

Rev. Richard "Skip" Noftzger
Executive Presbyter Report

Communicate the Word, Carry on the Work, Change the World.....Together!

VISION	2022 Annual Report	
Congregation-centered (ENGAGE)	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none">• During this past year, I visited seventy-one different worship or special services of twenty-nine congregations within Redstone Presbytery. Additionally, I was afforded the opportunity to preach or bring a charge on fifty occasions in those services.• Worked, consulted and moderated sessions through seven separate shared gatherings (in person or Zoom) as well as individual conversations. These engagements range from providing first-hand resourcing during emergency pastoral leadership transitions, mediating conflict, stewardship interpretation and strategizing on ministry.• Initiated a summer internship experience with a student under care of Kiski Presbytery which later resulted in consideration and approval of her service as student pastor for one of our smaller congregations in a remote location.• Coordinated the work of the Administrative Commission completing the dissolution of the Covenant, Boswell congregation, including communication with the members of the former congregation.• Participated in special services and events honoring teaching elders both who are retiring and those being installed as ministers of Word and Sacrament serving congregations.• Stepped in to provide both pastoral and organizational leadership for McClellandtown Church in the time of transition, following the retirement of Rev. McDermott. The church provides additional funding to the Presbytery to offset my commitment.• Promoted the Matthew 25 initiative (Presbyterian Mission Agency) among our congregations through both materials and in person conversations.• Through written communications in Enews articles and Pastoral letters, provide regular guidance and thoughtful reflection for pastors and presbyters about important issues within the Church (ongoing navigation of pandemic, etc.) at this time.	

	<ul style="list-style-type: none"> Continued resourcing of churches currently using pulpit supply about possible pulpit supply, pastoral and moderator options. Arranged for the COM moderator appointments of moderators for all congregations in need of longer-term service. 	
<p>Leadership developed (EQUIP)</p>	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none"> Worked with sessions in finding and contracting with pastors for “temporary” pastoral positions. Facilitated the identification and contracting with several interim pastor candidates in four different pastoral positions. Recruited, connected and consulted in the hiring and approval of 3 commissioned pastor relationships and one student pastor relationships. Conducted orientation and coordinated with different Pastoral Nominating Committees in both utilizing the system and conducting appropriate pastoral searches. Participated through active consultation as they walked through the filtering and selection as part of the discernment process. Conducted EP reference checks prior to in-person interviews, arranged neutral pulpit opportunities and assisted the committees in seeking consensus on evaluating candidates. Consulted on negotiating and final elements of extending calls. Initiated contact and the arrangement for two new students to begin the candidacy process under the care and supervision and Redstone Presbytery. Coordinated the CP preparation process and communicated expectations to each inquirer. Documented and submitted the report on the Small Church Leadership grant from the Synod of the Trinity. Planned and supervised new workshops both for ruling elders and teaching elders within the Presbytery and nearby presbyteries. During 2021, there were ten workshops with one hundred seventeen participants from all of the surrounding presbyteries. <p>Individual consultations with numerous pastors throughout the year concerning pandemic decision-making, ministry strategy, mission development, leadership practices, personnel and organizational issues. With newer pastors, assist in orientation and in serving as resource person to process their experiences in ministry so far.</p> <ul style="list-style-type: none"> Actively provided possible candidates to the Nominating Committee for consideration for leadership within the Presbytery. Resource for candidates outside of Redstone who are considering positions that are open within the Presbytery. Network and proactively identify possible candidates to encourage them to self refer to open pastoral positions within the Presbytery. 	

