

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

APPENDIX 'A'

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED			\$320,000.00		
Church Comm/Lgr Church	22,995.41	203,933.55	0.00	0.00%	198,447.47
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%	695.00
Individ Comm/Lgr Church	300.00	2,561.40	0.00	0.00%	2,080.00
Presbyterian Fdn Cont	0.00	665.00	0.00	0.00%	392.10
Subtotal Unrestricted	23,295.41	210,494.45	320,000.00	65.78%	201,614.57
TEMPORARILY RESTRICTED					
SCLD	0.00	1,910.39	0.00	0.00%	2,327.97
Pine Springs Camp	200.00	791.00	0.00	0.00%	100.00
Resource Center	0.00	348.96	0.00	0.00%	294.03
PDA - Directed	935.00	42,645.48	0.00	0.00%	2,169.71
Sudan Projects	130.40	4,057.98	0.00	0.00%	7,405.68
Ministry Student Aid	0.00	659.00	0.00	0.00%	0.00
PMA - Directed	1,075.00	7,700.00	0.00	0.00%	7,127.00
Synod Mission	300.00	2,100.00	0.00	0.00%	2,100.00
I.P.L.F.	6,750.00	13,350.00	0.00	0.00%	5,900.00
Subtotal Temporarily Restricted	9,390.40	73,562.81	45,000.00	163.47%	27,424.39
Subtotal Contribution Income	32,685.81	284,057.26	365,000.00	77.82%	229,038.96
INVESTMENT INCOME					
Investment Income	0.00	0.00	51,000.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	0.00	64.07	0.00	0.00%	74.03
Subtotal Interest Income	0.00	64.07	5,000.00	1.28%	74.03
MISCELLANEOUS INCOME					
Oil & Gas Lease	0.00	54.94	0.00	0.00%	87.37
Preaching/Consulting	2,100.24	16,801.92	0.00	0.00%	5,321.67
Miscellaneous Income	0.00	12,616.27	0.00	0.00%	3,524.61
Subtotal Miscellaneous Income	2,100.24	29,473.13	6,000.00	491.22%	8,933.65
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
RFR SCLD	-116.87	-1,242.88	0.00	0.00%	-1,496.37
RFR Pine Springs Camp	0.00	-591.00	0.00	0.00%	0.00
RFR Enabling Min. Network	0.00	0.00	0.00	0.00%	-2,000.00
RFR PDA - Directed	-935.00	-42,645.48	0.00	0.00%	-2,169.71
RFR Sudan Projects	-7,500.00	-7,500.00	0.00	0.00%	-14,000.00
RFR PMA - Directed	-1,075.00	-7,700.00	0.00	0.00%	-7,127.00
RFR Minister's Assistance	0.00	0.00	0.00	0.00%	-2,000.00
RFR Synod Mission	-300.00	-2,100.00	0.00	0.00%	-2,100.00
RFR I.P.L.F.	-812.74	-6,523.56	0.00	0.00%	-6,144.15
RFR I.P.L.F. 2	0.00	-207.00	0.00	0.00%	-786.73
Subtotal Temp Restricted Release	-10,739.61	-68,509.92	0.00	0.00%	-37,823.96
Subtotal Release From Restrictions	-10,739.61	-68,509.92	0.00	0.00%	-37,823.96

