

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

# APPENDIX "A"

Current Period    Year to Date    Annual Budget    Annual Budget YTD Prior Year  
 Percentage

**INCOME**
**CONTRIBUTION INCOME**
**UNRESTRICTED**

\$320,000.00

Church Comm/Lgr Church	30,898.41	117,885.24	0.00	0.00%	105,254.61
Church Extra Giving	0.00	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	200.00	1,029.00	0.00	0.00%	685.00
Presbyterian Fdn Cont	221.62	443.20	0.00	0.00%	85.70

Subtotal Unrestricted	31,320.03	122,691.94	320,000.00	38.34%	106,445.31
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**TEMPORARILY RESTRICTED**

45,000.00

Pine Springs Camp	0.00	0.00	0.00	0.00%	100.00
Resource Center	0.00	348.96	0.00	0.00%	294.03
PDA - Directed	4,268.50	34,308.50	0.00	0.00%	1,352.00
Sudan Projects	100.40	3,256.38	0.00	0.00%	4,225.18
Ministry Student Aid	659.00	659.00	0.00	0.00%	0.00
PMA - Directed	975.00	3,700.00	0.00	0.00%	3,819.00
Synod Mission	300.00	900.00	0.00	0.00%	900.00
I.P.L.F.	0.00	2,750.00	0.00	0.00%	2,900.00

Subtotal Temporarily Restricted	6,302.90	45,922.84	45,000.00	102.05%	13,590.21
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Subtotal Contribution Income	37,622.93	168,614.78	365,000.00	46.20%	120,035.52
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**INVESTMENT INCOME**

Investment Income	0.00	0.00	51,000.00	0.00%	0.00
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**INTEREST INCOME**

Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	31.86	31.86	0.00	0.00%	36.81

Subtotal Interest Income	31.86	31.86	5,000.00	0.64%	36.81
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**MISCELLANEOUS INCOME**

6,000.00

Oil & Gas Lease	0.00	25.07	0.00	0.00%	44.93
Preaching/Consulting	2,100.24	8,400.96	0.00	0.00%	687.72
Miscellaneous Income	50.00	5,100.00	0.00	0.00%	3,388.03
Florence Ewing Interest	0.00	1,455.71	0.00	0.00%	0.00

Subtotal Miscellaneous Income	2,150.24	14,981.74	6,000.00	249.70%	4,120.68
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**RELEASE FROM RESTRICTIONS**
**TEMP RESTRICTED RELEASE**

RFR SCLD	-86.00	-305.38	0.00	0.00%	-657.08
RFR Enabling Min. Network	0.00	0.00	0.00	0.00%	-2,000.00
RFR PDA - Directed	-4,268.50	-34,308.50	0.00	0.00%	-1,352.00
RFR Sudan Projects	0.00	0.00	0.00	0.00%	-7,000.00
RFR PMA - Directed	-975.00	-3,700.00	0.00	0.00%	-3,819.00
RFR Minister's Assistance	0.00	0.00	0.00	0.00%	-2,000.00
RFR Synod Mission	-300.00	-600.00	0.00	0.00%	-900.00
RFR I.P.L.F.	-903.90	-1,808.76	0.00	0.00%	-1,340.84
RFR I.P.L.F. 2	0.00	0.00	0.00	0.00%	-712.50

Subtotal Temp Restricted Release	-6,533.40	-40,722.64	0.00	0.00%	-19,781.42
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Subtotal Release From Restrictions	-6,533.40	-40,722.64	0.00	0.00%	-19,781.42
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**RELEASED FROM RESTRICTION**

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

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Released from restriction	6,533.40	40,722.64	0.00	0.00%	19,781.42
<b>TOTAL INCOME</b>	<b>39,805.03</b>	<b>183,628.38</b>	<b>427,000.00</b>	<b>43.00%</b>	<b>124,193.01</b>
<b>EXPENSES</b>					
<b>MISSION PARTNERSHIPS</b>					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Restricted	0.00	0.00	0.00	0.00%	7,000.00
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	11,000.00	0.00	0.00%	11,000.00
Subtotal Pine Springs Camp	2,750.00	11,000.00	38,000.00	28.95%	11,000.00
SYNOD MISSION	0.00	0.00	1,000.00	0.00%	0.00
Synod - Restricted	300.00	600.00	0.00	0.00%	900.00
Subtotal Synod Mission	300.00	600.00	1,000.00	60.00%	900.00
PRES MISSION AGENCY	0.00	0.00	31,000.00	0.00%	0.00
PMA - Shared	1,400.00	5,600.00	0.00	0.00%	6,400.00
PMA - Restricted	975.00	3,700.00	0.00	0.00%	3,819.00
Subtotal Pres Mission Agency	2,375.00	9,300.00	31,000.00	30.00%	10,219.00
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	4,268.50	34,308.50	0.00	0.00%	1,352.00
Subtotal Pres Disaster Assistance	4,268.50	34,308.50	3,000.00	1,143.62%	1,352.00
Subtotal Mission Partnerships	9,693.50	55,208.50	89,000.00	62.03%	30,471.00
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
Council Expenses	0.00	195.71	1,000.00	19.57%	275.00
Presbytery Mtg Expense	0.00	250.00	800.00	31.25%	62.04
<b>TRIENNIUM</b>					
Triennium - Shared	0.00	0.00	2,800.00	0.00%	0.00
EQUIPPING LEADERSHIP	0.00	0.00	4,500.00	0.00%	0.00
Equip Leadership - Shared	0.00	750.00	0.00	0.00%	769.99
Subtotal Equipping Leadership	0.00	750.00	4,500.00	16.67%	769.99
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
Worship Expenses	76.00	76.00	0.00	0.00%	72.00
Christian Associates	0.00	375.00	1,500.00	25.00%	375.00
Website	0.00	0.00	180.00	0.00%	0.00
<b>COMMUNICATION EXPENSES</b>					
CE - Shared	259.69	5,514.75	0.00	0.00%	371.94
Subtotal Communication Expenses	259.69	5,514.75	300.00	1,838.25%	371.94