<p>Collaboration-Districts/Network (ENABLE)</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> • Served as the President of Christian Associate in 2021. Provided leadership through the Council in ecumenical events and in representation at installations of area bishops. Participated ecumenically as the Presbytery representative in the western Pennsylvania region (Pittsburgh and Johnstown) through joint worship services and organizational planning. • Provide administrative assistance and resourcing for all of the various networks, task forces and committees of the Presbytery in their work and implementation. • Served as the Director of the Inter-Presbytery Leadership Formation program with participants from Redstone, Washington, Kiski, Pittsburgh. In 2021, worked with and coordinated the addition of Beaver-Butler to the group. Consulted with other Presbyteries throughout the Synod of the Trinity on developing education and training for possible Commissioned Pastors. • Consulted with denominational agencies including the Board of Pensions, Presbyterian Foundation, PILP, Presbyterian Mission Agency, and the office of General Assembly on behalf of the Presbytery and our congregations. • Initiated the one-day event for a Pastor’s Getaway day at Pine Springs Camp for April 5. • Proposed and convened a group of Council members interested in exploring further how our Presbytery might continue to educate and respond to the needs for racial justice and reconciliation. • Active participation in the annual Enrichment Day and offering the homily. • Engagement with commissioners and participation in General Assembly, Synod of the Trinity, as well as “Beloved Community” presentations and Executive Presbyter forums. 	
<p>Partnership in Mission promoted (EMPOWER)</p>	<p>Promoted and provided leadership in our partnerships in mission –</p> <ul style="list-style-type: none"> • Participated in the New Wilmington Mission Conference and in the meeting of the Sudan/South Sudan presentation and partnership. • Assisted the Mission Committee in identifying, providing and implementing financial support for the South Sudan Presbyterian Evangelical Church in response to particular needs. • Served as ex-officio board member for Pine Springs Camp including participating in training and worship for summer staff. Extensive work with the Pine Springs Board of Directors, the Finance Committee and the Executive Director. • Led the commissioning service for those participants in the Redstone mission trip to Summersville, West Virginia. 	

	<ul style="list-style-type: none"> • Continue to support individual congregational activities in support of mission and mission trips. • Participated regularly in both the Board as an ex officio member and within the Strategy committee of Redstone Highlands. 	
<p>Operational Support</p>	<p>Initiated practices and policies for both greater efficiency and effectiveness---</p> <ul style="list-style-type: none"> • Coordinated the planning and implementation of Presbytery gatherings to hybrid formats. • Supervised the close financial management of the budget of the Presbytery. Managed the effective cash flow of operations (no premature withdrawals from investments) and limited expenditures in order to minimize the use of reserves and investment assets as a means of propping up the annual budget. Consequently, investments and holdings grew by over one hundred thousand despite a shortfall in revenues for the annual budget. • Provided comprehensive and historical analysis of financial revenue contributions, expenditure allocations, investment performance for greater shared ownership by the Finance and Budget committee. Developed multiple 2022 budget scenarios for their consideration and recommendation. • Correspond with sessions with gift letters offering gratitude for First Fruits contributions. • Consulted with auditors on completion of financial review and opportunities to provide future bookkeeping services for the Wee Kirk conference. • Developed and produced stewardship materials for the presbytery. Contacted all congregations with materials for the purpose of requesting 2022 First Fruits pledges. • Supported all standing committees (Council, COM, CPM), subcommittees, networks and task forces within the Presbytery through administrative support, education, policy development and leadership formation. • Coordinated the final publication of presbytery minutes in preparation for their review within the Synod. Provided oversight and coordinated session minutes reviews within the presbytery. • Maintained accurate records and administrative oversight for minister rolls within our presbytery and in communication with other presbyteries (dismissing/receiving) and with the Office of the General Assembly. Completed all end of the year reports for 	

	<p>the Office of the General Assembly.</p> <ul style="list-style-type: none"> • Follow up on pastors serving congregations regarding renewal of background clearances. • Ensuring updating of congregational statistics and updating our numbers for purposes of per capita assessment with both Synod and General Assembly. • Ongoing resource and consultation with pastors, treasurers, and sessions concerning employment contracts, annual enrollment and retirement decisions within the medical plan of the Board of Pensions. 				
VALUES	Servant Leadership	Flourishing Community	Witness to the World	Generous and effective Stewardship	
	<i>Soli Deo Gloria</i>				