

Presbytery of Redstone  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2022

03/02/2022 09:57 AM

**APPENDIX "A"**

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
<b>INCOME</b>					
<b>CONTRIBUTION INCOME</b>					
<b>UNRESTRICTED</b>					
			\$320,000.00		
Church Comm/Lgr Church	29,212.57	44,725.98	0.00	0.00%	36,526.07
Church Extra Giving	175.00	175.00	0.00	0.00%	0.00
Pd to Prior Yr Commitment	0.00	3,159.50	0.00	0.00%	420.00
Individ Comm/Lgr Church	243.00	543.00	0.00	0.00%	642.50
Presbyterian Fdn Cont	0.00	221.58	0.00	0.00%	85.70
<b>Subtotal Unrestricted</b>	<b>29,630.57</b>	<b>48,825.06</b>	<b>320,000.00</b>	<b>15.26%</b>	<b>37,674.27</b>
<b>TEMPORARILY RESTRICTED</b>					
			45,000.00		
Pine Springs Camp	0.00	0.00	0.00	0.00%	100.00
Resource Center	348.96	348.96	0.00	0.00%	294.03
PDA - Directed	28,823.00	28,873.00	0.00	0.00%	220.00
Sudan Projects	868.33	1,168.73	0.00	0.00%	3,182.68
PMA - Directed	1,650.00	1,750.00	0.00	0.00%	440.00
Synod Mission	300.00	300.00	0.00	0.00%	300.00
I.P.L.F.	0.00	1,500.00	0.00	0.00%	2,900.00
<b>Subtotal Temporarily Restricted</b>	<b>31,990.29</b>	<b>33,940.69</b>	<b>45,000.00</b>	<b>75.42%</b>	<b>7,436.71</b>
<b>Subtotal Contribution Income</b>	<b>61,620.86</b>	<b>82,765.75</b>	<b>365,000.00</b>	<b>22.68%</b>	<b>45,110.98</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
<b>MISCELLANEOUS INCOME</b>					
			6,000.00		
Oil & Gas Lease	0.00	7.83	0.00	0.00%	21.77
Preaching/Consulting	2,100.24	4,200.48	0.00	0.00%	225.00
Miscellaneous Income	5,000.00	5,050.00	0.00	0.00%	3,388.03
<b>Subtotal Miscellaneous Income</b>	<b>7,100.24</b>	<b>9,258.31</b>	<b>6,000.00</b>	<b>154.31%</b>	<b>3,634.80</b>
<b>RELEASE FROM RESTRICTIONS</b>					
<b>TEMP RESTRICTED RELEASE</b>					
RFR SCLD	-118.76	-118.76	0.00	0.00%	-263.20
RFR Enabling Min. Network	0.00	0.00	0.00	0.00%	-2,000.00
RFR PDA - Directed	-28,823.00	-28,873.00	0.00	0.00%	-220.00
RFR Sudan Projects	0.00	0.00	0.00	0.00%	-7,000.00
RFR PMA - Directed	-1,650.00	-1,750.00	0.00	0.00%	-440.00
RFR Synod Mission	-300.00	-300.00	0.00	0.00%	-300.00
RFR I.P.L.F.	-320.20	-736.39	0.00	0.00%	-496.50
<b>Subtotal Temp Restricted Release</b>	<b>-31,211.96</b>	<b>-31,778.15</b>	<b>0.00</b>	<b>0.00%</b>	<b>-10,719.70</b>
<b>Subtotal Release From Restrictions</b>	<b>-31,211.96</b>	<b>-31,778.15</b>	<b>0.00</b>	<b>0.00%</b>	<b>-10,719.70</b>
<b>RELEASED FROM RESTRICTION</b>					
Released from restriction	31,211.96	31,778.15	0.00	0.00%	10,719.70
<b>TOTAL INCOME</b>	<b>68,721.10</b>	<b>92,024.06</b>	<b>427,000.00</b>	<b>21.55%</b>	<b>48,745.78</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 - Restricted	0.00	0.00	0.00	0.00%	7,000.00

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2022

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Sudan	0.00	0.00	16,000.00	0.00%	7,000.00
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	5,500.00	0.00	0.00%	5,500.00
Subtotal Pine Springs Camp	2,750.00	5,500.00	38,000.00	14.47%	5,500.00
SYNOD MISSION	0.00	0.00	1,000.00	0.00%	0.00
Synod - Restricted	300.00	300.00	0.00	0.00%	300.00
Subtotal Synod Mission	300.00	300.00	1,000.00	30.00%	300.00
PRES MISSION AGENCY	0.00	0.00	31,000.00	0.00%	0.00
PMA - Shared	1,400.00	2,800.00	0.00	0.00%	3,200.00
PMA - Restricted	1,650.00	1,750.00	0.00	0.00%	440.00
Subtotal Pres Mission Agency	3,050.00	4,550.00	31,000.00	14.68%	3,640.00
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	28,823.00	28,873.00	0.00	0.00%	220.00
Subtotal Pres Disaster Assistance	28,823.00	28,873.00	3,000.00	962.43%	220.00
Subtotal Mission Partnerships	34,923.00	39,223.00	89,000.00	44.07%	16,660.00
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
Council Expenses	195.71	195.71	1,000.00	19.57%	0.00
Presbytery Mtg Expense	0.00	0.00	800.00	0.00%	62.04
<b>TRIENNium</b>					
Triennium - Shared	0.00	0.00	2,800.00	0.00%	0.00
<b>EQUIPPING LEADERSHIP</b>					
Equip Leadership - Shared	0.00	750.00	0.00	0.00%	750.00
Subtotal Equipping Leadership	0.00	750.00	4,500.00	16.67%	750.00
ENGAGING CONGREGATIONS	0.00	0.00	4,500.00	0.00%	0.00
ENABLING MINISTRY NETWORK	0.00	0.00	4,500.00	0.00%	0.00
En Min Net - Restricted	0.00	0.00	0.00	0.00%	2,000.00
Subtotal Enabling Ministry Network	0.00	0.00	4,500.00	0.00%	2,000.00
Christian Associates	0.00	0.00	1,500.00	0.00%	0.00
Website	0.00	0.00	180.00	0.00%	0.00
<b>COMMUNICATION EXPENSES</b>					
CE - Shared	47.70	263.82	0.00	0.00%	254.29
Subtotal Communication Expenses	47.70	263.82	300.00	87.94%	254.29
Subtotal Council	243.41	1,209.53	20,080.00	6.02%	3,066.33
<b>COMMITTEE ON MINISTRY</b>					
Committee Expense	0.00	0.00	500.00	0.00%	1,700.00
<b>COMMITTEE ON PREPARATION</b>					
Committee Expense	0.00	0.00	2,000.00	0.00%	0.00
Subtotal Committee Expenses	243.41	1,209.53	22,580.00	5.36%	4,766.33