*Presbytery of Redstone*  
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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Council	335.69	7,161.46	20,080.00	35.66%	3,925.97
<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
<b>SCHOLARSHIPS</b>					
Scholarships - Restricted	-3,000.00	-3,000.00	0.00	0.00%	0.00
Ministry Student Aid	3,000.00	3,000.00	0.00	0.00%	0.00
Subtotal Committee On Preparation	0.00	0.00	2,000.00	0.00%	0.00
Subtotal Committee Expenses	335.69	7,161.46	22,580.00	31.72%	5,625.97
<b>OPERATIONS</b>					
<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	1,117.00	6,500.00	17.18%	2,907.00
Worker's Compensation	0.00	622.00	821.00	75.76%	605.00
Telephone	266.80	1,068.81	3,600.00	29.69%	997.73
Postage	0.00	580.00	1,000.00	58.00%	553.65
Office Supplies	100.92	669.31	6,000.00	11.16%	1,242.79
<b>RESOURCE CENTER</b>					
<b>LEASES</b>					
Copier Lease	177.77	718.99	0.00	0.00%	750.00
Subtotal Leases	177.77	718.99	2,500.00	28.76%	750.00
Miscellaneous Expenses	-149.03	0.00	0.00	0.00%	0.00
<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
Subtotal Service Fees	0.00	0.00	0.00	0.00%	62.50
<b>UTILITIES</b>					
Gas	231.64	1,160.75	2,250.00	51.59%	1,777.18
Electric	74.24	375.87	1,500.00	25.06%	459.94
Water	0.00	97.07	350.00	27.73%	187.07
Sewage	0.00	76.56	350.00	21.87%	251.56
Trash Collection	61.68	115.32	800.00	14.42%	69.36
Subtotal Utilities	367.56	1,825.57	5,250.00	34.77%	2,745.11
<b>MAINTENANCE</b>					
Custodial Services	0.00	0.00	1,500.00	0.00%	190.62
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	0.00	1,650.38	1,000.00	165.04%	1,319.76
Subtotal Maintenance	0.00	1,650.38	4,500.00	36.68%	2,322.88
Subtotal Operations	764.02	8,252.06	40,671.00	20.29%	12,186.66
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					

**Income and Expense Statement**  
**GENERAL FUND 01, April 2022**

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
<b>EXECUTIVE PRESBYTER</b>					
EP Salary	5,865.84	23,463.36	70,390.00	33.33%	23,463.36
EP - Board of Pensions	1,593.60	6,374.40	19,500.00	32.69%	5,706.80
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	127.53	592.02	0.00	0.00%	526.96
EP Travel - Restricted	86.00	305.38	0.00	0.00%	614.88
Subtotal Ep - Travel	213.53	897.40	4,750.00	18.89%	1,141.84
EP - Prof. Expense Shared	38.25	486.91	1,825.00	26.68%	395.97
EP-Prof. Exp. Restricted	0.00	0.00	0.00	0.00%	42.20
EP - Deferred Comp / 403B	990.20	3,955.34	11,876.92	33.30%	2,904.28
Subtotal Executive Presbyter	8,701.42	35,177.41	109,841.92	32.03%	33,654.45
<b>STATED CLERK</b>					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00
Subtotal Executive Staff	8,701.42	35,177.41	111,141.92	31.65%	33,654.45
<b>SUPPORT STAFF</b>					
<b>ADMINISTRATIVE ASSISTANT</b>					
AA - Salary	2,821.80	11,287.20	33,861.70	33.33%	9,588.48
AA - Board of Pensions	956.71	3,826.84	13,663.00	28.01%	5,141.88
Subtotal Administrative Assistant	3,778.51	15,114.04	47,524.70	31.80%	14,730.36
<b>ASSISTANT CLERKS</b>					
Recording Clerk Salary	0.00	325.00	1,300.00	25.00%	325.00
Associate Clerk Salary	0.00	325.00	1,300.00	25.00%	325.00
Subtotal Assistant Clerks	0.00	650.00	2,600.00	25.00%	650.00
Subtotal Support Staff	3,778.51	15,764.04	50,124.70	31.45%	15,380.36
<b>EMPLOYER PAID FICA TAXES</b>					
Employer Paid FICA Taxes	664.62	2,658.48	8,000.00	33.23%	2,528.48
Subtotal Presbytery Staff	13,144.55	53,599.93	169,266.62	31.67%	51,563.29
<b>APPORTIONMENTS</b>					
GA Per Capita	6,654.05	26,616.20	83,000.00	32.07%	28,279.07
Synod Per Capita	1,767.75	7,071.00	22,500.00	31.43%	7,642.77
Subtotal Apportionments	8,421.80	33,687.20	105,500.00	31.93%	35,921.84
<b>RESTRICTED EXPENSE</b>					
Minister's Assistance	0.00	0.00	0.00	0.00%	2,000.00
I.P.L.F.	903.90	1,808.76	0.00	0.00%	1,340.84
I.P.L.F. 2	0.00	0.00	0.00	0.00%	712.50
Subtotal Restricted Expense	903.90	1,808.76	0.00	0.00%	4,053.34
<b>TOTAL EXPENSES</b>	<b>33,263.46</b>	<b>159,717.91</b>	<b>427,017.62</b>	<b>37.40%</b>	<b>139,822.10</b>
<b>TRANSFER ACCOUNTS</b>					
<b>TRANSFER FROM OTHER FUNDS</b>					
Cash Transfers In					

*Presbytery of Redstone*  
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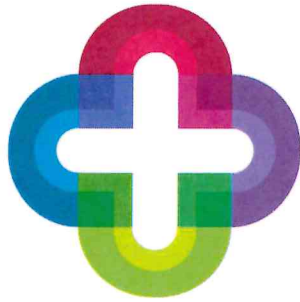
	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
CTI - New Covenant	\$1,335.86	\$1,335.86	\$0.00	0.00%	\$3,980.93
TOTAL TRANSFERS	1,335.86	1,335.86	0.00	0.00%	3,980.93
EXCESS INCOME/EXPENSES	\$7,877.43	\$25,246.33	-\$17.62	0.00%	-\$11,648.16

**Redstone Presbytery**  
**Commitment to Larger Church**  
**April 30, 2022**

	<b>2022 PLEDGE</b>	<b>TOTAL PAID</b>	<b>% Payup as of 4/30/2022</b>	<b>Unpaid Pledge Balance</b>
Adah, Palmer	500.00	125.01	25%	374.99
Apollo, Poke Run	3,660.00	1,830.00	50%	1,830.00
Avonmore	1,000.00	613.00	61%	387.00
Belle Vernon, First	4,500.00	2,250.00	50%	2,250.00
Belle Vernon, Harmony	1,200.00	400.00	33%	800.00
Belle Vernon, Marion	2,250.00	750.00	33%	1,500.00
Belle Vernon, Rehoboth	6,000.00	1,500.00	25%	4,500.00
Bolivar	1,500.00	375.00	25%	1,125.00
Brownsville, Calvin				-
Brownsville, Ft. Burd		4,250.00		(4,250.00)
Brownsville, Hopewell				-
Colver		657.50		(657.50)
Cresson	1,800.00	700.00	39%	1,100.00
Dawson, Tyrone				-
Delmont				-
Derry	750.00	187.50	25%	562.50
Dunbar, First	1,275.00	1,275.00		-
Dunbar, Laurel Hill	1,062.00		0%	1,062.00
Ebensburg	1,000.00	608.00	61%	392.00
Fairchance	1,000.00	1,000.00		-
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	10,333.32	33%	20,666.68
Greensburg, Maplewood		2,000.00		(2,000.00)
Greensburg, Westminster		2,800.00		(2,800.00)
Irwin, First	25,000.00	8,333.32	33%	16,666.68
Irwin, W. Hempfield	6,000.00	1,500.00	25%	4,500.00
Jeannette	2,400.00	400.00	17%	2,000.00
Johnstown, Bethany	1,620.00	810.00	50%	810.00
Johnstown, First	6,000.00	1,800.00	30%	4,200.00
Johnstown, Second	3,900.00	3,900.00	100%	-
Johnstown, Westmont		4,000.00		(4,000.00)
Lake Lynn		475.00		(475.00)
Latrobe, Main St.	26,500.00	8,840.00	33%	17,660.00
Latrobe, Spring St.		3,000.00		(3,000.00)

