Comp. Insurance	1,117.00	7,951.00	3,656.00	217.48%	2,379.00
Worker's Compensation	0.00	605.00	821.00	73.69%	821.00
Telephone	250.01	3,108.46	3,800.00	81.80%	3,355.37
Postage	239.00	1,066.20	1,000.00	106.62%	913.17
Office Supplies	174.47	3,012.22	5,500.00	54.77%	3,701.31
RESOURCE CENTER			500.00		
RC - Shared	0.00	125.18	0.00	0.00%	80.00

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RC - Restricted	0.00	0.00	0.00	0.00%	77.25
Subtotal Resource Center	0.00	125.18	500.00	25.04%	157.25
<b>LEASES</b>			3,000.00		
Copier Lease	177.77	2,068.83	0.00	0.00%	1,800.00
Subtotal Leases	177.77	2,068.83	3,000.00	68.96%	1,800.00
Miscellaneous Expenses	0.00	109.00	0.00	0.00%	0.00
<b>SERVICE FEES</b>					
Bank Fees	0.00	256.19	0.00	0.00%	92.90
Misc. Service Fees	0.00	62.50	0.00	0.00%	67.23
Subtotal Service Fees	0.00	318.69	0.00	0.00%	160.13
<b>UTILITIES</b>					
Gas	0.00	2,458.77	2,000.00	122.94%	1,532.22
Electric	89.32	1,400.47	1,500.00	93.36%	1,145.06
Water	105.64	616.06	350.00	176.02%	294.01
Sewage	84.50	673.18	350.00	192.34%	275.18
Trash Collection	26.82	280.22	800.00	35.03%	439.53
Subtotal Utilities	306.28	5,428.70	5,000.00	108.57%	3,686.00
<b>MAINTENANCE</b>					
Custodial Services	0.00	859.37	1,500.00	57.29%	918.74
Yard Maintenance	0.00	920.00	1,000.00	92.00%	720.00
Parking Lot Maintenance	0.00	812.50	1,000.00	81.25%	237.50
Building Maintenance	0.00	2,987.00	1,000.00	298.70%	1,286.21
Subtotal Maintenance	0.00	5,578.87	4,500.00	123.97%	3,162.45
Subtotal Operations	2,398.17	37,915.63	38,277.00	99.06%	26,486.46
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					
<b>EXECUTIVE PRESBYTER</b>					
EP Salary	5,865.84	70,390.08	70,390.00	100.00%	70,389.90
EP - Board of Pensions	1,426.70	17,120.40	18,500.00	92.54%	18,702.49
EP - Continuing Education	0.00	1,000.00	1,500.00	66.67%	1,500.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	61.60	2,368.80	0.00	0.00%	1,805.51
EP Travel - Restricted	150.08	2,076.48	0.00	0.00%	1,425.41
Subtotal Ep - Travel	211.68	4,445.28	4,750.00	93.58%	3,230.92
EP - Prof. Expense Shared	70.48	1,098.45	1,825.00	60.19%	1,334.14
EP-Prof. Exp. Restricted	0.00	58.29	0.00	0.00%	0.00
EP - Deferred Comp / 403B	726.07	8,712.84	8,712.81	100.00%	8,712.81
Subtotal Executive Presbyter	8,300.77	102,825.34	105,677.81	97.30%	103,870.26
<b>STATED CLERK</b>					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00
Subtotal Executive Staff	8,300.77	102,825.34	106,977.81	96.12%	103,870.26
<b>SUPPORT STAFF</b>					

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<b>ADMINISTRATIVE ASSISTANT</b>					
AA - Salary	2,739.62	31,505.44	28,765.24	109.53%	28,765.24
AA - Board of Pensions	1,318.02	15,686.04	23,500.00	66.75%	26,107.68
Subtotal Administrative Assistant	4,057.64	47,191.48	52,265.24	90.29%	54,872.92
<b>ASSISTANT CLERKS</b>					
Recording Clerk Salary	325.00	1,300.00	1,300.00	100.00%	1,300.00
Associate Clerk Salary	325.00	1,300.00	1,300.00	100.00%	1,300.00
Subtotal Assistant Clerks	650.00	2,600.00	2,600.00	100.00%	2,600.00
Subtotal Support Staff	4,707.64	49,791.48	54,865.24	90.75%	57,472.92
<b>EMPLOYER PAID FICA TAXES</b>					
Employer Paid FICA Taxes	677.44	7,814.16	7,585.38	103.02%	7,757.56
Subtotal Presbytery Staff	13,685.85	160,430.98	169,428.43	94.69%	169,100.74
<b>APPORTIONMENTS</b>					
GA Per Capita	6,654.05	81,511.47	86,500.00	94.23%	86,224.30
Synod Per Capita	1,767.75	21,784.77	23,500.00	92.70%	23,121.60
Subtotal Apportionments	8,421.80	103,296.24	110,000.00	93.91%	109,345.90
<b>RESTRICTED EXPENSE</b>					
Minister's Assistance	0.00	2,000.00	0.00	0.00%	0.00
Projector Fund	0.00	0.00	0.00	0.00%	465.76
Peace and Global Witness	0.00	0.00	0.00	0.00%	1,868.83
I.P.L.F.	1,902.75	10,885.19	0.00	0.00%	3,011.72
I.P.L.F. 2	0.00	786.73	0.00	0.00%	0.00
Presby Offering - Other	0.00	936.00	0.00	0.00%	0.00
Other Directed Mission	1,000.00	1,000.00	0.00	0.00%	0.00
Subtotal Restricted Expense	2,902.75	15,607.92	0.00	0.00%	5,346.31
<b>TOTAL EXPENSES</b>	<b>38,827.32</b>	<b>423,008.77</b>	<b>431,785.43</b>	<b>97.97%</b>	<b>404,432.18</b>
<b>TRANSFER ACCOUNTS</b>					
<b>TRANSFER FROM OTHER FUNDS</b>					
Cash Transfers In	\$0.00	\$0.00	\$0.00	0.00%	\$49,650.87
CTI - New Covenant	12,082.19	17,472.73	0.00	0.00%	17,829.72
Trans In Hooten Scholars	0.00	0.00	0.00	0.00%	1,298.00
Transfer In BOP Grant	0.00	0.00	0.00	0.00%	5,499.00
Transfer In I.P.L.F.	0.00	0.00	0.00	0.00%	29,740.37
Transfer In I.P.L.F. 2	0.00	0.00	0.00	0.00%	9,864.83
Subtotal Cash Transfers In	12,082.19	17,472.73	0.00	0.00%	113,882.79
<b>TOTAL TRANSFERS</b>	<b>12,082.19</b>	<b>17,472.73</b>	<b>0.00</b>	<b>0.00%</b>	<b>113,882.79</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>\$53,753.38</b>	<b>\$25,052.16</b>	<b>\$214.57</b>	<b>11,675.52%</b>	<b>\$121,741.03</b>