OPERATIONS

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2022

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
<b>LEGAL AND AUDITING</b>					
Audit	0.00	0.00	6,500.00	0.00%	0.00
PCUSA Meetings	0.00	0.00	3,500.00	0.00%	0.00
Property/Comp. Insurance	0.00	0.00	6,500.00	0.00%	951.50
Worker's Compensation	0.00	622.00	821.00	75.76%	425.00
Telephone	267.45	534.56	3,600.00	14.85%	497.82
Postage	0.00	580.00	1,000.00	58.00%	221.80
Office Supplies	76.13	242.87	6,000.00	4.05%	771.56
RESOURCE CENTER	0.00	0.00	500.00	0.00%	0.00
<b>LEASES</b>					
Copier Lease	177.77	355.54	2,500.00	0.00%	300.00
<b>Subtotal Leases</b>	<b>177.77</b>	<b>355.54</b>	<b>2,500.00</b>	<b>14.22%</b>	<b>300.00</b>
<b>SERVICE FEES</b>					
Bank Fees	0.00	0.00	0.00	0.00%	55.00
Misc. Service Fees	0.00	0.00	0.00	0.00%	7.50
<b>Subtotal Service Fees</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>62.50</b>
<b>UTILITIES</b>					
Gas	335.58	621.02	2,250.00	27.60%	938.15
Electric	0.00	95.74	1,500.00	6.38%	245.34
Water	0.00	0.00	350.00	0.00%	45.00
Sewage	0.00	0.00	350.00	0.00%	105.00
Trash Collection	0.00	26.82	800.00	3.35%	46.24
<b>Subtotal Utilities</b>	<b>335.58</b>	<b>743.58</b>	<b>5,250.00</b>	<b>14.16%</b>	<b>1,379.73</b>
<b>MAINTENANCE</b>					
Custodial Services	0.00	0.00	1,500.00	0.00%	40.62
Yard Maintenance	0.00	0.00	1,000.00	0.00%	0.00
Parking Lot Maintenance	0.00	0.00	1,000.00	0.00%	812.50
Building Maintenance	637.88	637.88	1,000.00	63.79%	548.88
<b>Subtotal Maintenance</b>	<b>637.88</b>	<b>637.88</b>	<b>4,500.00</b>	<b>14.18%</b>	<b>1,402.00</b>
<b>Subtotal Operations</b>	<b>1,494.81</b>	<b>3,716.43</b>	<b>40,671.00</b>	<b>9.14%</b>	<b>6,011.91</b>
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					
<b>EXECUTIVE PRESBYTER</b>					
EP Salary	5,865.84	11,731.68	70,390.00	16.67%	11,731.68
EP - Board of Pensions	1,593.60	3,187.20	19,500.00	16.34%	2,853.40
EP - Continuing Education	0.00	0.00	1,500.00	0.00%	0.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	141.57	141.57	0.00	0.00%	215.04
EP Travel - Restricted	118.76	118.76	0.00	0.00%	263.20
<b>Subtotal Ep - Travel</b>	<b>260.33</b>	<b>260.33</b>	<b>4,750.00</b>	<b>5.48%</b>	<b>478.24</b>
EP - Prof. Expense Shared	142.47	265.34	1,825.00	14.54%	168.65
EP - Deferred Comp / 403B	990.20	1,974.94	11,876.92	16.63%	1,452.14
<b>Subtotal Executive Presbyter</b>	<b>8,852.44</b>	<b>17,419.49</b>	<b>109,841.92</b>	<b>15.86%</b>	<b>16,684.11</b>
<b>STATED CLERK</b>					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00

*Presbytery of Redstone*  
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 GENERAL FUND 01, February 2022

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Executive Staff	8,852.44	17,419.49	111,141.92	15.67%	16,684.11
<b>SUPPORT STAFF</b>					
<b>ADMINISTRATIVE ASSISTANT</b>					
AA - Salary	2,821.80	5,643.60	33,861.70	16.67%	4,794.24
AA - Board of Pensions	956.71	1,913.42	13,663.00	14.00%	2,570.94
Subtotal Administrative Assistant	3,778.51	7,557.02	47,524.70	15.90%	7,365.18
<b>ASSISTANT CLERKS</b>					
Recording Clerk Salary	0.00	0.00	1,300.00	0.00%	0.00
Associate Clerk Salary	0.00	0.00	1,300.00	0.00%	0.00
Subtotal Assistant Clerks	0.00	0.00	2,600.00	0.00%	0.00
Subtotal Support Staff	3,778.51	7,557.02	50,124.70	15.08%	7,365.18
<b>EMPLOYER PAID FICA TAXES</b>					
Employer Paid FICA Taxes	664.62	1,329.24	8,000.00	16.62%	1,264.24
Subtotal Presbytery Staff	13,295.57	26,305.75	169,266.62	15.54%	25,313.53
<b>APPORTIONMENTS</b>					
GA Per Capita	6,654.05	13,308.10	83,000.00	16.03%	14,416.68
Synod Per Capita	1,767.75	3,535.50	22,500.00	15.71%	3,916.68
Subtotal Apportionments	8,421.80	16,843.60	105,500.00	15.97%	18,333.36
<b>RESTRICTED EXPENSE</b>					
I.P.L.F.	-929.80	-513.61	0.00	0.00%	496.50
<b>TOTAL EXPENSES</b>	<b>57,448.79</b>	<b>86,784.70</b>	<b>427,017.62</b>	<b>20.32%</b>	<b>71,581.63</b>
<b>TRANSFER ACCOUNTS</b>					
<b>TRANSFER FROM OTHER FUNDS</b>					
<b>Cash Transfers In</b>					
CTI - New Covenant	\$0.00	\$0.00	\$0.00	0.00%	\$2,624.29
<b>TOTAL TRANSFERS</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>2,624.29</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>\$11,272.31</b>	<b>\$5,239.36</b>	<b>-\$17.62</b>	<b>-29,735.30%</b>	<b>-\$20,211.56</b>