**Redstone Presbytery**  
**Commitment to Larger Church**  
**April 30, 2022**

	2022 PLEDGE	TOTAL PAID	% Payup as of 4/30/2022	Unpaid Pledge Balance
Leisenring				-
Ligonier, Pleasant Grove	850.00		0%	850.00
Lower Burrell, Grace	8,000.00	2,666.68	33%	5,333.32
Lower Burrell, Puckety	10,000.00	10,000.00	100%	-
Masontown	500.00		0%	500.00
McClellandtown	5,000.00	1,250.00	25%	3,750.00
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion	1,000.00	978.00	98%	22.00
Murrysville, First	8,000.00	4,000.00	50%	4,000.00
Murrysville, Newlonsburg	24,166.00	8,055.32	33%	16,110.68
Murrysville, Union	4,000.00		0%	4,000.00
N. Alexandria, Community		1,250.00		(1,250.00)
N. Alexandria, Congruity	6,000.00	2,857.50	48%	3,142.50
New Florence, Bethel	3,000.00	750.00	25%	2,250.00
New Florence, Trinity	3,825.00	956.25	25%	2,868.75
New Kensington	5,300.00	1,766.64	33%	3,533.36
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	5,100.00	1,700.00	33%	3,400.00
Patton	4,300.00	1,791.70	42%	2,508.30
Revloc	1,500.00	500.00	33%	1,000.00
Scottdale				-
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	2,500.00		7,500.00
Trafford, Level Green		6,582.00		(6,582.00)
Uniontown, Tent	344.00		0%	344.00
Uniontown, Third				-
Uniontown, Trinity		3,298.50		(3,298.50)
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>239,577.00</b>	<b>117,885.24</b>		<b>121,691.76</b>



# Stewardship Kaleidoscope

Real Tools for Real Ministry

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

## September 26-28, 2022

Savannah, GA or online

Over 30 workshops spanning theology, practical stewardship planning, creative ventures, and legacy programming.