**Redstone Presbytery**  
**Commitment to Larger Church**  
**December 31, 2021**

	2021 PLEDGE	TOTAL PAID	% Payup as of 12/31/2021	Unpaid Pledge Balance
Adah, Palmer	500.00	500.00	100%	-
Apollo, Poke Run	3,660.00	3,838.00	105%	(178.00)
Avonmore	1,000.00	2,154.00	215%	(1,154.00)
Belle Vernon, First	4,000.00	4,000.00	100%	-
Belle Vernon, Harmony	1,000.00	1,200.00	120%	(200.00)
Belle Vernon, Marion	2,150.00	2,150.00	100%	-
Belle Vernon, Rehoboth	6,000.00	6,000.00	100%	-
Bolivar	1,500.00	1,500.00	100%	-
Brownsville, Calvin	1,020.00	1,020.00	100%	-
Brownsville, Ft. Burd		1,500.00		(1,500.00)
Brownsville, Hopewell				-
Colver	350.00	521.00	149%	(171.00)
Cresson	1,400.00	1,400.00	100%	-
Dawson, Tyrone		750.00		(750.00)
Delmont				-
Derry	500.00	500.00	100%	-
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill	1,062.00	1,062.00	100%	-
Ebensburg	1,000.00	1,025.30	103%	(25.30)
Fairchance		1,000.00		(1,000.00)
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First	202.50	202.50	100%	-
Fayette City, Little Redstone	2,000.00	2,000.00	100%	-
Greensburg, First	30,000.00	30,000.00	100%	-
Greensburg, Maplewood	6,000.00	6,000.00	100%	-
Greensburg, Westminster	8,400.00	8,400.00	100%	-
Irwin, First	25,000.00	25,000.00	100%	-
Irwin, W. Hempfield	6,000.00	6,000.00	100%	-
Jeannette	2,400.00	2,400.00	100%	-
Johnstown, Bethany	1,620.00	1,620.00	100%	-
Johnstown, First	6,000.00	6,000.00	100%	-
Johnstown, Second	3,600.00	3,600.00	100%	-
Johnstown, Westmont	16,000.00	16,308.00	102%	(308.00)
Lake Lynn	1,500.00	1,500.00	100%	-
Latrobe, Main St.	26,500.00	26,500.00	100%	-
Latrobe, Spring St.		3,000.00		(3,000.00)

**Redstone Presbytery**  
**Commitment to Larger Church**  
**December 31, 2021**

	2021 PLEDGE	TOTAL PAID	% Payup as of 12/31/2021	Unpaid Pledge Balance
Leisenring		800.00		(800.00)
Ligonier, Pleasant Grove	850.00		0%	850.00
Lower Burrell, Grace	10,000.00	9,999.96	100%	0.04
Lower Burrell, Puckety	9,000.00	9,000.00	100%	-
Masontown	500.00	500.00	100%	-
McClellandtown		4,000.00		(4,000.00)
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion	1,000.00	755.00	76%	245.00
Murrysville, First	8,000.00	8,000.00	100%	-
Murrysville, Newlonsburg	23,418.00	23,418.00	100%	-
Murrysville, Union	4,000.00	4,000.00	100%	-
N. Alexandria, Community	5,000.00	5,000.00	100%	-
N. Alexandria, Congruity	6,000.00	6,560.85	109%	(560.85)
New Florence, Bethel	3,000.00	3,000.00	100%	-
New Florence, Trinity	3,825.00	3,825.00	100%	-
New Kensington	5,500.00	5,920.46	108%	(420.46)
New Salem	3,000.00	3,000.00	100%	-
N. Huntingdon, New Hope	5,400.00	5,400.00	100%	-
Patton	4,208.00	4,207.56	100%	0.44
Revloc	1,500.00	1,500.00	100%	-
Scottdale	500.00	180.00	36%	320.00
Smithfield, Grace Chapel	750.00	750.00	100%	-
Smock, Pleasant View	10,000.00	10,000.00	100%	-
Trafford, Level Green	3,960.00	5,627.50	142%	(1,667.50)
Uniontown, Tent	340.00	340.00	100%	-
Uniontown, Third		1,674.00		(1,674.00)
Uniontown, Trinity	7,000.00	7,283.00	104%	(283.00)
Vanderbilt, E. Liberty	1,000.00	1,020.00	102%	(20.00)
West Newton, Sewickley		420.00		(420.00)
W. Newton, Sewickley UP				-
West Newton, United		400.00		(400.00)
<b>Totals</b>	<b>280,215.50</b>	<b>298,607.13</b>		<b>(18,391.63)</b>

# APPENDIX C

## 2021 Necrology Report

Apollo, Poke Run – Elders Jack B. Blair, Carol Schall, and Eleanor Zerbini

Belle Vernon, First – Elders Patricia Bell and Patricia Ream

Belle Vernon, Harmony – Elder Dorothy Skufca

Belle Vernon, Marion – Elder Marilyn Joy Legg

Belle Vernon, Rehoboth – Elders David Blacka and Audrey M. Rankin

Colver – Elder Judy Fulton Grenell

Delmont – Elder Charles Steele

Derry – Elder Linda George

Dunbar – Elder Evelyn Bunting

Fayette City, Little Redstone – Elder James Willson

Greensburg, First – Elders Joseph Bair, Robert Carpenter, and James Sumner

Greensburg, Maplewood – Elder Carl Ireland

Greensburg, Westminster – Elders Margaret (Peg) Chishko, Ruth Magnuson, Marta Maher, and Fred Sovyak

Irwin, West Hempfield – Elders Carol Hickelman, Dick Pealstrom, and John Reed

Lake Lynn, Springhill Furnace – Elders John Catlett and Luana Catlett

Lower Burrell, Puckety – Elders Dorothy Brackin and Charles Fisher

Mt. Pleasant, Reunion – Elder Thomas Caldwell

Murrysville, First – Elders Vivian Galliford, James Geiger, J. Robert Stemler, and William M. Wilson

Murrysville, Newlonsburg – Elder Judy Bazzone

New Salem – Elder Rush S. Dearth

Trafford, Level Green – Elders Max Cook and George Mohr

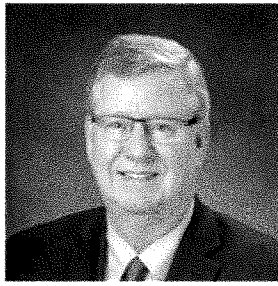
Vanderbilt, East Liberty – Elders Lawrence Chaikcic and Ralph Galley

Teaching Elders – Alex Jalso, Kent Lighthall, Robert Cahn

1177 27043 X U



THE BOARD OF PENSIONS  
OF THE PRESBYTERIAN CHURCH (U.S.A.)