**Redstone Presbytery**  
**Commitment to Larger Church**  
**February 28, 2022**

	2022 PLEDGE	TOTAL PAID	% Payup as of 2/28/2022	Unpaid Pledge Balance
Adah, Palmer	500.00		0%	500.00
Apollo, Poke Run	3,660.00	915.00	25%	2,745.00
Avonmore	1,000.00	350.00	35%	650.00
Belle Vernon, First	4,500.00	1,125.00	25%	3,375.00
Belle Vernon, Harmony	1,200.00		0%	1,200.00
Belle Vernon, Marion	2,250.00		0%	2,250.00
Belle Vernon, Rehoboth	6,000.00	500.00	8%	5,500.00
Bolivar	1,500.00	125.00	8%	1,375.00
Brownsville, Calvin				-
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver		486.00		(486.00)
Cresson	1,800.00	350.00	19%	1,450.00
Dawson, Tyrone				-
Delmont				-
Derry	750.00		0%	750.00
Dunbar, First	1,275.00	1,275.00		-
Dunbar, Laurel Hill	1,062.00		0%	1,062.00
Ebensburg	1,000.00		0%	1,000.00
Fairchance				-
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First				-
Fayette City, Little Redstone	2,500.00		0%	2,500.00
Greensburg, First	31,000.00	5,166.66	17%	25,833.34
Greensburg, Maplewood		1,000.00		(1,000.00)
Greensburg, Westminster		1,400.00		(1,400.00)
Irwin, First	25,000.00	4,166.66	17%	20,833.34
Irwin, W. Hempfield	6,000.00		0%	6,000.00
Jeannette	2,400.00		0%	2,400.00
Johnstown, Bethany	1,620.00	810.00	50%	810.00
Johnstown, First	6,000.00	600.00	10%	5,400.00
Johnstown, Second	3,900.00	3,900.00	100%	-
Johnstown, Westmont				-
Lake Lynn		125.00		(125.00)
Latrobe, Main St.	26,500.00	4,420.00	17%	22,080.00
Latrobe, Spring St.				-

**Redstone Presbytery**  
**Commitment to Larger Church**  
**February 28, 2022**

	2022 PLEDGE	TOTAL PAID	% Payup as of 2/28/2022	Unpaid Pledge Balance
Leisenring				-
Ligonier, Pleasant Grove	850.00		0%	850.00
Lower Burrell, Grace	8,000.00	1,333.34	17%	6,666.66
Lower Burrell, Puckety	10,000.00		0%	10,000.00
Masontown	500.00		0%	500.00
McClellandtown	5,000.00		0%	5,000.00
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion	1,000.00	63.00	6%	937.00
Murrysville, First	8,000.00	2,000.00	25%	6,000.00
Murrysville, Newlonsburg	24,166.00	4,027.66	17%	20,138.34
Murrysville, Union	4,000.00		0%	4,000.00
N. Alexandria, Community				-
N. Alexandria, Congruity	6,000.00	1,192.50	20%	4,807.50
New Florence, Bethel	3,000.00	250.00	8%	2,750.00
New Florence, Trinity	3,825.00	637.50	17%	3,187.50
New Kensington	5,300.00	916.66	17%	4,383.34
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	5,100.00	850.00	17%	4,250.00
Patton				-
Revloc	1,500.00	250.00	17%	1,250.00
Scottdale				-
Smithfield, Grace Chapel				-
Smock, Pleasant View		2,500.00		(2,500.00)
Trafford, Level Green				-
Uniontown, Tent	344.00		0%	344.00
Uniontown, Third				-
Uniontown, Trinity		1,721.00		(1,721.00)
Vanderbilt, E. Liberty	1,000.00	170.00	17%	830.00
West Newton, Sewickley	475.00			475.00
W. Newton, Sewickley UP				-
West Newton, United				-
<b>Totals</b>	<b>224,277.00</b>	<b>44,725.98</b>		<b>179,551.02</b>

<< Return to Report Menu

APPENDIX "B"

Year: 2021 View Report

1 of 1

Find | Next



**2021 Presbytery Statistical Report**

<b>Presbytery</b>	<b>Redstone</b>		
<b>Address</b>	1004 Mt Pleasant Rd Box #1147, Greensburg, PA 15601		
<b>Phone</b>	724-837-6737	<b>Fax</b>	724-837-4112
<b>Email</b>	<a href="mailto:secretary@redstonepresbytery.org">secretary@redstonepresbytery.org</a>		
<b>Web Site</b>	<a href="http://redstonepresbytery.org">redstonepresbytery.org</a>		

<b>Membership</b>			
Prior Active Members	9077	Adjusted membership	9072
<b>Gains</b>		<b>Losses</b>	
Certificate	63	Certificate	24
Youth Professions	31	Deaths	191
Professions & Reaffirmations	56	Deleted for any Other Reason	144
<b>Total Gains</b>	<b>150</b>	<b>Total Losses</b>	<b>359</b>
<b>Total Ending Active Members</b>	<b>8863</b>		