Income and Expense Statement
GENERAL FUND 01, August 2022

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
RELEASED FROM RESTRICTION					
Released from restriction	10,739.61	68,509.92	0.00	0.00%	37,823.96
TOTAL INCOME	34,786.05	313,594.46	427,000.00	73.44%	238,046.64
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Restricted	7,500.00	7,500.00	0.00	0.00%	14,000.00
Subtotal Sudan	7,500.00	7,500.00	16,000.00	46.88%	14,000.00
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	22,000.00	0.00	0.00%	22,000.00
PSC - Restricted	0.00	591.00	0.00	0.00%	0.00
Subtotal Pine Springs Camp	2,750.00	22,591.00	38,000.00	59.45%	22,000.00
SYNOD MISSION	0.00	0.00	1,000.00	0.00%	0.00
Synod - Restricted	300.00	2,100.00	0.00	0.00%	2,100.00
Subtotal Synod Mission	300.00	2,100.00	1,000.00	210.00%	2,100.00
PRES MISSION AGENCY	0.00	0.00	31,000.00	0.00%	0.00
PMA - Shared	1,400.00	11,200.00	0.00	0.00%	12,400.00
PMA - Restricted	1,075.00	7,700.00	0.00	0.00%	7,127.00
Subtotal Pres Mission Agency	2,475.00	18,900.00	31,000.00	60.97%	19,527.00
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	935.00	42,645.48	0.00	0.00%	2,169.71
Subtotal Pres Disaster Assistance	935.00	42,645.48	3,000.00	1,421.52%	2,169.71
Subtotal Mission Partnerships	13,960.00	93,736.48	89,000.00	105.32%	59,796.71
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	195.71	1,000.00	19.57%	1,146.00
Presbytery Mtg Expense	0.00	259.48	800.00	32.44%	212.04
TRIENNium					
Triennium - Shared	0.00	0.00	2,800.00	0.00%	0.00
Presbytery Stoles	0.00	300.00	0.00	0.00%	0.00
Council - Misc. Expenses	0.00	0.00	0.00	0.00%	24.56
EQUIPPING LEADERSHIP	0.00	0.00	4,500.00	0.00%	0.00
Equip Leadership - Shared	750.00	1,500.00	0.00	0.00%	1,550.87
Subtotal Equipping Leadership	750.00	1,500.00	4,500.00	33.33%	1,550.87
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 Network - Shared	52.99	52.99	0.00	0.00%	0.00
En Min Net - Restricted	0.00	0.00	0.00	0.00%	2,000.00
Subtotal Enabling Ministry Network	52.99	52.99	4,500.00	1.18%	2,000.00
Worship Expenses	0.00	76.00	0.00	0.00%	72.00
Christian Associates	0.00	750.00	1,500.00	50.00%	750.00
Website	0.00	0.00	180.00	0.00%	0.00

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COMMUNICATION EXPENSES			300.00		
CE - Shared	95.40	5,921.79	0.00	0.00%	561.57
Subtotal Communication Expenses	95.40	5,921.79	300.00	1,973.93%	561.57
Subtotal Council	898.39	9,055.97	20,080.00	45.10%	6,317.04
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	500.00	0.00%	2,000.81
COMMITTEE ON PREPARATION					
Committee Expense	0.00	1,342.00	2,000.00	67.10%	0.00
SCHOLARSHIPS					
Scholarships - Restricted	0.00	-3,000.00	0.00	0.00%	0.00
Ministry Student Aid	0.00	3,000.00	0.00	0.00%	0.00
Subtotal Committee On Preparation	0.00	1,342.00	2,000.00	67.10%	0.00
Subtotal Committee Expenses	898.39	10,397.97	22,580.00	46.05%	8,317.85
OPERATIONS					
LEGAL AND AUDITING					
Audit	4,800.00	4,800.00	6,500.00	73.85%	0.00
PCUSA Meetings	632.68	1,509.88	3,500.00	43.14%	590.00
Property/Comp. Insurance	532.00	2,766.00	6,500.00	42.55%	4,878.50
Worker's Compensation	138.00	760.00	821.00	92.57%	605.00
Telephone	270.06	2,142.48	3,600.00	59.51%	2,042.14
Postage	68.86	531.25	1,000.00	53.13%	553.65
Office Supplies	1,332.03	3,578.91	6,000.00	59.65%	2,497.42
RESOURCE CENTER			500.00		
RC - Shared	0.00	80.00	0.00	0.00%	125.18
RC - Restricted	0.00	20.00	0.00	0.00%	0.00
Subtotal Resource Center	0.00	100.00	500.00	20.00%	125.18
LEASES			2,500.00		
Copier Lease	177.77	1,430.07	0.00	0.00%	1,350.00
Subtotal Leases	177.77	1,430.07	2,500.00	57.20%	1,350.00
Miscellaneous Expenses	0.00	59.95	0.00	0.00%	109.00
SERVICE FEES					
Bank Fees	85.00	106.02	0.00	0.00%	191.79
Misc. Service Fees	0.00	55.00	0.00	0.00%	62.50
Subtotal Service Fees	85.00	161.02	0.00	0.00%	254.29
UTILITIES					
Gas	37.16	1,439.34	2,250.00	63.97%	2,152.19
Electric	170.28	880.71	1,500.00	58.71%	944.49
Water	0.00	194.14	350.00	55.47%	346.28
Sewage	0.00	153.12	350.00	43.75%	469.80
Trash Collection	34.86	219.90	800.00	27.49%	172.94
Subtotal Utilities	242.30	2,887.21	5,250.00	54.99%	4,085.70
MAINTENANCE					
Custodial Services	0.00	0.00	1,500.00	0.00%	596.87
Yard Maintenance	200.00	520.00	1,000.00	52.00%	680.00