**Doug Portz**  
Church Consultant

m: 267-788-4962  
[dportz@pensions.org](mailto:dportz@pensions.org)

We at the Board are working hard to support our ministers and employees of the Presbyterian Church (USA) in new and creative ways. If you have other ideas about how we can help, please let me know. I am happy to meet with presbytery and church committees to discuss your thoughts and hopes of how we can strengthen the benefits offered to those that serve the Church.

*The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, and mid councils, as well as affiliated employers.*

**Member/Employer Services: 800-773-7752, M-F 8:30-7:00pm EST**

## Assistance Program

Through the Assistance Program, the Board of Pensions provides need-based grants to help active and retired members of the Benefits Plan and their families. Extensive changes effective January 2022 expand support available broaden eligibility to include more ministers and employees of the PC(USA) and affiliated organizations. [Read more](#)

## New Medical Plan Feature

This feature, designed to support members and their covered family members through the healthcare system, will help them get the care they need and connect them to available resources. Members and employers will begin receiving information about this feature in January. It will be included in the PPO, EPO, and HDHP at no additional cost to members or employers.

## Other important information:

- **Diversity, Equity, and Inclusion:** We are taking tangible, intentional steps to ensure a workplace culture that inspires a sense of belonging. And we are continuing to actively engage throughout the Church to ensure access to benefits plans and programs that provide wholeness. [Read more](#)
- **Retirement Savings Program:** This 403(b)(9) plan can help participants build savings and achieve long-term retirement goals. When offered to church employees, you provide them with a savings tool — with both tax-deferred and Roth after-tax contribution features. [Read more](#)
- **Medicare Supplement Plan:** The plan has added Employee Assistance Plan and vision coverage mirroring that provided to active members of the Medical Plan with no extra cost. [Read more](#)
- **Effective Salary:** Most of the Board benefits are based on [Effective Salary](#). Please make sure Effective Salaries are up to date on [Benefits Connect](#).



THE BOARD OF PENSIONS  
OF THE PRESBYTERIAN CHURCH (U.S.A.)

2000 Market Street | Philadelphia, PA 19103-3298 | 800-773-7752 (800-PRESPLAN)

[pensions.org](http://pensions.org)

# 2022 Benefits That Serve the Church

## SELECT OTHER BENEFITS

*Flexibility and choice to build your own package for employees and ministers in non-installed positions*

Included in package and employer required to offer

Pastor's Participation ~

Minister's Choice +

## RETIREMENT PROGRAMS

### Defined Benefit Pension Plan ● ~ +

This defined benefit plan offers financial security in retirement as guaranteed monthly income, funded through employer dues and investment earnings.

### Retirement Savings Plan ● ~ cost may be shared

Our 403(b)(9) plan can help participants build savings and achieve long-term retirement goals, with pre-tax and Roth after-tax contribution features. *Fidelity Investments*

## FINANCIAL PROTECTION PROGRAMS

### Death and Disability Plan ● ~ +

A comprehensive plan that offers peace of mind and financial security through salary continuation, lump-sum death benefit, monthly benefit in the event of a long-term disability, and more, as well as supplemental coverages.

### Term Life Plan ●

A low-cost coverage option available in tiers from \$5,000 to \$50,000, or an income-based benefit amount, one times a member's effective salary, available at a lesser cost than your employees likely could secure on their own.

### Temporary Disability Plan ● ~ +

For a disability up to 90 days, this benefit provides employees with up to 60 percent of effective salary capped at the IRS maximum (\$285,000 in 2020) after a 14-day waiting period. *Lincoln Financial Group*

### Long-Term Disability Plan ●

This benefit offers financial protection during a long-term disability that extends beyond 90 days, providing a benefit of up to 60 percent of effective salary capped at the IRS maximum (\$285,000 in 2020) throughout their disability. *Lincoln Financial Group*

## HEALTH PROGRAMS

### Medical Plan ● ~

All three coverage options — a preferred provider organization (PPO), an exclusive provider organization (EPO), and a high deductible health plan (HDHP) — feature generous preventive care and prescription drug benefits, a telemedicine option, and Call to Health, our online well-being program. *Highmark Blue Cross Blue Shield*

### Vision Eyewear Plan ● ~ cost may be shared

Save hundreds of dollars every year on the cost of eyeglasses, contacts, and more through this low-cost benefit. *VSP*

### Dental Plan ● ~ cost may be shared

Provides coverage for a wide range of basic and major services and orthodontic treatment for children, saving members money on dental care and helping to support overall health and well-being. *Aetna*

## TAX-ADVANTAGED ACCOUNTS

### Flexible spending account: dependent care ●

Can be used to pay for eligible expenses for children under age 13 and certain older family members, such as in-home child care, before- and after-school programs, and adult day care. *Further*

### Flexible spending account: healthcare ●

Pay for eligible medical, dental, and vision expenses, such as deductibles, copayments, and copay amounts — all with pretax dollars. *Further*

### Health savings account ●

When offered along with the high deductible health plan (HDHP), these accounts can be used to pay for qualified healthcare expenses, including the annual HDHP deductible, copayments, dental treatments, and prescription drugs, for themselves or any eligible dependent. *Further*

#### Work requirement key

- 20 hours or more per week; no requirement for ministers in self-employed validated service
- 20 hours or more per week
- No hourly work requirement
- Requires participation in PC(USA) or other employer-sponsored plan



THE BOARD OF PENSIONS  
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APPENDIX E

**ORDINATION ANNIVERSARIES IN 2022  
(5-year intervals)**

<b>5 YEARS</b>	<b>10 YEARS</b>
	Rev. Andrew Wirt
<b>15 YEARS</b>	<b>20 YEARS</b>
Rev. Curtis Paul	Rev. Mary Kay Glunt Rev. Pete Goetschius Rev. Clark Kerr Rev. Rebecca Maiman
<b>25 YEARS</b>	<b>30 YEARS</b>
Rev. Donna Hess	Rev. Steve LaSor Rev. Aleda Menchyk Rev. Skip Noftzger
<b>35 YEARS</b>	<b>40 YEARS</b>
Rev. Martin Ankrum Rev. Cliff Foster	Rev. Bill King
<b>45 YEARS</b>	<b>50 YEARS</b>
<b>55 YEARS</b>	<b>60 YEARS</b>
Rev. Carlisle Lloyd	Rev. Rod Murray
<b>65 YEARS</b>	<b>70 YEARS</b>