<b>Baptisms</b>		Average Weekly Worship Attendance	1993
Presented by Others	61	Female Members	3310
At Confirmation	64	Friends of the Congregation	413
All Other	66	Ruling Elders on Session	456
		Do you have Deacons? Yes / No	32 / 17

<b>Age Distribution of Active Members</b>		<b>People with Disabilities</b>	
25 & Under	724	Hearing impairment	194
26 - 40	972	Sight impairment	87
41 - 55	1174	Mobility impairment	245
56 - 70	1860	Other impairment	233
Over 70	1824		
<b>Total Age Distribution</b>	<b>6554</b>		

<b>Christian Education</b>			
Birth - 3	56	Grade 7	44
Age 4	42	Grade 8	39
Kindergarten	64	Grade 9	40
Grade 1	34	Grade 10	33
Grade 2	34	Grade 11	34
Grade 3	45	Grade 12	17
Grade 4	36	Young Adults	23
Grade 5	45	Over 25	402
Grade 6	57	Teachers/Officers	187
		<b>Total Christian Education</b>	<b>1232</b>

<b>Racial Ethnic</b>			
Asian/Pacific Islander/South Asian	18	Native American/Alaska Native/Indigenous	4
Black/African American/African	21	White	7215
Middle Eastern/North African	3	Multiracial	119
Hispanic/Latino-a	13		
		<b>Total Racial Ethnic</b>	<b>7393</b>

<b>Financial Data</b>			
Annual Income	8,468,373	Mission Expenses	619,934
Annual Expenses	7,517,861	Personnel Expenses	4,202,049
		Facilities Expenses	1,528,672

**REV. DEREK CAMPBELL**

**EDUCATION**

**Pittsburgh Theological Seminary  
M.Div. 2007**

**Grove City College  
Bachelor of Arts in Christian Studies and in Spanish. 2004**

**ORDINATION**

**July 27, 2008**

**PASTORAL CALLS**

**Unity Community United Presbyterian Church  
Plum, Pennsylvania  
2019-Present**

**Union Presbyterian Church  
Murrysville, Pennsylvania  
2014-2019**

**Brockway Presbyterian Church  
Brockway, Pennsylvania  
2008-2011**

**Clinton & Srader Grove Presbyterian Churches  
Freeport, Pennsylvania  
Temporary Pastor  
2007-2008**

**Bellevue Unite Presbyterian Church  
Pittsburgh, Pennsylvania  
Student Intern  
2006-2006**

Derek Campbell  
Statement of Faith

1 I believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit. He  
2 is the creator, redeemer, and sustainer of all that is, seen and unseen. God has revealed  
3 His heart to us through the Holy Scriptures, both Old and New Testaments, which are  
4 the inspired Word of God. I believe that God created all things good, as a reflection of  
5 His glorious grace, crowning His creation by creating Adam and Eve in His image and  
6 declaring them to be "very good." However, Adam and Eve fell into sin, placing all  
7 creation in bondage to decay, and we, in union with Adam, are sinners by nature and  
8 by choice. Yet, while we were still sinners, separated from God and from one another,  
9 God sent His Son to be born of the Virgin Mary. Jesus Christ the Son is both fully God  
10 and fully man. In His life, teaching, and miracles, Jesus reveals the heart and character  
11 of God the Father. I believe that Jesus was crucified and died, was buried, and then rose  
12 again on the third day. In this act, Jesus conquered sin and death, opening the way of  
13 salvation for all who believe. Christ ascended into heaven and sits on the right hand of  
14 the Father, interceding on our behalf. The Holy Spirit indwells believers, comforts us,  
15 leads us into all truth, and empowers us to put off the old self and live a new life in  
16 Christ. Christ has given us, His Church, two sacraments for the renewal of our faith. In  
17 baptism we respond to God's loving and gracious call, publicly declaring our faith in  
18 Christ and our membership in the covenant community. Through the Lord's Supper,  
19 we are nourished in our faith, remembering Christ's promises and sacrifice on our  
20 behalf. Christ calls us as His Church to love God and to love one another. We extend  
21 forgiveness to others as Christ has forgiven us, thus we reflect His glory and grace to a  
22 fallen, broken, and hurting world. We do so with the confident expectation of the  
23 people of God, looking forward to the imminent bodily return of Christ, when He shall  
24 make all things new.

2022 TERMS OF CALL  
Presbytery of Redstone

APPENDIX "E"

Church Latrobe Presbyterian Church

Pastor or Associate Pastor Pastor Full or Part Time Full

(\*For Installed Teaching Elder, Effective Salary, Board of Pensions dues, Study Leave, Vacation and Mileage reimbursement are requirements.)

2022 Terms of Call	Latrobe Presbyterian Church
<b>EFFECTIVE SALARY</b>	\$75,000
1. Base Salary	\$52,500
2. Housing Allowance or Manse, including utilities (minimum of 30% of Salary)	\$22,500
<b>TOTAL EFFECTIVE SALARY (total of 1 &amp; 2)</b>	<b>\$75,000</b>
<b>3. Board of Pensions Dues (percentage calculated exclusive of moving expense): Pension (8.5%), Disability (1.5%) and Medical Coverage (27%) - Total (37%)</b>	\$27,750
<b>4. Social Security Contribution (7.65% of Effective Salary)</b>	\$5,737.50
5. Additional Group Plan Coverage Premiums (LPC Medical/Dental Escrow)	\$1,750
6. Mileage Reimbursement (At current I.R.S. rate)	\$2,000
7. Study Leave/Reimbursement (cumulative to 6 weeks plus \$3,000)	2 weeks, 2 Sundays \$2,000
8. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks 4 Sundays
9. Other Professional Expenses: Cell phone	\$700
<b>TOTAL COST TO CONGREGATION</b>	<b>\$114,937.50</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 \_\_\_\_\_