**A.J. Jacobs**  
Author  
*The Year of Living Biblically*

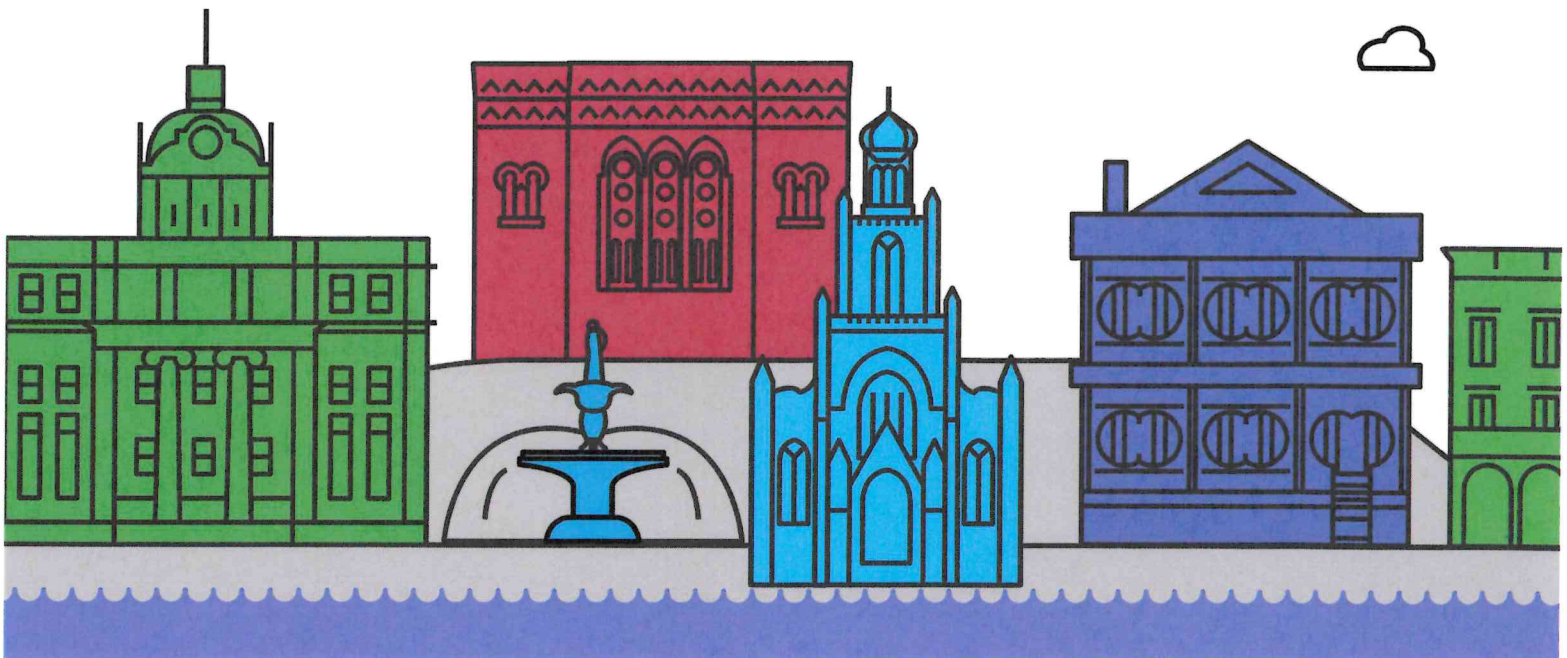


**Rev. Dawn Hyde**  
Head Pastor  
Downtown Church, Columbia, SC



**Dr. Michael Bos**  
Pastor and Author  
Marble Collegiate Church

Early-bird, group, and first-call discounts; scholarships available



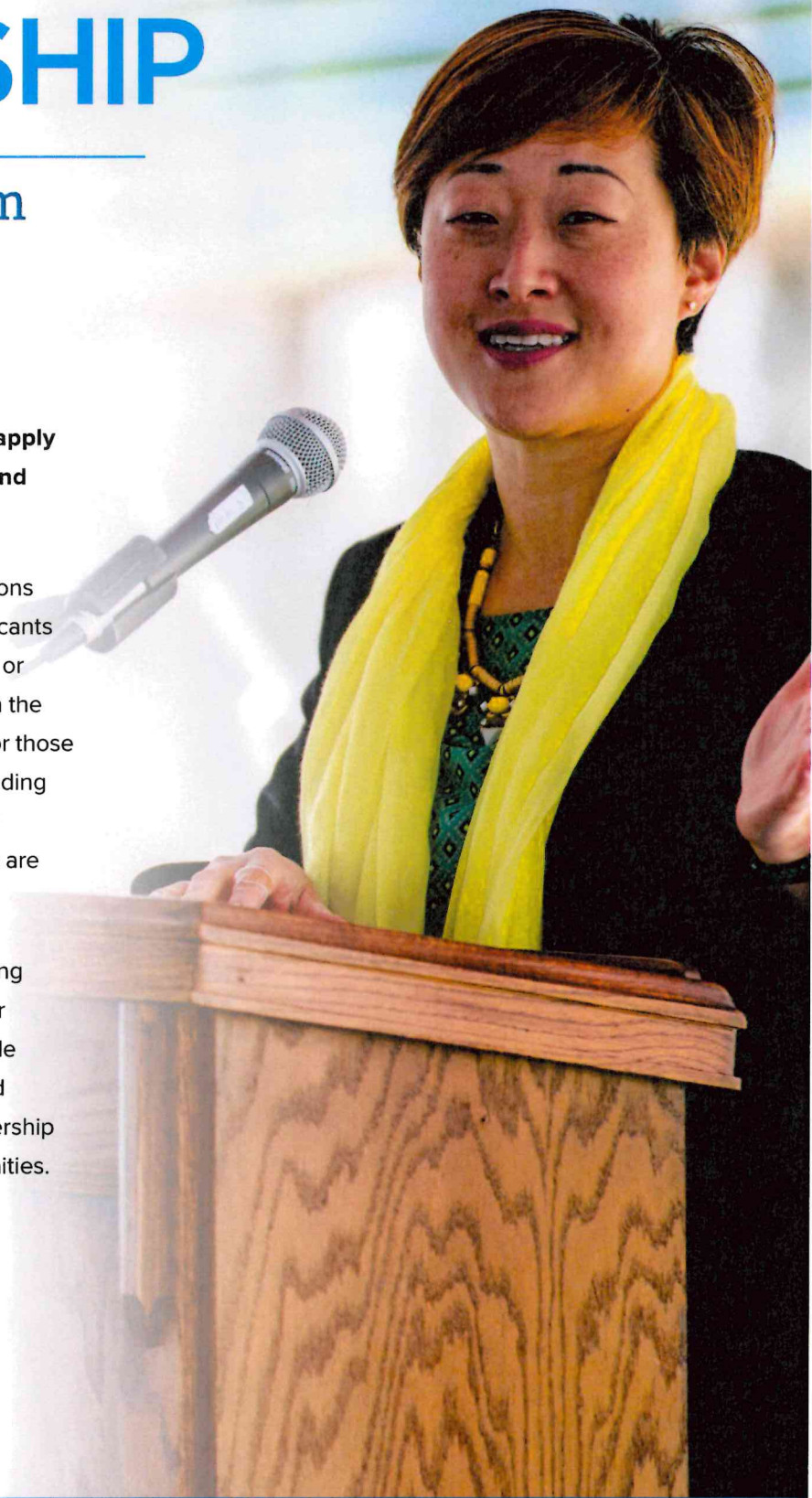
# CHURCH FINANCIAL LEADERSHIP

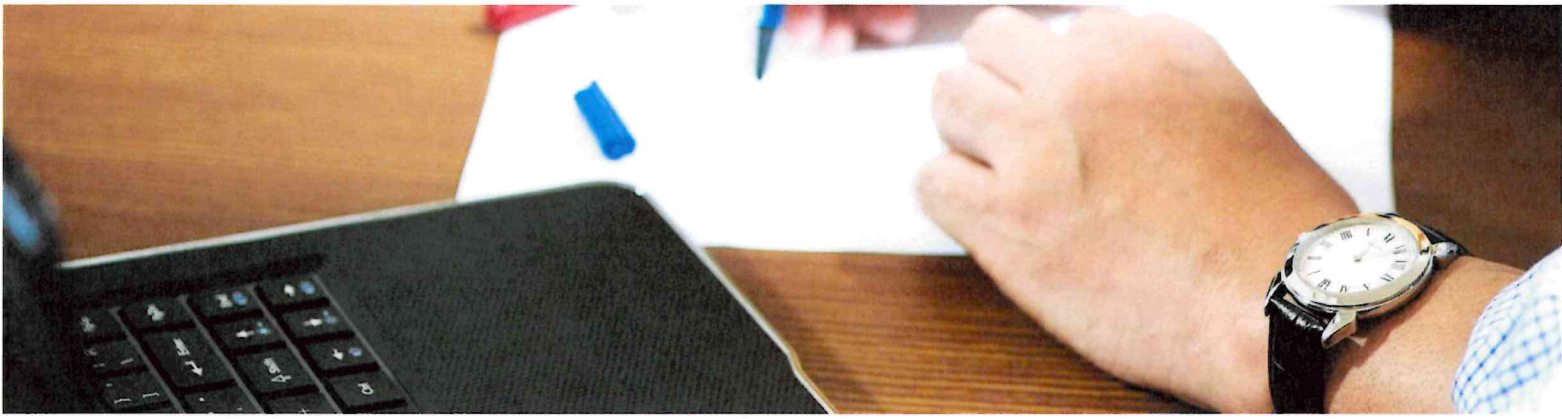
## Grant Program

**Presbyterian Church (U.S.A.) pastors and commissioned ruling elders are encouraged to apply for matching funds to attend financial literacy and leadership events and training.**

The Presbyterian Foundation is accepting applications for Church Financial Leadership grants. Grant applicants must be a pastor, commissioned ruling elder (CRE), or leader of a 1001 New Worshiping Community within the Presbyterian Church (U.S.A.). Funds are available for those pastoral leaders seeking to gain a better understanding of church financial vitality and management of their congregations. Church stewardship team members are encouraged to apply with their pastors.

The Church Financial Leadership grants are matching funds, and applicants must provide the source(s) for the other half of expenses. Eligible expenses include registration fees, transportation, lodging, meals and other expenses for approved church financial leadership events, training and continuing education opportunities.





### Church Financial Literacy and Leadership Grant recipient testimonial:

“This Leadership Grant is a gem and a gift to the church and for the church. It is less about a person getting to attend a conference and more of an investment into the church for many years to come...”

— Rev. Dr. K. Nicholas Yoda, Pleasant Ridge Presbyterian Church, Cincinnati, OH

The Church Financial Leadership Grants will enable pastors to institute best practices for church financial leadership, introduce them to new models of giving and stewardship, and offer new ways to talk about money and form generous disciples within their church.

“The Presbyterian Foundation believes that church vitality is connected to strong and thriving pastoral leadership,” says Rev. David M. Loleng, the director of Church Financial Literacy and Leadership. He oversees the Foundation’s programs and services to help build pastors’ confidence and training around financial leadership and management of their congregations. “This grant program is a first step toward effectively changing church culture toward healthier understanding and practices of church financial administration and leadership.”