# APPENDIX F

## **Kristen Emrick Bio**

Candidate under care of Pittsburgh Presbytery

### **Education**

M.Div. Pittsburgh Theological Seminary, 2021

B.A. Religion, American Public University, 2018

A.S., Liberal Arts and Sciences, Community College of Allegheny County, 2015

### **Ministry Experience**

Resident Pastor, Greentree, PA, 2021-Present

Student Pastor, Wilkinsburg, PA, 2019-2021

Ordained Ruling Elder

Ordained Deacon

### **Other Work**

Freelance Cartoonist

Cashier

Waitress

# APPENDIX 6

## Kristen Emrick Statement of Faith

1 I believe in the triune God, one God in three persons, Father, Son, and Holy Spirit. God created the  
2 heavens and earth from nothing and sustains creation out of love and for God's pleasure and glory. I  
3 believe in God's word revealed to us in all of the Scriptures and in the living Word of God, Jesus the  
4 Christ.

5 God created all of humanity in God's image to be in loving relationship with God and one another and  
6 was also tasked with the care of creation. Unfortunately, humanity chose to sin and therefore fell short  
7 of the glory of God. Sin separated us from God and broke the right loving relationships with not only  
8 God but also with our neighbors, self, and all creation. God choose to not leave us in our brokenness and  
9 promised to send a savior.

10 When the fullness of time had come the Word of God took on flesh, both fully God and fully man, Jesus  
11 Christ came into the world to dwell with humanity. Jesus was begotten by the Father, being of one the  
12 same substance of the Father and having a relationship with the Father as Son.

13 The sacrament of Baptism is a gift of the Lord and serves as the visible means of our incorporation into  
14 the body of Christ and the beginning of a new life. Through the power of the Holy Spirit and grace, God  
15 claims us as God's own, and we are united in Christ's death and his resurrection into new life.

16 In his life, Jesus' taught by actions as well as words to heal the brokenness in the world. Fully human,  
17 Jesus was tried and tempted in every way but did not sin. In fulfillment of the Scriptures Jesus was  
18 crucified, dead, and buried. On the third day he rose again as the first fruits of the present and coming  
19 Kingdom of God. Glorified in body, Jesus then ascended into heaven and acts as advocate and  
20 intercessor for us, reigning with God the Father, until he returns to establish the coming kingdom and  
21 make all things new.

22 The Holy Spirit, who proceeds from the Father and Son, was sent to the Church as companion and  
23 advocate. The Holy Spirit is a gift and God's presence with us, guiding and comforting us as we seek to  
24 witness and participate in the work of Christ, loving God and neighbor.

25 The Church is Christ's Body that unites us with the Father and leads us by the Holy Spirit to join in with  
26 Christ's work to bring God's Kingdom. In the sacrament of Communion we remember and celebrate  
27 Jesus' death and resurrection and our entering into the new covenant. This gift of God helps us to  
28 celebrate and be nourished with the entire living Body of Christ and the communion of Saints.

29 As Christ's Body we are defined by the future hope of the Kingdom of God where Jesus will return to  
30 fully consummate all of creation for God's love and glory. At present we live in the hope of Christ's  
31 return and desire to follow our Lord to express love to everyone. As a community, with our worship,  
32 participation in the sacraments, love of our neighbor and our actions to do justice in world we  
33 participate in and anticipate the coming Kingdom of God.

Church: Fort Burd and Calvin Congregations

Pastor or Associate Pastor : Solo Pastor

Full or Part Time: Full time

(\*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). (Minimums for Certified Christian Educators should be at least 80% of these minimums).

2022 Terms of Call	2022 Presbytery Minimum	Fort Burd(80%) Calvin (20%)
<b>EFFECTIVE SALARY</b>	<b>\$49,479.49</b>	<b>\$49,479</b>
1. Base Salary	\$38,061.14	\$38,061.14
2. Manse, including utilities (minimum of 30% of Salary/Deferred/ Allowances-total-1,3,4,5,7)	\$11,418.34	\$11,418.34
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>		
6. ONE TIME Moving Expenses (if church paid or reimbursed) this total may need to be included in the total salary reported to the IRS. (Please review with your accountant)		\$3,000
7. SECA <u>above</u> the normal 7.65% offset		
<b>TOTAL EFFECTIVE SALARY (total of 1,2,3,4,5,7)</b>	<b>\$49,479.49</b>	<b>\$49,479.49</b>
<b>8. Board of Pensions Dues (percentage calculated exclusive of moving expense): Pension (8.5%), Disability (1.5%) and Medical Coverage (27%) - Total (37)</b>	<b>\$18,307.41</b>	<b>\$18,307.41</b>
Post Retirement Dues - 12%(retired pastor >20 hours)	\$5,937.53	
<b>9. Social Security Contribution (7.65% of Effective Salary)</b>	<b>\$3,785.18</b>	<b>\$3,785.18</b>
10. Additional Group Plan Coverage Premiums		
11. Mileage Reimbursement (At current I.R.S. rate)		\$250/month
12. Study Leave/Reimbursement (cumulative to 6 weeks plus \$3,000)	2 weeks +\$1,000.00	2 weeks +\$1,000
13. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks - 4 Sundays	4 weeks- 4 Sundays
14. Other Professional Expenses:		
Book/Media Reimbursement		
Pastor's Professional Expense		
Vouchered Reimbursements		
<b>TOTAL COST TO CONGREGATION</b>	<b>\$72,572.08</b>	<b>\$78,572.08</b> (inclusive of manse/utilities)

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 \_\_\_\_\_

# APPENDIX I

## 2022 TERMS OF CALL

Church: Cresson and Patton Congregations

Pastor or Associate Pastor : Solo Pastor

Full or Part Time: Full time

(\*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). (Minimums for Certified Christian Educators should be at least 80% of these minimums).