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Parking Lot Maintenance	0.00	0.00	1,000.00	0.00%	812.50
Building Maintenance	105.00	1,874.18	1,000.00	187.42%	2,422.52
Subtotal Maintenance	305.00	2,394.18	4,500.00	53.20%	4,511.89
Subtotal Operations	8,583.70	23,120.95	40,671.00	56.85%	21,602.77
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,865.84	46,926.72	70,390.00	66.67%	46,926.72
EP - Board of Pensions	1,593.60	12,748.80	19,500.00	65.38%	11,413.60
EP - Continuing Education	119.88	253.63	1,500.00	16.91%	1,000.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	89.38	1,579.91	0.00	0.00%	1,049.44
EP Travel - Restricted	116.87	1,242.88	0.00	0.00%	1,438.08
Subtotal Ep - Travel	206.25	2,822.79	4,750.00	59.43%	2,487.52
EP - Prof. Expense Shared	128.79	875.93	1,825.00	48.00%	713.00
EP-Prof. Exp. Restricted	0.00	0.00	0.00	0.00%	58.29
EP - Deferred Comp / 403B	990.20	7,916.14	11,876.92	66.65%	5,808.56
Subtotal Executive Presbyter	8,904.56	71,544.01	109,841.92	65.13%	68,407.69
STATED CLERK					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00
Subtotal Executive Staff	8,904.56	71,544.01	111,141.92	64.37%	68,407.69
SUPPORT STAFF					
ADMINISTRATIVE ASSISTANT					
AA - Salary	2,821.80	22,574.40	33,861.70	66.67%	20,546.96
AA - Board of Pensions	956.71	7,653.68	13,663.00	56.02%	10,413.96
Subtotal Administrative Assistant	3,778.51	30,228.08	47,524.70	63.60%	30,960.92
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	650.00	1,300.00	50.00%	650.00
Associate Clerk Salary	0.00	650.00	1,300.00	50.00%	650.00
Subtotal Assistant Clerks	0.00	1,300.00	2,600.00	50.00%	1,300.00
Subtotal Support Staff	3,778.51	31,528.08	50,124.70	62.90%	32,260.92
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	664.62	5,374.33	8,000.00	67.18%	5,161.76
Subtotal Presbytery Staff	13,347.69	108,446.42	169,266.62	64.07%	105,830.37
APPORTIONMENTS					
GA Per Capita	6,654.05	53,232.40	83,000.00	64.14%	54,895.27
Synod Per Capita	1,767.75	14,142.00	22,500.00	62.85%	14,713.77
Subtotal Apportionments	8,421.80	67,374.40	105,500.00	63.86%	69,609.04
RESTRICTED EXPENSE					
Minister's Assistance	0.00	0.00	0.00	0.00%	2,000.00
I.P.L.F.	823.74	6,534.56	0.00	0.00%	6,144.15