The grants were made possible from the Foundation’s work as part of a generous grant from Lilly Endowment Inc.’s National Initiative to Address Economic Challenges Facing Pastoral Leaders.

### LIST OF PRE-APPROVED EVENTS/COURSES

1. Stewardship Kaleidoscope, Presbyterian Stewardship Conference [stewardshipkaleidoscope.org](http://stewardshipkaleidoscope.org)
2. Executive Certificate in Religious Fundraising (ECRF) and Creating Cultures of Congregational Generosity Courses, Lake Institute [philanthropy.iupui.edu/institutes/lake-institute/index.html](http://philanthropy.iupui.edu/institutes/lake-institute/index.html)

\*Note: If there is a church financial education opportunity that isn’t listed here that you would like to take part in, whether in-person or online, please apply and we will review your application.

The application deadline for funds for Stewardship Kaleidoscope is July 18, 2022. Applications received after the deadline will be reviewed and processed based on fund availability. Grant applications may take up to four weeks to process. Applications are available at [presbyterianfoundation.org/grant](http://presbyterianfoundation.org/grant).

## Apply for the Church Financial Leadership Grant

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For more information, please contact David Loleng, Director of Church Financial Literacy and Leadership, by email at [serving@presbyterianfoundation.org](mailto:serving@presbyterianfoundation.org) or phone 800-858-6127 ext. 5901.



# 14-Day Biblical Pilgrimage Adventure to Israel

## Jerusalem Seminary in Conjunction with Redstone Presbytery and Friends

October 15 to 28, 2022

- Pilgrimage** While standard tours spend most of their time around Jerusalem and the Sea of Galilee, we go to the best places of regular tours plus the mud-brick gate that Abraham entered, the David and Goliath battle spot, & 2 days deep in the southern desert with surprising canyons.
- Pilgrimage Hikes for Sabbath** We build in time for group or personal reflection hikes/walks (time and weather permitting).  
- Mt. of Beatitudes - Herod's man-made mountain  
- Old Jericho Road (Jesus in temptation) - Ein Gedi Trail to David's Waterfall  
- Masada - Headwaters of the Jordan
- Small Group** We take 20-some, not 40+ passengers. **Weather** 70 degrees and less chance of rain
- Christian Interaction** Contact with Christian Palestinians in Bethlehem and Christians in Jerusalem. We look forward to having a discussion with a fascinating Jewish rabbi. We seek balanced viewpoints.
- Leaders include** The **Rev. Norma Murphy** some years ago took the most popular 10-day Biblelands tour. She took a 4-day Preaching Tour of the Galilee. She and Jim Farrer co-led 12 and 13-day pilgrimages in 1998, 2015, and 2017. 412 427-7456 (cell)
- The **Rev. Jim Farrer** took an 18-day pilgrimage out of the Tantur Institute in Bethlehem which featured Jewish, Muslim and Christian professors. He has co-led the Redstone tours mentioned on this page. 814 629-5211 (home)
- The **Rev. Mark Unrue** helped lead an 18-day tour to Israel and Jordan in 2009 taking along a 98-year-old church member and also co-led the 13-day pilgrimages in 2015 and 2017.  
[revun@sbcglobal.net](mailto:revun@sbcglobal.net)
- Bible Passages** will come alive at the sites. We will share worship, the Lord's Supper and renewal of baptism at appropriate places. Background materials, preparation gatherings, and possible Zoom classes.
- Provider/Guide** Jerusalem Seminary, the only Protestant seminary in Israel, and the Jerusalem Biblical Studies Society/jbss.org. Itinerary and course led by their president-elect Brian Kvasnica, an Israel Certified Guide. BA Houghton, NY/MA and PhD candidate Hebrew U. Jerusalem. Author (SBL and Brill) and organizer of 4 seasons of excavations at Kursi. Since 1998, he has lived in Jerusalem and has led dozens of tours. He has taught Bible translators from 2 dozen countries. Brian will oversee our trip and give several lectures. Our day-to-day guide has a doctorate. **Some seminary students may join us since our tour is part of an optional seminary course.**
- Safety** We stay away from the political hot spots. Most tourists feel very safe when they walk with their group. Tour companies claim you'll be safer in Jerusalem than in New York City or DC. They are not aware of a single Christian pilgrim being killed in Israel during the last 40 years when staying with their group. See [inspirationcruises.com/resources/israel/safety](http://inspirationcruises.com/resources/israel/safety)
- Hotels** We plan to stay in a desert hotel, at a kibbutz under palm trees along the Sea of Galilee and hotels in Jericho, and near the Old City in Jerusalem.
- Costs** \$5385 for 14 days plus lunches, love gifts, and travel insurance. (Compare tours of Max Lucado for 11 days \$5198 and David Jeremiah \$5378 for 11 days with 14 to 23 bus loads!) And for the time actually touring the land, Educational Opportunities (largest tour company to Israel from the US) costs \$565/day compared to our \$435/day. **Please join this once-in-a-lifetime trip!**



**JBSS – 2022 Farrer-Murphy-Unrue  
Redstone/Presbyterian Pilgrimage  
Tentative Study-Tour Itinerary**

**Day 1 - Sat 15 October 2022**

Departure from PIT (Noon) UA 3623 to EWR  
Departure EWR to TLV - UA84 4:40PM

**Day 2 Sun 16 Oct October 2022 (7th Day of Sukkot)**

Arrive TLV 9:55AM  
Beersheba and the Negev Wilderness  
Hike En Avdat (Overnight in Negev)

**Day 3 – Mon 17 October 2022 (Shmini Atzeret)**

Masada  
En Gedi + Little Hike  
Qumran  
Dead Sea swim (Overnight in Jericho)

**Day 4 - Tue 18 October 2022**

Jericho (Tel es-Sultan)  
Shiloh  
Samaria (Sebastae)  
Shechem/Tel Balata  
Jacob's Well (Overnight in Jericho)

**Day 5 - Wed 19 October 2022**

Jordan River Baptismal Site/Qasr el-Yehud  
Overview: Qarantal/Mt. Temptation & mini-camel ride?  
St. George's Monastery Overview of Wadi Qelt  
Jerusalem Overview Lunch and Early Check In  
Jerusalem Seminary Fall Convocation featuring an array  
of speakers including the instructors of this course  
(Overnight Jerusalem)

**Day 6 - Thur 20 October 2022**

Mt. Olives  
Garden of Gethsemane  
Bethlehem Church and Palestinian Christians  
Jerusalem Seminary Special Lecturers incl Rev. Jim Farrer  
(Overnight Jerusalem)

**Day 7 - Friday 21 October 2022**

Visit Shorashim shop in Jewish Quarter  
Wohl/Herodian Museum  
Davidson Museum and Southern Wall Excavations  
City of David Overview  
Siloam Pool and Pilgrim's Way (for some)  
(Overnight Jerusalem)

**Day 8 - Saturday 22 October 2022**

Free Morning  
Western Wall Shabbat Walk  
Garden Tomb + Communion (Overnight Jerusalem)