Date: March 20, 2022

**REV. DOUG REHBERG**

**EDUCATION**

**Reformed Theological Seminary  
D.Min. 2000**

**Princeton Theological Seminary  
M.Div. 1984**

**The George Washington University  
Masters Public Administration. 1978**

**Gordon College  
A.B. Political Science. 1977**

**ORDINATION**

**July 29, 1983**

**PASTORAL CALLS**

**Hebron Presbyterian Church  
Pittsburgh, Pennsylvania  
Senior Pastor  
1991-2022**

**St. Paul's Presbyterian Church  
Somerset, Pennsylvania  
Solo Pastor  
1984-1990**

Doug Rehberg  
Statement of Faith

1 I believe in God, the Father Almighty, the Creator and Sustainer of life who is manifested  
2 through nature and revelation. Humanity that once was in fellowship with God is now  
3 separated from God through sin. Sin causes a turning away from God, ourselves, and others  
4 bringing with it despair, isolation, and death. I believe that Jesus Christ is the Eternal Son of  
5 God and my personal Savior and Lord. The Eternal Son is of one substance with the Father. He  
6 was incarnated to redeem fallen humanity and reconcile the world to God. Conceived by the  
7 Holy Spirit and born of the Virgin Mary, Christ is the supreme revelation of God. In His life and  
8 ministry. He demonstrated the perfect nature and will of the Father. He died to atone for the  
9 sins of humanity and resurrected to provide reconciliation and eternal salvation to all who trust  
10 in Him. It is through faith in the finished work of Christ alone that fellowship with God is  
11 restored. I believe in God the Holy Spirit who proceeds from the Father and the Son to  
12 regenerate fallen men and women and enable them to respond to the finished work of Christ. It  
13 is through the indwelling of the Holy Spirit that persons are empowered to believe and to live  
14 as children of God and reflections of Christ. It is the Holy Spirit who engenders fellowship  
15 among believers and vivifies the holy catholic and apostolic church - the Body of Christ in the  
16 world. The principle task of the Church is to proclaim the Gospel of Jesus Christ in word and  
17 deed. As the Church accomplishes this task it exhibits the Kingdom of God in the world. I  
18 believe that the one sufficient revelation of God is Jesus Christ to whom the Holy Spirit bears  
19 unique and authoritative witness through the Holy Scriptures. Scripture is not one witness  
20 among many, but the Word of God written. As the Church is called to grow in the grace and  
21 knowledge of the Lord Jesus Christ, and to work for righteousness, justice, and the  
22 reconciliation of the world, the Holy Scriptures are indispensable. As in the case of the written  
23 and proclaimed Word of God, the sacraments of baptism and communion are events in which  
24 Jesus Christ is present with the believer. Instituted by Christ, these two sacraments  
25 commemorate the redemptive acts by which believers are united to Christ and made one. I  
26 believe that God's redeeming work in Jesus Christ embraces the whole of life with no sphere of  
27 human existence exempt from the scrutiny of divine judgement and grace. It is God's will that  
28 human life be subject to the rule of Christ. Therefore, the Church must strive to reflect this  
29 divine imperative by seeking to ameliorate injustice wherever it is encountered, while  
30 concurrently acknowledging that the ultimate fulfillment of the divine purpose will occur with  
31 the return of the King of kings and Lord of lords, even Jesus Christ our Savior.



# Pine Springs Camp Report

## APPENDIX "H"

*1 John 3:1-Behold what manner of love the father has lavished on us that we should be called the children of God.*

### WELCOME DAN AND MADDY DUFFIELD



We would like to introduce the newest members of our year-round staff team, Dan and Maddy Duffield! We are very excited that the Lord led them to “come back” to a place that means very much to them. Dan is serving as our first “official” intern and will be heavily involved in the staff and camper recruiting process and running our summer Day Camp program. Maddy will be working in the office part time, helping all of us stay organized and on-task! Dan and Maddy met at camp in 2016 and have been

involved in the ministry in various ways for several years. Be sure to give them a big WELCOME TO CAMP! when you see them!

### UPCOMING EVENTS

- March 26 Catalyst Men’s Back Packing Weekend
- April 22-24 Spring Remix-Middle and High School (Rescheduled from February)
- April 1-2 Women in the Woods Retreat (Friday-Saturday)
- April 30-May 1 Fusion- Elementary Grades 4-5-6 1-Day Retreat
- May 14 Redd Up Camp Workday
- May 23 22<sup>nd</sup> Annual Scholarship Golf Outing at the Latrobe Country Club
- May 31 First Day of Staff Training
- June 12 First Day of Summer Camp 2021!

### PSC Retreat Ministry-We are HOPING to start our overnight RETREATS again!

We all hoping to start having our own overnight retreats again. Please see the above for the dates for our PSC Sponsored Retreats. As we head into the Spring, we will continue to assess the safety of our campers and we may, as we have in the past, need to change or alter each retreat. Be looking for more details.



### Summer Camp Update

Camper Registration-CURRENT- 431 CAMPERS

Be looking for PSC CAMP RECRUITING POP-UP PICNICS -Coming to park near you in April AND PSC SKATES Coming to a rink near you. See the end of this report

When churches are ready, we will be ready too! Let us know when if you want us to come and safely talk about the ministry of Pine Springs Camp to your congregation, families, and youth!



## Pine Springs Camp Report

22<sup>nd</sup> ANNUAL GOLF OUTING MONDAY, MAY 23



### Churches Can Help Campers Attend Pine Springs by Becoming an Amen Corner Sponsor

A Way to Help Our Scholarship Golf Outing- Become an **Amen Corner Sponsor**. This is exclusively for churches. To become an Amen Corner Sponsor a church agrees to take an Amen Corner Sign and endeavor to raise at least \$100 by putting a sign out in a visible place in the church for several weeks and encourage congregants to donate by giving small (or large) currency or spare change by dropping it in a box near the sign. Some churches have people who

give "autograph" the sign. Other churches have people who have gone to camp sign and some churches have campers who plan on coming this summer to camp sign the form. Whatever is done, the money received goes directly to scholarships and aid for this summer. Please call Greg or Christine at the camp office for more information. Signs can be hand-delivered or can be picked up in the Presbytery Office. Please call the camp at 814-629-9834 or email Greg at [greg@pinesprings.org](mailto:greg@pinesprings.org) if you have any questions.