2022 Terms of Call	2022 Presbytery Minimum	Cresson(40%; Patton(60%)
<b>EFFECTIVE SALARY</b>	<b>\$49,479.49</b>	<b>\$53,500</b>
1. Base Salary	\$38,061.14	\$37,450
2. Housing Allowance or Manse, including utilities (minimum of 30% of Salary/Deferred/Allowances-total-1,3,4,5,7)	\$11,418.34	\$16,050
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>		
6. ONE TIME Moving Expenses (if church paid or reimbursed) this total may need to be included in the total salary reported to the IRS. (Please review with your accountant)		
7. SECA <u>above</u> the normal 7.65% offset		
<b>TOTAL EFFECTIVE SALARY (total of 1,2,3,4,5,7)</b>	<b>\$49,479.49</b>	
<b>8. Board of Pensions Dues (percentage calculated exclusive of moving expense): Pension (8.5%), Disability (1.5%) and Medical Coverage (27%) - Total (37)</b>	<b>\$18,307.41</b>	<b>\$19,783</b>
Post Retirement Dues - 12% (retired pastor >20 hours)	\$5,937.53	
<b>9. Social Security Contribution (7.65% of Effective Salary)</b>	<b>\$3,785.18</b>	<b>\$4,092.75</b>
10. Additional Group Plan Coverage Premiums		
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
13. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks - 4 Sundays	4 weeks- 4 Sundays
14. Other Professional Expenses:		
Book/Media Reimbursement		
Pastor's Professional Expense		
Vouchered Reimbursements		
<b>TOTAL COST TO CONGREGATION</b>	<b>\$72,572.08</b>	<b>\$78,375.75</b>

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 \_\_\_\_\_



**ENRICHMENT DAY  
 PRESBYTERIAN LEADERS & MEMBERS  
 AT WESTMONT PRESBYTERIAN CHURCH BUILDING - JOHNSTOWN  
 SATURDAY, February 12, 2022**

- 11:15 - 12:15 Clerks of Session Review of 2021 Session minutes.
- 12:15 - 12:40 Registration & Classy Cheese & Crackers, Fruit, Veggie Tray & Cookies, etc.
- 12:40 -1:00 Opening Skip Noftzger
- 1:00 - 1:10 Pine Springs Camp Update Greg Davis
- 1:10 - 1:20 Introduction of Classes
- 1:25 - 2:35 Session #1
- 2:35 - 2:50 Break for Fellowship and Snacks
- 2:50 -4:00 Session #2
- 4:03 - 4:13 Closing gathering

**Our afternoon schedule allows for roads to be cleared.**

- A. Mental Health Basics and the Church’s Response** Pastor Alice Tondora
- B. From Membership to Discipleship** Pastor Ben Nti
- C. What Experts Say about Your Church Surviving and Thriving** Consultant Jim Farrer
- D. “General Stonewall Jackson” Compares Old-Time Presbyterianism and Today’s: Providence, Predestination, Sabbath, Baptism, Lord’s Supper, etc.** Elder Sheila Farrer

**Cost: Free** Each person should bring a Bible and each church should send a food item for refreshments.

- Pre-Registration:** We need an idea of numbers for snacks, handouts, and room assignments.
1. **To pre-register:** Phone Westmont Presbyterian (814) 536-0796 and say: “Our church is \_\_\_\_\_. We think (#) will likely attend.”
  2. Also, try to have your participants fill out the list below.

**Courses I think I will take: Name \_\_\_\_\_ Church \_\_\_\_\_**

- | <b>Session #1</b>                                  | <b>Session #2</b>                                  |
|--|--|
| _____ A. Mental Health Basics                      | _____ A. Mental Health Basics                      |
| _____ B. Membership to Discipleship                | _____ B. Membership to Discipleship                |
| _____ C. Survive to Thrive?                        | _____ C. Survive to Thrive?                        |
| _____ D. Old-time vs. Present-time Presbyterianism | _____ D. Old-time vs. Present-time Presbyterianism |

Babysitting available? Please call 814-536-0796 [www.westmontpc.org](http://www.westmontpc.org)  
 Mail this registration form to: Westmont Presbyterian Church  
 By Monday, February 7, 2022 601 Luzerne St. Johnstown, PA 15905

Pass the word! You don’t have to be a Presbyterian to participate



**MATTHEW 25**

## **Matthew 25 Bible Study: The Gospel & Inclusivity**

**Join Pastor Curtis (Rev. Curtis Paul, Newlonsburg Presbyterian Church, Murrysville) to study the letter to the Galatians.**

**Wednesdays 4/20, 4/27, 5/4 & 5/11 from 7-8PM.**

**Via zoom Meeting ID: 678 936 2797 Passcode: 316317**

**Anyone is welcome. Pastor Curtis is hosting this for Redstone Presbytery.**

**For a glance at the study [https://www.presbyterianmission.org/wp-content/uploads/M25 Bible-Study-FINAL-8.31.20.pdf](https://www.presbyterianmission.org/wp-content/uploads/M25_Bible-Study-FINAL-8.31.20.pdf)**

**Purpose of this Study: The *Matthew 25 Vision* calls the Presbyterian Church (USA) to engage our world, so our faith comes alive and we are awakened to new possibilities. The 222nd and 223rd General Assemblies (2016 and 2018) exhorted the PC(USA) to act boldly and confront systems and principalities that oppress and prey on the vulnerable: the hungry, oppressed, imprisoned or poor.**

**We live into the Matthew 25 vision by engaging together in the three works of vitalizing our congregations, dismantling structural racism and eradicating poverty.**

**These three works, of course, are inseparable. This study focuses on the fundamental connection between the vitality of our congregations and the work of dismantling racism. A congregation cannot be vital without confronting racism; for what is at stake —when racism directs our congregational and community life — is our faithfulness to the gospel.**

**I (Samuel Son) start this study by sharing my journey of this discovery — that the gospel is about how we do church life that is inclusive. Then I will invite you to study some of the scriptures that made the scales of discrimination begin to fall off my eyes.**

**A Second Look at Prayer** by Jim Farrer for the Healing Prayer Ministry Network (first published in [biblicalleadership.com](http://biblicalleadership.com))

Most of us desire to know the how-to-do-it aspect of prayer. However, Dietrich Bonhoeffer alerts us in his book *Christology* that the “Who” is more important than the “how.”

Atheists believe that there is no one to whom they can pray. Radio astronomers send signals into space hoping that there will be a response. In a time of crisis secularists may shake their fists at the sky.

Witches and New Age pagans may seek to discover a precise spell in hopes of calling down a certain spirit which will assist in that situation. What witches often fail to comprehend is that even if a specific spell is cast for a “helpful” spirit, a surreptitious spirit may arrive.

Instead of weaker powers and rebel principalities the Bible points us to the Most High God, maker of heaven and earth (Genesis 14:18). Christians pray to the Father, through the Son and in the power of the Holy Spirit. Christian prayer is always offered to the glory of the Father.

### **Jesus prays**

We Christians may also overlook that we are not the only ones who are praying. God the Son is praying for His flock as the new and true High Priest (Hebrew 8:1). He ever lives to make intercession (7:25). In fact Jesus makes our prayers His own.