**Day 9 Sunday 23 Oct 2022**

Special Temple Mount Tour  
Via Dolorosa and Holy Sepulchre  
Western Wall Tunnel Tour  
David's Citadel  
Jerusalem Seminary Lecture (Overnight Jerusalem)

**Day 10 - Monday 24 October 2022**

Israel Museum  
Yad Vashem  
Saxum Visitor Center  
Beth Shemesh, Samson  
Biblical Natural History Museum  
David and Goliath in the Elah Valley  
(Overnight Jerusalem)

**Day 11 Tue 25 Oct 2022**

Beth Shean overview  
En Harod  
Capernaum  
St. Peter's Primacy (and Eremos Cave)  
Boat Ride on Lake Galilee & Communion  
(Overnight Galilee)

**Day 12 Wed 26 Oct 2022**

Mt. of Beatitudes  
Chorazim and Moses' Seat  
Gates of Tel Dan (not hiking the site)  
Caesarea Philippi (Banyas) & Baptismal Renewal  
Birkat Ram/Foot of Mt. Hermon  
Quneitra Overview into Syria & Golan Heights  
(Overnight Galilee)

**Day 13 Thur 27 October 2022**

Nazareth Village  
Mt. Carmel overlooking Armageddon/Jezreel Valley  
Caesarea on Mediterranean Sea  
Closing Dinner  
Transfer to Ben Gurion Airport (8:30PM)  
11:25PM UA 91 Flight (arrival EWR 4:15AM +1)

**Day 14 Fri 28 October 2022**

6:50AM EWR Departure UA 3600 for arrival in  
Pittsburgh 8:18AM

# Five changes toward restoring Biblical worship leadership

From the Redstone Healing Prayer Ministry Network  
First published in [biblicalleadership.com](http://biblicalleadership.com) (May 12, 2022)  
Author: Jim Farrer

The most visible action of church leadership involves worship. Leaders often go through the service without thinking about or sharing the meaning or the background of each part.

## 1. The opening of worship

In “contemporary” worship a music leader often comes on stage and invites the congregation to praise the Lord and leads choruses. While this is appropriate, it could be nonchalant or naive.

The Reformed tradition was one of the groups which suffered oppression by secular governments. In reaction they began worship by quoting Psalm 124:8: “Our help is in the name of the LORD.” Thus the first purpose of a verbal call to worship is a political statement that we have a right to assemble no matter what any government declares or does. We have no King, but Christ.

The second purpose of a verbal call to worship is to claim holy ground and the victory of Christ. It thus warns the enemy principalities and powers (Ephesians 6:12) in the spirit realm that Jesus’ mopping-up exercises begin again, so scram!

## 2. Yes, worship is a battle!

Ed Stetzer, PhD, Billy Graham Distinguished Chair of Church, Mission, and Evangelism at Wheaton College, remarks: “As I travel and speak among God’s people, I also pray that God will awaken them to the spiritual battle that is taking place around us.”

In Numbers 4:23 and 8:24 almost every Bible commentary concentrates on the age limits of the workers at the wilderness tabernacle. Of the translations only the American Standard Version of 1901 (and only in a footnote) points out that the Hebrew is literally “they shall go in to war the warfare of the tent of meeting.” Wow!

The word for war is *tsabha* which is also used in the phrase “*YHWH sabaoth*” or LORD of Hosts/heavenly armies (Psalm 24:10 and Isaiah 6:3). The same idea is emphasized in Ephesians 6:12.

Should not church members be aware of these important happenings?

## 3. Good news is too feeble.

In his book *Go and Make Disciples*, David H.C. Read points out the etymology of the word evangelism. The prefix *ev* or *eu* is used in words such as euphoria (wonderful feeling), euphonium (glorious sound) and utopia (most fabulous place.) Thus evangelism is not simply sharing a “good” message, but astonishing, unbelievable, yes euphoric news.

## 4. Leading the Lord’s Supper

Having leadership at Holy Communion is a special privilege. In Acts 2:46 many translations including KJV, RSV, ESV and NIV read that the early Christians broke bread with “glad...hearts.” However, the word glad is much too tepid. The word in the New Testament Greek is *agalliasis*. It is one of the most joyful words in the New Testament. It is the word in Luke 1:44 where the baby in Elizabeth’s womb jumps/leaps for joy. The word indeed means bounding, leaping, exuberant jubilation.

The Lord’s Supper is the victory meal of Jesus. It re-announces that Jesus is alive and well and “kicking up his heels” against all that seek to hurt or destroy.

The service of Holy Communion is very serious but never to be too solemn in light of its Passover background and of the resurrection. Many make this a private “me and Jesus” moment to the chagrin of I Corinthians 11:21, 29 and Matthew 6:6. At least during part of the distributing and eating of the Lord’s Supper (especially serving the cup), a leader could brighten the atmosphere by playing or singing a festive praise chorus or hymns such as “Joyful, Joyful We Adore Thee” or “Joy to the World” which in reality is a paraphrase of Psalm 98 and may be used at all seasons of the year.

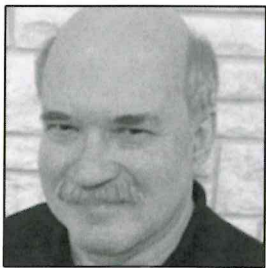
## 5. Proper baptism word

The world media raised quite a fuss when a Roman Catholic priest admitted he used the baptism phrase “We baptize you.” The proper phrase according to the Vatican was “I baptize you.” Few pointed out that the Eastern Orthodox use “You are baptized” and that phrase is optional for Lutherans and Presbyterians.

No one discussed the phrase “in the name.” Here in the New Testament Greek the “in” is literally “into.” Charles B. Williams, former dean of Southwestern Baptist Theological Seminary, in his 1937 translation shows that “into” expresses “transfer of relationship” into union with the Father, Son and Holy Spirit. The NIV and ESV have footnotes with the option of using “into” (Matthew 28:19).

What new understandings will you re-introduce?

### Jim Farrer



A broadly-trained church consultant, Jim Farrer is the founder of Vital Signs Church Consulting and a member of the Society for Church Consulting. A veteran of ministry positions in Canada and the U.S., he has trained leaders from 18 denominations and led seminars and coaching sessions nationwide. His articles have been published in the Journal of Evangelism and Missions and the Great Commission Research Journal. You can reach him by e-mailing [revup1@yahoo.com](mailto:revup1@yahoo.com) or calling 814 629-5211.

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# Presbytery of Redstone

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## REACHING OUT TO LOW-INCOME NEIGHBORS

On a sunny Saturday, Pastor Reginald looks at the crowd in line for free hamburgers and hot dogs as the band plays in the street. It's Jubilee Church's annual block party. This solidly middle-class church, whose steeple rises above the business district of a medium-sized Northeastern city, wants to do more to reach out to its neighbors, and the block party is a first step. The neighborhood has its share of economic problems, including a low tax base, limited job opportunities, building vacancies, homelessness, drug use, and crime. Today, church members don aprons and offer a free lunch, a concert, and children's activities for city residents. Though happy to see how many showed up, the pastor laments that in previous years none of the block party participants attended church the next Sunday.