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
I.P.L.F. 2	0.00	207.00	0.00	0.00%	786.73
Subtotal Restricted Expense	823.74	6,741.56	0.00	0.00%	8,930.88
TOTAL EXPENSES	46,035.32	309,817.78	427,017.62	72.55%	274,087.62
TRANSFER ACCOUNTS					
TRANSFER FROM OTHER FUNDS					
Cash Transfers In					
CTI - New Covenant	\$0.00	\$2,189.47	\$0.00	0.00%	\$4,708.12
TOTAL TRANSFERS	0.00	2,189.47	0.00	0.00%	4,708.12
EXCESS INCOME/EXPENSES	-\$11,249.27	\$5,966.15	-\$17.62	-33,860.10%	-\$31,332.86

Redstone Presbytery
Commitment to Larger Church
August 31, 2022

	2022 PLEDGE	TOTAL PAID	% Payup as of 8/31/2022	Unpaid Pledge Balance
Leisenring				-
Ligonier, Pleasant Grove	850.00		0%	850.00
Lower Burrell, Grace	8,000.00	5,333.36	67%	2,666.64
Lower Burrell, Puckety	10,000.00	10,000.00	100%	-
Masontown	500.00		0%	500.00
McClellandtown	5,000.00	3,750.00	75%	1,250.00
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion	1,000.00	1,018.00	102%	(18.00)
Murrysville, First	8,000.00	4,000.00	50%	4,000.00
Murrysville, Newlonsburg	24,166.00	16,110.64	67%	8,055.36
Murrysville, Union	4,000.00	2,247.00	56%	1,753.00
N. Alexandria, Community		2,500.00		(2,500.00)
N. Alexandria, Congruity	6,000.00	4,679.50	78%	1,320.50
New Florence, Bethel	3,000.00	1,750.00	58%	1,250.00
New Florence, Trinity	3,825.00	2,231.25	58%	1,593.75
New Kensington	5,300.00	3,533.28	67%	1,766.72
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	5,100.00	3,400.00	67%	1,700.00
Patton	4,300.00	2,866.72	67%	1,433.28
Revloc	1,500.00	1,000.00	67%	500.00
Scottdale		500.00		(500.00)
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	5,000.00		5,000.00
Trafford, Level Green		6,625.00		(6,625.00)
Uniontown, Tent	344.00		0%	344.00
Uniontown, Third		591.00		(591.00)
Uniontown, Trinity		7,164.00		(7,164.00)
Vanderbilt, E. Liberty	1,000.00	595.00	60%	405.00
West Newton, Sewickley	475.00			475.00
W. Newton, Sewickley UP				-
West Newton, United				-
Totals	239,577.00	203,933.55		35,643.45

Redstone Presbytery
Commitment to Larger Church
August 31, 2022

	2022 PLEDGE	TOTAL PAID	% Payup as of 8/31/2022	Unpaid Pledge Balance
Adah, Palmer	500.00	250.02	50%	249.98
Apollo, Poke Run	3,660.00	1,830.00	50%	1,830.00
Avonmore	1,000.00	858.00	86%	142.00
Belle Vernon, First	4,500.00	3,375.00	75%	1,125.00
Belle Vernon, Harmony	1,200.00	800.00	67%	400.00
Belle Vernon, Marion	2,250.00	2,250.00	100%	-
Belle Vernon, Rehoboth	6,000.00	4,000.00	67%	2,000.00
Bolivar	1,500.00	875.00	58%	625.00
Brownsville, Calvin				-
Brownsville, Ft. Burd		4,250.00		(4,250.00)
Brownsville, Hopewell				-
Colver		699.50		(699.50)
Cresson	1,800.00	1,050.00	58%	750.00
Dawson, Tyrone		250.00		(250.00)
Delmont				-
Derry	750.00	375.00	50%	375.00
Dunbar, First	1,275.00	1,275.00		-
Dunbar, Laurel Hill	1,062.00		0%	1,062.00
Ebensburg	1,000.00	823.00	82%	177.00
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	2,500.00	100%	-
Greensburg, First	31,000.00	20,666.64	67%	10,333.36
Greensburg, Maplewood		4,000.00		(4,000.00)
Greensburg, Westminster		5,600.00		(5,600.00)
Irwin, First	25,000.00	16,666.64	67%	8,333.36
Irwin, W. Hempfield	6,000.00	3,000.00	50%	3,000.00
Jeannette	2,400.00	1,200.00	50%	1,200.00
Johnstown, Bethany	1,620.00	1,215.00	75%	405.00
Johnstown, First	6,000.00	4,200.00	70%	1,800.00
Johnstown, Second	3,900.00	3,900.00	100%	-
Johnstown, Westmont		8,000.00		(8,000.00)
Lake Lynn		1,350.00		(1,350.00)
Latrobe, Main St.	26,500.00	17,680.00	67%	8,820.00
Latrobe, Spring St.		3,000.00		(3,000.00)