### Work Day is Saturday. May 14!-We need your help!

**Pine Springs Camp Work Day 22**

**Saturday, May 14, 2022**

8:30-Donuts/Coffee and Fellowship

9:00-1:00-Work

1:00-1:30

1:30-3:00-Finish Projects

Camp is awesome but help us make it even more awesome for campers this summer!

We provide the main course for lunch, please bring a pot-luck to share (salad, chips, dessert)

LET US KNOW YOU'RE COMING BY GOING TO [WWW.PINESPRINGS/WORKDAY](http://WWW.PINESPRINGS/WORKDAY)

CALL 814-629-9834

EMAIL-[INFO@PINESPRINGS.ORG](mailto:INFO@PINESPRINGS.ORG)

Come help us get camp ready for hosting hundreds of campers this summer. Each year this day blesses the PSC. We provide the main course for lunch and we ask that each group bring a Pot-luck item, snacks, dessert or salad and we will provide the main course.

We will have jobs for the skilled and unskilled from raking leaves, to cleaning buildings to helping build things!

If you have questions please call the office or email Greg Davis, Executive Director at [greg@pinesprings.org](mailto:greg@pinesprings.org) or register on line so we know how many people to plan for!



# Pine Springs Camp Report

## PINE SPRINGS CAMP 21ST ANNUAL SCHOLARSHIP GOLF OUTING



Show your church's support of PSC by donating \$100 or more to our golf outing! We will recognize your church on the course and all funds will help kids come to camp!

**PLEASE CONTACT GREG AT 724-961-2573 OR EMAIL AT GREG@PINESPRINGS.ORG**

Yes, we would like to be an "Amen Corner" Sponsor.

Church Name (As you want it to appear on the sign)

\_\_\_\_\_

Contact Person: \_\_\_\_\_

Telephone \_\_\_\_\_ Email \_\_\_\_\_

Amount of Enclosed Sponsorship \_\_\_\_\_

Please send check made payable to "Pine Springs Camp", and this form to...

Pine Springs Camp /Golf Outing, PO Box 186 Jennerstown, PA 15547. Suggested amount is at least \$100.

**THANK YOU FOR YOUR SUPPORT TO HELP CAMPERS COME TO CAMP!**

## Leadership fatigue and the Biblical Sabbath

The past two years have proved to be a time of great uncertainty. Both leaders in the workplace and in the church face increasing stress and anxiety.

Many have a desire to bring back “yesterday” and quickly return to normal. However, we are reminded by philosopher Paul Valery: “...the future is not what it used to be.”

Those who have been working overtime truly need a break. Many who have not been allowed to perform their regular jobs have not known “what to do with themselves.”

In recent decades certain careers (teachers, nurses, and clergy among others) have lobbied to receive sabbaticals. These stretches of time away from the workplace are intended for rest, retooling and recharging.

People often think of the Biblical Sabbath as unbearably restrictive. History books and the oldest generations rehearse the “Blue Laws” in some states and the church penalties for those who broke the Sabbath or Sunday rules.

The Bible records at least seven reasons for and benefits of Sabbath keeping.

### 1. Rest

The most familiar Sabbath text is in the giving of the Ten Commandants (or more precisely described by Old Testament professor James Wharton as the ten “weighty” words) found in **Exodus 20:8-11**. The Sabbath command is the longest one making it, according to Jurgen Moltmann in *God as Creator* (p.285), the most important commandment. Because God rested, we are to have a Sabbath rest and abstain from manual labor in order to gain strength for new efforts.

Dr. Laura Schlessinger and Rabbi Stewart Vogel remind us that the Sabbath is not primarily about time off. It is about sacred time (*The Ten Commandments*, p.126).

Entering into God’s rest is participating in God’s accomplishments of creation, covenant and care.

We should recall that some dictatorial government systems have refrained from giving citizen workers any days off since the needs of the state or the collective override rest for the individual. Without the influence of the Bible, there would be no days off, no real weekend.

### 2. Remembrance

The Ten Commandments are reiterated in **Deuteronomy Chapter 5**. In **verses 12-15** Israel is to remember that they were slaves in Egypt and their God brought them to freedom. Keeping the Sabbath reminded them of their release from coerced production and should encourage us to treat others respectfully.

### 3. Relief and refreshment

**Exodus 23:12** records that the benefits of observing the Sabbath are relief and refreshment. Echoing French professor Jacques Ellul in *What I Believe*, this is a day for adoration, praise, freedom, joy and delight (p.165).

### 4. Responding in worship

**Leviticus 23:3** shares that proper Sabbath keeping is to respond appropriately in worship. This text is usually translated as holy convocation (ESV) or sacred assembly (NIV). Several Bible lexicons include in the etymology of the word “sabbath” the concept of celebration.

### 5. Resisting the culture

Old Testament professor Walter Brueggemann uncovers a fifth aspect of the Sabbath. **Isaiah 56:2-8** reminds us to hold to the pattern of discerning when to resist the culture. This also includes past and current Jewish and Christian traditions. In particular Isaiah says to resist the thought that we “insiders” are above “outsiders.”

### 6. “Rolling” the Sabbath

The Puritans received ridicule for their many rules for keeping the Sabbath or as one person has quipped about their practices: “Remember the Sabbath Day to keep it gloomy.” Professor Herbert W. Richardson in *Toward an American Theology* (p.155) asserts that it is often forgotten that a Puritan goal was that the Sabbath day would overflow into every day of the week. Thus all may delight in God’s presence and nearness at all times, may love the Lord as He loves us (**John 15:15**) and may mirror God’s compassion.

### 7. Rejoicing in the reward

John Calvin wrote that the seventh day is a testimony to grace (*Institutes* II. viii, 28-34). In effect we are to stop working and allow the Creator God to work and uphold the universe and the future! The Sabbath is a gift, and we should recognize that all days are hallowed. As **Psalms 118:24** reveals: “This is the day that the LORD has made, let us rejoice and be glad in it.”