### **The Holy Spirit prays**

As Romans 8:26 declares: “Likewise the Spirit helps us in our weakness...with sighs too deep for words.”

### **Does the Father pray?**

The Heavenly Father may not precisely pray for us, but certainly God blesses us. Blessing means primarily the active sending of the divine good will or grace. This transfer of empowerment upholds the *kosmos* that God loves (John 3:16) and undergirds the world’s people as a whole with His presence. God’s favor and promise especially embraces the Covenant community.

### **A-C-T-S or C-A-T-S**

Many Christian leaders point to the acrostic ACTS (Adoration, Confession, Thanksgiving and Supplication) as a helpful guide in praying. Indeed many worship services are built upon this flow of prayer.

In contrast leaders in other church traditions believe that it is important to change the order of this acrostic and begin with confession. For example, at Notre Dame Cathedral in Paris those who are truly dedicated attend a 45-minute confessional service prior to the main worship. Lutheran services have traditionally begun with a corporate prayer of confession.

Many persons and religions believe that they must earn their way to salvation. As the Bible explains, prior to our confessing and doing good works God has already done something unconditionally for us. Salvation has been accomplished on the cross of Jesus the Messiah and offered to us as a gift. Our

response is to receive this gift and say “Thank You.” Thus the Gospel is expressed more clearly by beginning prayers and worship with adoration.

### **Sin is dangerous**

Sin can be understood as simply missing the target, but the Bible has more than 30 words describing various aspects of sin. In Jeremiah 17:9 sin is a sickness unto death: “The heart is crooked above all and it is sick.” The Hebrew word here is *anash* meaning incurable, malignant. Sin is also going to the enemy’s side.

### **Prayers and proclamation for forgiveness**

Thus confession is important. It “cleans” us up. Charismatic colleagues say that the confession of our sin gives the demonic world fewer areas of our lives upon which to cling. Eduard Thurneysen in *A Theology of Pastoral Care* calls God’s forgiveness a change of regime: “Assurance of pardon is ultimately to be understood as exorcism.” (p.316)

### **G-L-A-D P-A-C-T-S**

In my experience with both youth and adults I have expanded the acrostic into “Glad Pacts” of Prayer.

- |                      |   |
|----------------------|---|
| <b>Pre</b>           | Stands for prevenience. Prior to our own praying, the Holy Spirit prays for us! (Romans 8:26-27) “Let us therefore come boldly unto the throne of grace, that we may obtain mercy, and find grace to help in time of need.” (Hebrews 4:16)  |
| <b>Adore</b>         | Wow!  |
| <b>Confess</b>       | Sorry/Getting cleansed (Psalm 51)   |
| <b>Thanks</b>        | Yeah, God!  |
| <b>Supply</b>        | Please...fulfill these requests.  |
| <b>Give</b>          | Instead of ruminating about our burdens through the night we should give them over to God who is up all night. (Psalm 121:4)  |
| <b>Lament</b>        | “How long, O Lord,” will you let bad things happen? (Psalms 13, 44, 55) These Psalms of lament were used personally and corporately to release things “stuck in the craw.” These words may be expressed with great vigor.   |
| <b>Authoritative</b> | Pray in Jesus’ name, reputation and authority. This is a wrestling vs. evil and wickedness (Luke 14:12, Ephesians 6).<br>Professor J.G.S.S. Thomson in his book <i>The Praying Christ</i> alerts us that in Numbers 8:24 the word <i>tsabha</i> is often translated as “wait upon” or “do their duty” or “serve.” However, it may be literally translated “war the warfare of the tent of meeting.” The root of this Hebrew word is a form of <i>tsebhaoth</i> as in LORD of Hosts...heavenly armies. Something powerful happens in worship and prayer. |
| <b>Discerning</b>    | Waiting and watching (Psalm 130:5-6, Mark 14:38)  |

This acrostic certainly does not exhaust all of the types of prayers.

Henri Nouwen calls prayer “the most radical and revolutionary act...by which we can enter into a world which is not of this world.”

## PREPARE FOR COMMUNITY ENGAGEMENT THROUGH STUDY

Community engagement requires action, but does it require study as well? Standing on the verge of a new project, study may seem a waste of precious time. Why not just roll up those sleeves and get to work? The immediate problem with this scenario is that unexpected misfires can result. Bad outcomes might be avoided—and time saved—by putting study first and action second.

### The Need for Adult Education

Most US churches think Christian education is for children and youth. While a majority have at least one study or prayer group, less than half (40 percent) of them hold any classes during “prime time” on Sunday morning before or after worship. Both Conservative white and African American churches are more likely than Mainline Protestants to schedule classes during this time so that it will coincide with children’s Sunday School classes and set stronger expectations for adult attendance. In addition, only 14 percent of Mainline churches offer regular classes for new members, even though half of their members grew up in other denominations. By paying so little attention to adult education, less than any other American faith group, “white Mainline Protestants seem to be putting all their eggs in the basket of morning worship and children’s Sunday school.” Why? Unlike other groups, such as Catholics or Jews, Mainline Protestants do not see themselves as outsiders to American culture, sociologist Nancy Ammerman notes. For much of American history, they were the leaders in education, government, and business, so they have felt less need to reinforce the basics of the faith.<sup>1</sup>

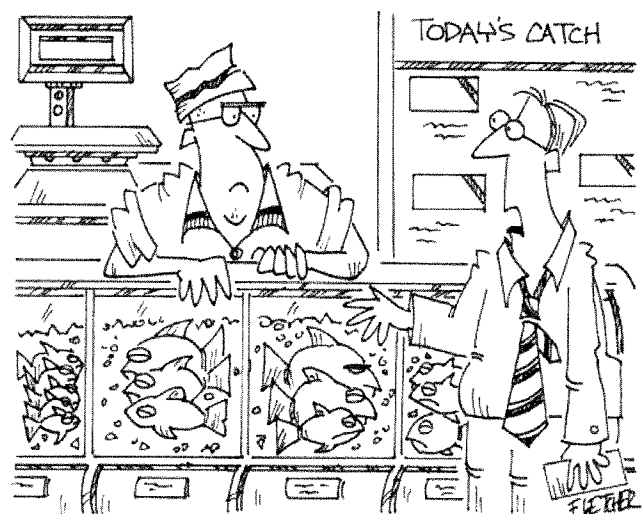
### Bible Study as Foundation

For Christians, adult education begins with Bible study. The Bible’s importance to Christian social ethics is not widely understood, yet Bruce Birch and Richard Bauckham highlight the Bible’s ethical significance for personal and public life while Norman Wirzba argues

for the ethical relevance of the doctrine of creation for responding to the ecological crisis.<sup>2</sup> The link between the Bible and social ethics can be made explicit by the preacher in a sermon, as long as special care is taken to include dialogue with church members before or after the sermon if the topic is controversial.<sup>3</sup>