### A Demographic Divide

Like Jubilee Church, many churches perceive a divide between those who worship inside the building and those who live nearby. It's true: a majority of congregations in the U.S. do not look demographically like their neighborhoods. In a nationwide study of 2,000 congregations, Cynthia Woolever, long-time editor of *The Parish Paper*, found that most congregations are older, more highly educated, and less racially diverse than the surrounding community. The greatest divide concerned unemployment, with 95% of congregations having more unemployed in the local neighborhood than in church.<sup>1</sup>

### Stigmatized for Being Poor

Though Jubilee Church started by inviting residents to attend church, the challenges faced by low-income residents stand in the way of attending the worship service. Susan Crawford Sullivan, a sociologist, interviewed forty-five mothers on public assistance about their faith life. She found that while spiritual practices mattered deeply, many of them had given up on church. Some were unable to secure transportation to church while others struggled with housing instability. Then there were the psy-

chological barriers, such as stigmatization for being poor and doubting whether they were adequately dressed. To some of these mothers, church was more appropriate for middle-class persons, not the poor. These feelings were intensified among mothers who had been criticized or belittled in public, such as in welfare offices or stores, or when applying for a job or attending health clinics.<sup>2</sup>

### Five Steps for Reaching Out

What can churches do to reach out to low-income neighbors? A study team led by R. Drew Smith at Morehouse College focused on churches located near housing projects in four cities: Indianapolis, Denver, Camden (NJ), and Hartford (CT). Though many churches existed within a mile of the housing complexes, two-thirds of residents told interviewers that no church had contacted them in the past year to be involved in church activities.<sup>3</sup> After conducting surveys and observational research in phase one, researchers called clergy, civic leaders, and residents for roundtable discussions, asking those present to consider next steps by churches on their own or in church-community clusters, and offering small grants to get the process going. As a result of these small-scale



projects, the research team learned which practices were most effective.<sup>4</sup>

**1. Use a Research-Dialogue-Action Sequence.** The research project followed a research-dialogue-action sequence that involved research about the neighborhood, discussion of the findings by church and community members, and empowerment of participants through small grants. This model can be used elsewhere.

**2. Learn about Policy.** Learn how changes in public policy can address poverty locally by asking a policy specialist such as a social worker, college professor, or pastor to speak to the issues. This educational process is most effective when church leaders are self-aware enough to understand the role that middle class privilege plays in perpetuating poverty. Invite church members to classes and small-group discussions on economic issues.

**3. Strengthen the Faith-Based Infrastructure.** On the whole, congregations are less suited than councils of churches and interfaith organizations for bridging activities with the poor. One reason for the Camden site's failure to gain traction was that, despite the city being one of the most racially diverse, it lacked a citywide council of churches or interfaith organization that could initiate bridge-building activities such as forums and festivals. By contrast, Indianapolis had a long tradition of interdenominational work, and this faith-based infrastructure led to higher involvement by church members.

**4. Increase Opportunities for Cross-Cultural Exposure.** Dialogue-based initiatives, such as neighborhood forums and informal study circles provide a place where church members and residents can get to know one another. Likewise, service projects can offer a chance for residents and church members to work together to improve the neighborhood, as long as they include an opportunity for dialogue or debriefing.

**5. Expand Faith-Based Advocacy.** While classes or discussion groups (# 2 above) can foster understanding of the issues, leadership training moves beyond this by providing church leaders and residents with advocacy tools, which might include lobbying an elected official, using the media effectively, or organizing a protest.

### Having a Heart in San Antonio

For years, the leaders of Travis Park United Methodist Church in San Antonio, Texas, struggled to revive their dying, downtown church. Leaders felt exhausted by their efforts to revive the congregation, but according to the pastor, John Flowers, the solution lay right outside their door in the economically struggling heart of downtown.

The turnaround began when the youth group initiated "Cafe Corazón" (Spanish for "heart"), a breakfast program for anyone who was hungry, regardless of the ability to pay. After five years, the Sunday morning program averaged 120 volunteers and fed 200 people. At the same time, church leaders spent two years studying books on how to revitalize the congregation, a crucial step in achieving change.

At one point, the church began making changes to its worship offerings, with organ and choral music at the early service and contemporary music at 11:00 a.m. As a result, several members left the church, citing their discomfort with either the worship changes or its ministry to the poor. To emphasize the church's new commitments, worship leaders framed the worship services using biblical stories about the marginalized. Over time, the numerical decline of the congregation was reversed, and the "spiritual apathy" disappeared.<sup>5</sup> Flowers rejects the notion that simply inviting the marginalized will work. Instead, he proposes "aggressive pursuit." Travis' leaders would say something like "I want you to worship with me today. I don't know if you need to come to worship or not but I need you there. I cannot be all God has called me to be without you."<sup>6</sup>

### Start by Listening

A common thread in the Morehouse College research project and Travis Park's revitalization is the importance of listening. Caring can be expressed in a simple question, "What's on your mind?" Asking this question might open the door to previously unheard stories and reflections and, in some cases, new approaches to the challenges faced by economically struggling communities.

---

1. Cynthia Woolever and Deborah Bruce, *Places of Promise: Finding Strength in Your Congregation's Location* (Louisville, KY: Westminster John Knox Press, 2008), 63-64.

2. Susan Crawford Sullivan, *Living Faith: Everyday Religion and Mothers in Poverty* (Chicago: University of Chicago Press, 2011), 157, 160-61.

3. R. Drew Smith, 2001, "Churches and the Urban Poor: Interaction and Social Distance," *Sociology of Religion* 62 (3): 301-13.

4. R. Drew Smith, "Beyond the Boundaries: Low-Income Residents, Faith-Based Organizations and Neighborhood Coalition Building," November 2003. PDF. 44 pages. Download: <https://nationalurbanministryassociation.org/free-resources.html>

5. John Flowers and Karen Vannoy, "Growing Mission with God's People on the Margins," *Net Results* (January/February 2004).

6. Karen Vannoy and John Flowers, "Not a One-Night Stand: Reaching the Homeless and Marginalized," *Circuit Rider*, January/February 2007), 14-16.

## SMALL GROUPS ARE THE CHURCH'S PAST AND FUTURE

Small groups are a significant part of the church's past. In early Christianity, the household played a central role in the movement of Jesus' followers throughout the Mediterranean world. The basic unit of church life was a small group, often no larger than eight to twelve persons, that met at someone's house. Meeting in a house offered privacy, intimacy, and stability of place, as members did not have to wonder where the group would be meeting that night.<sup>1</sup>

### Security in an Uprooted World

Small groups will also play an important part in the church's future. That's because contemporary life can be experienced as disruptive and isolating. In the face of this, small groups can help individuals experience stability and security. Consider the benefits of the small-group experience.