Hopefully you will avail yourself of these surprising Biblical Sabbath resources.

Jim Farrer (for the Healing Prayer Ministry Network of Redstone Presbytery; originally published in [biblicalleadership.com](http://biblicalleadership.com) May 11, 2020)





# Presbytery of Redstone

PRESBYTERIAN CHURCH (USA)

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## BRINGING A COMMUNITY PROJECT INTO FOCUS

The world experiences its share of problems—hunger, joblessness, crime, environmental hazards—and most of them seem urgent. Yet be advised: it's best to get focused before jumping in with both feet. What problem needs to be solved? It may seem obvious, but it's worth slowing down the process to get this right. Determining the problem to be solved may take time, but this essential step makes the work itself easier and more fruitful.

### Don't Focus on Resources

It can be easy to get off track at the start of a community project. Imagine Sophie, the new chair of First Church's mission and outreach committee, who wonders aloud what projects the group should tackle first. She decides to poll the other members for guidance. Andy, who loves gardening and has expertise at it, says, "Let's start a community garden!" Lucy, who has a talent for sewing, loves to shop secondhand, and has noticed new shops springing up around town, suggests starting a thrift shop. Someone else suggests raising money to give to local nonprofit agencies that benefit the poor and so forth.

While none of these ideas are necessarily off track, the group has started at the wrong place. They should identify the problem at the outset instead of deciding what to do based on the resources on hand. First, identify the problem to be solved. What in the community needs to change? Then ask, are we the right people to do it? Do we have the resources?

### Don't Focus on Needs

Exclusive focus on resources can sidetrack a project, but so can focusing too heavily on people's immediate needs. While these needs certainly are important, other issues may be the cause of the real problems that need to be addressed! People may be hungry, yet the problem is not their hunger but something else, such as lack of jobs, transportation, or proper training. Along similar lines, try thinking in terms of "solving" rather than

"helping." Sandra Swan, retired president of Episcopal Relief and Development, writes, "The helping that we decry is the helping that is an activity that masquerades as a solution to the problem. If we avoid using the term help, we will avoid falling into the trap of thinking that we have actually changed the system instead of merely smoothing over the symptom." This could be compared to a doctor treating the symptom without diagnosing the underlying cause.<sup>1</sup>

### Ask Probing Questions

Posing questions can uncover hidden problems, dynamics, and potential in our community projects. Ann Morisy, a lay theologian based in London, tells of visiting a church-run thrift shop located in a mining community in the countryside. Leaders had been frustrated by the lack of volunteers involved in the program, particularly men. They invited Morisy to review the situation, and she began by posing a series of questions:



IT WAS OBVIOUS AT THE VERY FIRST MEETING THAT THE OUTREACH TEAM LACKED CLEAR GOALS.

- *What was the most important thing about the shop?* Almost everyone responded that it was being able to sit around the fireplace and talk about politics or exchange the latest in local gossip.
- *What was it about the fire that was so important?* For some, it brought back happy memories of sitting around the fire at home, enjoying conversation with family and friends.
- *Why did that not happen now?* The problem was that many people had left town, leaving the old-timers behind.
- *Who lit the fire and stoked it each morning?* It was the men who took care of this.
- *Why the men?* Half-mockingly, one woman suggested that's all they were good for.
- *Why is that?* At this point the discussion came alive as those gathered told of the pit closures and the sense of uselessness the men felt. The town had entered decline, many talented young people had left, and only the old or the "good for nothings" (in their words) remained. The men then suggested that the thrift shop run by the church did not really help matters. What man would want to fold clothes and arrange used items on shelves for sale?

These probing questions laid bare the situation for all to see. In response, the shop decided to change its focus. They would take over a warehouse and set up a café for the community. This new arrangement provided jobs for both men and women to do, such as driving to the store with vans filled with clothing and furniture when homes needed to be vacated, but also restoring furniture, delivering furniture to families in need, and sorting goods for sale. Morisy observes, "The church saw that the emphasis on recycling was not limited to material goods; it was people who were being salvaged as well."<sup>2</sup> This new direction began with a series of probing questions.

### Write a Statement of Purpose

After determining the problem, capture it in a statement of purpose that encompasses the particulars of the situation. The statement should say just enough without being overly comprehensive. A single sentence statement may be too general to be useful. "Our mission is to educate the illiterate" may be accurate but

too vague to be useful. In crafting a statement, the goal should relate to the local community, and it needs to be limited enough that it can be accomplished. Vista Community Church wrote a mission statement for its free store, Bloom, that provides enough detail without being overly specific: "Bloom exists to aid in the flourishing of young families in Columbus, Ohio and surrounding areas. Our mission is to create a supportive community for families by connecting people, providing basic needs, and sharing resources."<sup>3</sup> Developing a statement of purpose can guard against "mission creep," an evocative term to describe how the objective of the project can become broadened and change in ways never anticipated.

Determining the problem to be solved is a good first step, but it's not the only way to approach community engagement. For instance, an approach called asset-based community development prefers to start with the resources that a community already has rather than the problems that must be solved (see the *Parish Paper* article, "Build Lasting Strength Through Community Development," August 2021). Both the needs-based and the problem-based approach have their merits. If starting with the problem, capture it in a statement that encompasses the particulars of the situation and be realistic about what can be accomplished. Doing so will keep the team from ending up on a treadmill of activities without a clear goal.

### For Reflection and Action

Here is a simple three-step process to try:

1. Brainstorm issues and problems in your local community or neighborhood.
2. Determine which of the issues you wish to address.
3. Create a statement of purpose that defines the issue and what you hope to do about it.

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

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1. Sandra S. Swan, *The New Outreach* (New York: Church Publishing, 2011), 9.

2. Ann Morisy, *Beyond the Good Samaritan* (London: Bloomsbury, 1997), 77–78.

3. <https://bloomfreestore.org/our-mission>.