Adult education resources on social ethics include a number of downloadable resources, including Faithlink, a United Methodist Church curriculum; The Thoughtful Christian, a similar curriculum of the Presbyterian Publishing Corporation; and Dialogues On . . . by Sparkhouse, a publication resource of the Evangelical Church in America. The downloads typically cover a single topic per session, though The Thoughtful Christian offers seasonal studies with a social ethics emphasis and Dialogues on . . . offers six- or seven-week studies on a single social topic.<sup>4</sup>

Church leaders can also integrate a time for study with an “immersion experience” to learn more about a particular community. Journey to Justice, a weekend retreat designed for Roman Catholic parishes, combines study



“MY CHURCH HAS MOVED FROM STUDY TO ACTION...  
I NEED ENOUGH FISH TO FEED 5,000 PEOPLE.”

of the Bible and Catholic social teaching with a community tour guided by local leaders. On Friday evening, participants learn about “the preferential option for the poor” and the concept of social sin (unjust systems that oppress the poor). On Saturday morning, the group studies the parable of the good Samaritan, with its focus on serving neighbors who are radically different from us. In the afternoon, the group visits a social agency, hearing from one of “the empowered poor” in the community, who serves as their guide. In debriefing that evening, participants share what they experienced and felt during the visit, revisit church teachings, and examine the root causes of poverty. The retreat ends on Sunday morning with a guided imagery exercise and later with a Mass in which participants are invited to commit to follow-up action. In this example, study of the Bible and social teachings provides a theological context for the immersion experience.<sup>5</sup>

### Study as a Catalyst for Action

Study can serve as a catalyst for action. The town of Comanche, Oklahoma, experienced economic hardship after the closing of two factories. In a school system serving five towns and one thousand students, a majority of children were eligible for a federal free-meal program twice per day. First Church, a small church with only fifty members, began studying Matthew 25:31–46, the Great Judgment in which Christ’s followers are separated into sheep and goats based on how they treat others. Church leaders asked, “How can a church find Christ in a town that has lost hope?” They also read the Great Commission in Matthew 28:16–20, with its commandment to make disciples, baptize, and teach the gospel. Church leaders asked, “How do we ‘go into the world’ of Comanche, Oklahoma?” In response, church leaders started a free breakfast program on the last Saturday of each month, placing newspaper ads and posting signs that read, “Free Breakfast.” After a few months, they drew fifty or sixty persons. After this, the breakfast committee decided to remove the word “free” and simply call it a “community breakfast” because younger families who came to breakfast had told them they felt singled out as persons who needed a handout. After the name change, attendance grew to 125. The church had moved from study to action.<sup>6</sup>

### Study as a Way out of Poverty

Study beyond the Bible can also be incorporated into an overall strategy of leadership development for low-

income persons. Circles USA relies on a combination of personal goal setting and group support to lift the poor out of poverty. Participants offer a twelve-week class for those living in poverty called “Getting Ahead,” which combines personal financial management with lessons about the causes of social causes of poverty. Upon graduation, participants make a commitment, usually for eighteen months to five years, to get out of poverty permanently. The graduate, now known as a “Circle Leader,” is assigned a person known as an Ally. “Allies are not mentors. They are intentional friends,” according to Rebecca Lewis, the Circles Coach at First United Methodist Church in McPherson, Kansas. Participants are invited to attend monthly training sessions alongside others who are committed to similar goals. This group-centered approach makes the task of study so much more enjoyable than it would be in isolation.<sup>7</sup>

To the more actively oriented, study may seem like a classic waste of time. Its benefits may be intangible, but they are long lasting, opening up new visions for what needs to be done, serving as a catalyst to action, and making it more likely that the action we do undertake will achieve its desired effect.

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1. Nancy Ammerman, *Pillars of Faith: American Congregations and Their Partners* (Berkeley: University of California Press, 2005), 272–73.

2. Bruce C. Birch, *Let Justice Roll Down: The Old Testament, Ethics, and the Christian Life* (Louisville, KY: Westminster John Knox, 1991); Richard Bauckham, *The Bible in Politics: How to Read the Bible Politically* (Louisville, KY: Westminster John Knox, 2011); Norman Wirzba, *The Paradise of God: Renewing Religion in an Ecological Age* (New York: Oxford University Press, 2003).

3. See Leah D. Schade, *Preaching in the Purple Zone: Ministry in the Red-Blue Divide* (Lanham, MD: Rowman and Littlefield, 2019) for a sermon-dialogue-sermon approach to preaching on controversial social issues.

4. From *The Thoughtful Christian*: Dana Horrell and Paul Stroble, “Faithful Citizenship: An Adult Lenten Study.” From Sparkhouse: Dialogues on . . . The Refugee Crisis, Dialogues on . . . Sexuality, Dialogues on . . . Race. See also a book resource, Katie Dawson, *All Earth Is Waiting: Good News for God’s Creation at Advent* (Nashville, TN: Abingdon Press, 2017).

5. Jeffrey Odell Korgen, *My Lord and My God: Engaging Catholics in Social Ministry* (New York: Paulist Press, 2007), 55–71; *Journey to Justice Guidebook* (Washington, DC: U.S. Conference of Catholic Bishops, 2014), <https://tinyurl.com/y9wnbjgt>.

6. Jeanne Stevenson-Moessner, *Prelude to Practical Theology* (Nashville: Abingdon, 2008), 13–17.

7. “Dots Start to Connect,” YouTube video, 6:00, uploaded September 21, 2006 by Dana Horrell, <https://tinyurl.com/yaulc2s4>.

## PLANNING THE FUTURE BY APPRECIATING THE PAST

First Church on the corner of Heritage and Main had been around long enough to have faced this moment before: a pastor departed, the need for a search committee to be formed, the sense of urgency rising, and discontent in the pews stoked by uncertainty. Now, as Ismelda prepared to start the governing board meeting, she looked around at the white heads of those gathered and thought, *Something must change*. Yet how to accomplish it?

### From Problem Solving to Appreciation

Pivotal moments require planning to chart the future. In First Church's case, this would suggest undertaking a whole-system planning process before drawing up a pastoral search committee. A number of methods have been tested in churches over the past fifty years, including the Search Conference, Asset Mapping, and Appreciative Inquiry.<sup>1</sup>

Of these, Appreciative Inquiry (AI) can be especially effective when negativity holds sway. This negativity can look like leaders responding to change by second-guessing themselves, blaming others, lamenting the present state of affairs, or over-sharing their anxiety about the church's future. AI can help change the conversation from a focus on problem solving to the appreciation of shared strengths. This shift can open up space for leaders to look forward and dream big.