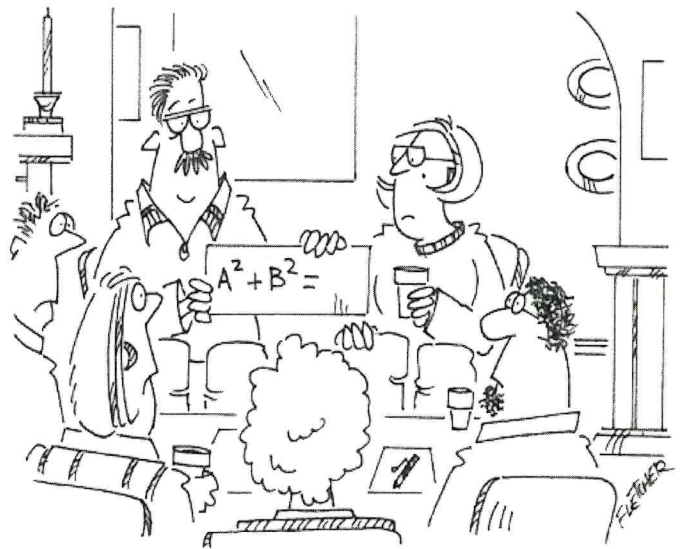
1. Through group study and discussion, members can talk about God and the teachings and example of Jesus.
2. Small groups build relationship skills in a setting where openness is prized and mutual accountability is expected.
3. Healthy groups provide a safe space to express difficult emotions such as anger, frustration, disappointment, or fear without fear of repercussions.
4. In the presence of caring individuals, group members can receive support in the face of grief and loss.
5. Through sharing food, group members may be connected to the sacrament of Holy Communion.
6. The stable routine provided by regular meetings can contribute to a sense of security in an ever-changing world.<sup>2</sup>

### Getting Started

To get started, cast a vision of what small groups could do for your congregation through a series of sermons

by the pastor or personal stories by a lay person in the worship service or the newsletter. Start small by offering one group or two, with the leader inviting potential members directly. As momentum builds, offer invitations to the wider congregation in the form of a tear-off form in the bulletin or a sign-up sheet in the lobby.

A more ambitious approach involves a recruitment event. The pastor at one church offers a two-hour event several times a year called Life Link in which participants play an interactive game inspired by the Game of LIFE. As the evening progresses, people share things about themselves, and later have an opportunity to connect with others based on shared interests and experiences. After small groups are launched, consider a twelve-week system where groups meet weekly and then take one month off. During the "off month," training sessions can be offered for leaders.<sup>3</sup>



AN EXPERIENCED SMALL GROUP LEADER.  
TED ONLY ASKS DISCUSSION QUESTIONS  
THAT ARE LIMITED IN SCOPE.

## Five Tips for Improving the Small-Group Experience

A recent study of 125 small-group leaders and 825 small-group members yielded the following best practices for small groups. Once a group has been established, take these actions to improve the small-group experience.

**Articulate a purpose in a mission statement.** Surprisingly, the best mission statements do not focus on the goals of growing spiritually or building relationships. Instead, choose an outward focus such as community service, evangelism, or any ministry that takes the group beyond itself. Relationship building should be the by-product of such a focus, not the focus itself.

**Structure the sessions carefully to create a predictable environment.** Many studies indicate that five to nine persons is the ideal size. Weekly meetings are best. That's because members can be expected to miss an occasional meeting. Meeting bi-weekly means that this person would not see the group for a whole month.

**Share ownership with everyone in the group.** The leader can achieve this through delegating responsibilities. Invite others to do meal planning, childcare, plan logistics, or take charge of coordinating a service project. Listen to group members' input and follow their advice.

**Encourage good discussions through asking the right questions.** It's common knowledge that open-ended questions work better than questions requiring a yes or no answer. At the same time, asking questions that are too broad can shut down discussion. Instead, aim for questions that are limited in scope. For example, in a discussion of friendship, ask members to talk about one of their best friends.

**Embrace difficult conversations.** Conflict can provide better understanding among group members. When conflict emerges, acknowledge it calmly, pay attention to your own emotions and others', recognize that there may be many interpretations of what's going on, and seek to resolve it and learn from it.<sup>4</sup>

### Small Group for Mothers Opens Doors

Small groups can open the door to those unfamiliar with church life. Chancey Green, a young mother in Kansas City, participated in a small-group ministry at the United Methodist Church of the Resurrection called Building Better Moms (BBM). Though only nominally religious prior to attending the meeting, Green experienced a deepened faith over time and eventually joined the church. Later, after moving to Frisco, Texas,

she attended St. Andrews United Methodist Church, a "startup church" that met Sundays in an elementary school. After she shared her enthusiasm about BBM, the pastor invited her to start a group at the church. A year later, the ministry was launched with 54 members, only eight of which were affiliated with the church.<sup>5</sup>

### Thank You, Loyal Subscribers

When Lyle S. Schaller founded *The Parish Paper* in 1971, he did so believing that helping church leaders ask the right questions led to better decision making.<sup>6</sup> Herb Miller, the subsequent editor, brought a commitment to small-church vitality and a belief that stewardship fueled generosity.<sup>7</sup> The next editor, Cynthia Woolever, a sociologist specializing in religion, brought a data-driven perspective from her research of U.S. congregations.<sup>8</sup> Dana Horrell, the current editor, brings a commitment to parish ministry and grounded experience from decades of pastoral leadership. From the beginning, *The Parish Paper's* business model has been reprint-rights: one subscription with multiple copies for a church or judicatory. That model fit well for the age of the mimeograph and the monthly packet of photocopied information sheets sent out by the judicatory office. However, the rise of the Internet, the invention of the iPhone, and the dominance of social media have rendered this model obsolete. Consequently, this is the final edition of *The Parish Paper*. We thank the loyal subscribers who have been part of this ministry.

1. Wayne Meeks, *The First Urban Christians: The Social World of the Apostle Paul, Second Edition* (New Haven, CT: Yale University Press), 74-110.

2. Theresa F. Latini, *The Church and the Crisis of Community: A Practical Theology of Small-Group Ministry* (Grand Rapids, MI: William B. Eerdmans Publishing Co.), 145-47.

3. Rev. Junius B. Dotson, *How to Start Small Groups: Growing Larger by Acting Smaller*, (Nashville: United Methodist Board of Discipleship, 2018), 8-12. Download: <https://www.seeallthepeople.org/develop-a-discipleship-system>

4. Ryan Hartwig, Courtney Davis, and Jason Sniff, *Leading Small Groups That Thrive* (Grand Rapids, MI: Zondervan, 2020).

5. Jorge Acevedo, *Vital: Churches Changing Communities and the World* (Nashville: Abingdon Press, 2012), 88.

6. Warren Bird, *Wisdom from Lyle E. Schaller: The Elder Statesman of Church Leadership* (Nashville: Abingdon Press, 2012).

7. Herb Miller, *New Consecration Sunday*, Revised Edition (Nashville: Abingdon Press, 2012).

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