OVERALL

When we consider a projected budget, we are looking to who God might desire us to be and what God might ask us to do within the next year. Whether income or expenditures, we are making a faithful effort to anticipate what this Godly vision will look like and to estimate accordingly. In the course of the year, sometimes those estimates need to be adjusted as we pursue that vision based upon actual opportunities matched with available resources. Yet, as this budget reflects our commitment to live as God's people together in both congregations and as a communion of churches in the Body of Christ as we anticipate it now.

As a Finance and Budget committee, we take our stewardship of God-given presbytery resources seriously. Based upon the contributions of churches in Redstone and individuals, we seek to pursue God's faithfulness both in the vision and effective means in its accomplishment. Each year, we review our recent trends and historical analysis of the budgeted and actual revenues, expenditure allocations, and annual fund uses of reserves. Additionally, we monitor the historical growth or decline of the balance sheet with net assets, days of cash on hand, liquidity of unrestricted net assets at the beginning of each budget year in order to anticipate and provide for the long-term stability of our shared ministry and mission.

Because of our desire to fulfill what God desires to do through us **together**, this budget reflects an opportunity for each of us **to invest in the ministry and mission that we share together as a presbytery**. Our covenantal partnership in service of the Lord's kingdom is represented in the sharing of our time, our talents, and our resources. God's gracious provision through the generous investment of **both congregations and individuals** permit this shared ministry to move forward for the honor and glory of Jesus Christ among us. Trusting in God, we believe that the Lord has provided in the past and we look toward God's gracious provision in the future through the generosity of God's people.

INCOME

Since 2013, the Presbytery has "lived within its means" by significantly cutting expenses and at the same time maintaining optimal cash flow management in order to maximize revenue. As a steward of our resources, we remain committed to this approach. Yet, church contributions in the form of "First Fruits" pledges have continued to decline. Although we do not use a per capita assessment, we know that a "fair" share from each congregation would represent at least 43.00/member based upon their active membership rolls. We remain diligent in communicating not only the need, but the opportunity for congregations to share in this ministry. Yet, ultimately, the value placed upon this shared ministry is reflected in actual contributions. If we cannot increase overall commitments additional changes in expenditures may need to be made, including further staff reductions, programmatic decreases or building expenses or a significant increase in drawing upon existing long-term assets.