### The Heart of Appreciative Inquiry

Practical theologian Mark Lau Branson identifies five "core processes" of AI, written in imperative form: 1) Choose the positive as the focus of inquiry; 2) Inquire into stories of life-giving forces; 3) Locate themes that appear in the stories and select topics for future inquiry; 4) Create shared images for a preferred future; and 5) Find innovative ways to create that future.<sup>2</sup> These core processes are not intended to provide a structure for the planning process. Instead,

they make plain what features must be present for the planning to qualify as AI.

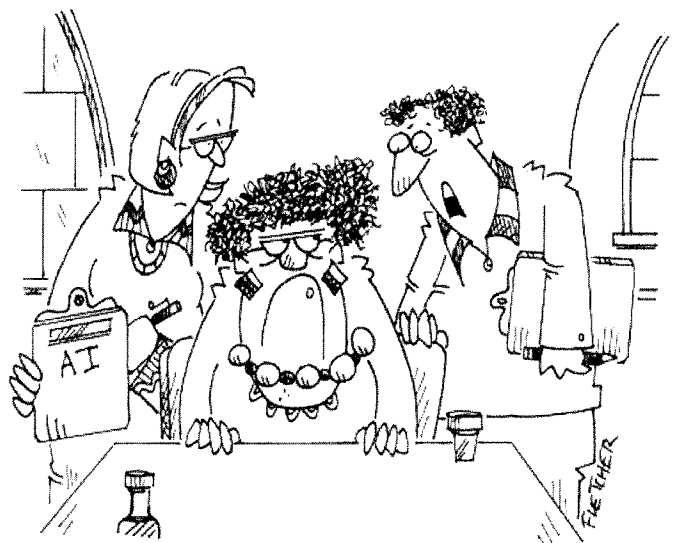
### One Possible Framework: The 4-I Model

Books on AI abound, and several different frameworks exist for structuring this type of inquiry. For example, the 4-I Model offers a four-part structure for moving from reflection to action with a letter "I" as an aid to memory.<sup>3</sup>

**Initiate.** At its heart, AI is an inquiry process into what is best and most life-giving about a particular congregation through interviews in which members tell stories about the past. Formulating questions gets the process going.

Sample questions:

1. As you think about your experience of the church, can you remember a time when you felt most engaged and alive? Who else was involved and what was happening?



"IT'S AN APPRECIATIVE INQUIRY  
TO CHART THE FUTURE OF OUR CHURCH. ERNA...  
WE'RE NOT REQUIRED TO READ YOU YOUR RIGHTS."

2. What are the most significant contributions the church has made to your life? When did this happen?
3. How did you yourself contribute to the life of your church? Offer stories or examples of this.
4. What makes this church unique? Are there traits or ways of life that make this church stand out from the rest?
5. Looking to the future, make three wishes for the church and paint a picture of what it would look like if these wishes were to come true.<sup>4</sup>

**Inquire.** Now it's time to select persons to interview. As with any planning process, the greater the diversity of the participants the better. In this case, this means diversity with regard to age, ethnic background, length of time as a member, proximity or distance from the leadership core, or any other variables deemed relevant to the study. In the interview itself, the aim is to gather data through stories. When taking notes, try to balance story specifics with broader generalizations about what worked well.

**Imagine.** The purpose of this step is to find meaning in the data from the recollected past and give it a future focus. Answers may be sorted into broad categories, such as categorizing descriptions into aspects of the church's life, time periods, age cohorts involved, or other themes that occurred throughout the interviews. The group then writes "provocative proposals," or brief paragraphs, that distill a positive, life-giving strength from the interviews. These constitute a vision statement of sorts that, though emerging from the data, may challenge entrenched assumptions. Getting it right may take extensive drafting, and this work, though at times difficult, has the benefit of building consensus for action in the process.

**Innovate.** Here is where leaders begin to put their findings into practice. This can be done through discussions held among small groups throughout the church, within the governing board, or with individuals who feel empowered to form a team and start a new project. These new projects can be considered small-scale experiments, not requiring a lot of time or money but helping to get the church moving along its new trajectory.

### **An Active Church Asks "What's Next?"**

By 2001, Akron Mennonite Church had completed a set of ten-year goals, called a new pastor, and witnessed

the formation of a new denomination, Mennonite Church, USA, in its own backyard. The town of Akron, in Lancaster County, was home to three Mennonite agencies: Mennonite Central Committee, Ten Thousand Villages, and Mennonite Disaster Service. Now it reached a pivotal moment: What next?

Leaders began the process of figuring this out by interviewing twenty of its founding members who had been active since the church began in 1959. The primary outgrowth of this project was a written historical narrative that was circulated to every member. Over the next few years, the congregational council (its chief governing board) and small-group leaders led Appreciative Inquiries into how people are able to connect with the church, given that many community members were not native to the region but had moved there to work in the Mennonite agencies. In 2008, another cycle was launched, open to anyone and taking place over four weekends in January, this time shaped around the question of intentional community engagement.

In the past, community service tended toward the model of "fix it and forget it." Now, drawing from Luke 10:1-20 (disciples as local missionaries) and Matthew 5:13-16 (disciples as "salt," "light," and "a city on a hill" for the world), leaders shaped their questions in order to evoke stories about community engagement as an act of faith. Based on the answers, leaders offered "provocative proposals" about deepening their connection to the church's neighbors through intentional listening.

Remembering our past with a congregation can provide a springboard to action, as long as it focuses on what is right with the system instead of what's wrong. This doesn't mean that mistakes are ignored and their lessons forgotten, but that a larger value is recognized: the experience of gratitude for that which gives life.

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1. Luther K. Snow, *The Power of Asset Mapping: How Your Congregation Can Act on Its Gifts* (Lanham, MD: Rowman and Littlefield, 2004); Merrelyn Emery and Ronald Purser, *The Search Conference: A Powerful Method for Planning Organizational Change and Community Action* (San Francisco, CA: Jossey-Bass Publishers, 1996); Mark Lau Branson, *Memories, Hopes, and Conversations: Appreciative Inquiry, Missional Engagement, and Congregational Change, Second Edition* (Lanham, MD: Rowman and Littlefield, 2016).

2. Branson, 25.

3. *Ibid.*, 27-28, 73-124.

4. *Ibid.*, 76.



# Presbytery of Redstone

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