## NEW LIFE FOR OLDER BUILDINGS

Rachel Hildebrandt joined the priest-in-charge of Church of the Crucifixion in the meeting room to discuss the church's future. Hildebrandt works for Partners for Sacred Places, a Philadelphia-based nonprofit organization that provides support for congregations seeking to preserve their historic buildings as they revitalize their mission. As the two discussed this African American church's history and its chances for survival, they heard clanging and water began to fill the room. It sounded as if a water pipe had burst. Weeks later, the church closed its doors, but the Episcopal Diocese of Philadelphia, which held ownership of the building, began planning a new mission for its tiny congregation and the use of the space. The Diocese had no plans to let go of this historic building.<sup>1</sup>

### Four Possibilities for Transforming Older Buildings

What options do church leaders have when the congregation dwindles and its building falls into disrepair, but demolition of the building would reduce the vitality of the surrounding community? Based on her experience, Hildebrandt outlines four possibilities.

**Remain in Place and Acquire Tenants.** Many older church buildings, constructed during the religious boom of the 1950s and 1960s, have ample space and are underutilized. Sharing space with tenants can put the building to use and reconnect the church to the community. Whether receiving single or multiple tenants, first consider the building's usability and how much it might cost to bring it up to par. Starting with a building that is already clean, safe, water-tight, and accessible is a definite plus. It's important to designate a volunteer or staff person to respond to space requests as well as manage the space, and to stress to the congregation the value of being flexible and adjusting its activities to accommodate tenants. A caveat: space sharing does not necessarily lead to

membership growth, and it does not function as a panacea for building or financial problems. However, if understood as a ministry of hospitality and a way to connect with the community, space sharing is an excellent way to generate income, which allows the congregation to focus on mission, not simply financial survival. Two other possibilities in this scenario include developing a partnership between multiple congregations and selling non-essential assets such as parsonages, unneeded parking, stained glass windows, and art or artifacts.

**Restart the Congregation and Change Ownership of the Building.** Restarting means allowing the current congregation to die and using its resources to launch an entirely new group with a new name, new leadership, and a new purpose. This approach requires sacrifice, a willingness to let go of control, and acceptance that the future may be radically different than the past. After this, the building may be sold to a real estate developer or a congregation with



"WE'RE ADJUSTING OUR ACTIVITIES TO ACCOMMODATE THE NEW TENANTS... STARTING TODAY, THE ADULT SUNDAY SCHOOL CLASS WILL MEET IN TED'S TIRES AND TRANSMISSIONS EMPORIUM."

ample resources. In some cases, the church restart may choose to remain in the building, paying rent to the new owner. As an alternative to selling, the judicatory may mothball, or hold in reserve, the church's properties until a new ministry emerges, as the Diocese chose to do with Church of the Crucifixion's building.

**Use Financial and Development Incentives to Stay.** In some cases, a real estate developer might be willing to partner with a congregation on a development agreement that allows the congregation to remain in place. This might be accomplished through the *transfer of development rights*, defined as "a voluntary, incentive-based program that allows landowners to sell development rights from their land to a developer or other interested party who then can use these rights to increase the density of development at another designated location."<sup>2</sup> For example, the Episcopal Church of the Transfiguration in midtown Manhattan in New York City sold air rights associated with the church building and its adjacent parish house to a housing developer. After demolishing the parish house, the housing developer erected a 54-story, 139-unit condominium tower, earning \$7 million for the congregation and space in the tower for its fellowship hall and gathering spaces.

Another financial incentive is the *ground lease*, which allows the tenant (such as a development company) the right to develop a piece of property during the lease period (often fifty to ninety-nine years) with the land and all improvements reverting back to the congregation afterward. For example, the Cathedral of the Holy Cross in Boston struggled to meet its building upkeep costs, despite having 1,300 worshippers each weekend. To alleviate the problem, the cathedral signed a 99-year ground lease with a for-profit developer, which erected a 160-unit apartment building on the cathedral's parking lot, including ground floor retail space and underground parking. In addition to financial compensation, the developer provides seventy parking spaces to the cathedral.<sup>3</sup>

**Sell the Property for a Civic-Minded Use.** In some cases, the congregation may decide it's best to close, merge with another congregation, or move into a smaller, more manageable space. (For insights on how to rent, construct a new building, or buy a vacant building and adapt it, see the *Parish Paper* article, "Is It Time to Relocate?" June 2021). At a minimum, sell-

ing the property involves working with realtors, attorneys, and developers; appraising the property; listing it for sale; evaluating potential buyers; and negotiating a sale agreement. Equally important as managing the logistics is keeping in mind what will support the health of the surrounding community. While demolition might be best for the community in some cases, more often it's better to seek a buyer who supports its renovation and reuse for a new purpose. Such adaptations can serve the community by meeting the need for housing, gathering, and workspaces, among other uses. For example, at Bala Cynwyd United Methodist Church, located in a Philadelphia suburb with the same name, church leaders rejected a consultant's advice to work with a developer to build townhouses on the site. Instead, they opted to sell the property to Mesivta High School of Greater Philadelphia, a small Jewish high school that served a growing Jewish community in Bala Cynwyd.<sup>4</sup>

### **New Life for Church of the Crucifixion**

A year after Church of the Crucifixion's building closed, it opened its doors again. With the help of a group from St. Mark's Episcopal Church in Center City, located a mile away, and with a grant from the Lilly Endowment, a startup ministry emerged. Called RISE, this ministry began holding baking activities for members of the neighborhood. The ministry aimed to build community among 21- to 35-year-old neighbors and alleviate hunger among city residents. The RISE ministry might yet become the bit of yeast needed to develop a new congregation in the building.<sup>5</sup>

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1 Rachel Hildebrandt with Joshua Cartano, *Transitioning Older and Historic Sacred Places: Community-Minded Approaches for Congregations and Judicatories* (Philadelphia, PA: Partners for Sacred Places, 2020), 35-45.

2 *Ibid.*, 53.

3 *Ibid.*, 55.

4 *Ibid.*, 69.

5 *Ibid.*, 35.