Our ministry resources have been artificially supported for the last few years through supplemental income generated by the Executive Presbytery either through pastoral congregational service, external consulting or one-time grant solicitation. These fees for service

INCOME/ RECEIPTS	PROPOSED 2023 Budget
Shared Ministry/Mission	
Church contributions	
Shared	\$325,000.00
Directed	\$50,000.00
Other gifts and contributions	
Interest	\$5,000.00
Investments (reserves)	\$51,000.00
Miscellaneous	\$7,000.00
TOTAL REVENUE	\$438,000.00
EXPENSES	
Shared Ministry	
Council	
Council expense	\$1,000.00
Communications	\$300.00
Presbytery meetings	\$750.00
Website	\$200.00
PCUSA meetings	\$3,000.00
Equipping Leadership	\$4,000.00
Engaging Congregations	\$4,000.00
Enabling Ministry Networks	\$4,000.00
New Ministries	\$4,000.00
Committee On Ministry	
Committee Expense	\$500.00
Committee on Preparation	
Committee Expense	\$3,000.00

Committee-Nominating	\$0.00
Committee on Representation	\$0.00
Executive Presbyter	
EP	
Salary	
Deferred comp.-403B	\$86,380.27
EP Pension	
EP Study Leave	\$33,688.31
EP Professional Services	\$1,500.00
EP	\$1,800.00
Travel	\$4,750.00
Christian Education/Resources	
Christian Education	
Triennium	
Resource Center	
Shared	\$0.00
Directed	\$0.00
	\$500.00
Denominational/Ecumenical Ministry	
Christian Associates	
Synod of Trinity(per capita)	
General Assembly(per capita)	\$1,500.00
	\$21,278.00
TOTAL SHARED MINISTRY	\$87,330.00
Shared Mission	\$259,476.58
Sudan Partnership	
Shared	\$16,000.00
Directed	\$0.00
	\$16,000.00
Pine Springs Camp	
Shared	\$38,000.00
Directed	\$33,000.00
	\$5,000.00
Synod Mission	
Shared	\$3,000.00
Directed	

	\$0.00
Presbyterian Mission Agency	\$1,000.00
Shared	
Directed	\$28,000.00
	\$18,000.00
Presbyterian Disaster Assistance	\$10,000.00
Shared	
Directed	\$3,000.00
TOTAL SHARED MISSION	\$0.00
	\$3,000.00
Operations	\$88,000.00
Supplies	
Postage	
Telephone	\$5,500.00
Utilities & Maintenance	\$1,000.00
Property Insurance	\$3,600.00
Worker's Compensation	\$9,100.00
Legal and Auditing	\$3,600.00
Leases	\$821.00
Miscellaneous	\$6,500.00
	\$2,200.00
	\$0.00
Stated Clerk Salary/Associate	
Recording Clerk	\$1,500.00
	\$1,500.00
AA	
Salary	
AA Medical/Pension	
FICA paid-Presbytery	\$35,554.79
	\$11,686.00
TOTAL OPERATIONS	\$8,000.00
TOTAL EXPENSES	\$90,561.79
	\$438,038.37

PROPOSED MANUAL REVISIONS SUGGESTED BY STAFF SUPPORT

EXECUTIVE PRESBYTER

Term of Service:

2.2104 ~~The Executive Presbyter shall be elected for a renewable five-year term. Notification of retirement shall be made to the contracting parties six months prior to the date of retirement. Notification of a resignation shall be ordinarily at least one month in advance of the effective date. However, any of the contracting parties may, at any time, request the joint consideration of the termination of the employment relationship.~~

The Executive Presbyter shall be elected by the Presbytery. Terms of call will be reviewed annually. Notification of retirement shall be made six months prior to the date of retirement. Notification of a resignation shall be ordinarily at least one month in advance of the effective date. Notification of termination shall be at least one month and compensation will be one months per year of service up to six months. However, either party may, at any time, request the joint consideration of the termination of employment.

2.1305

2.1405

2.1505 *Notification of resignation or termination by council shall be at least one month of the effective date.*

STATED CLERK

2.1302 When a vacancy is to occur, the Presbytery shall ordinarily work with the Nominating Committee to identify a potential candidate to present to the Presbytery for a vote at its next stated meeting. Should a vacancy occur during the term, the Associate Stated Clerk shall assume these duties until Council decides how to proceed with a new election.

Term of Service:

2.1305 The Stated Clerk shall be elected for a three-year term. The incumbent may be considered for re-election with no limits on the number of consecutive terms. *Notification of resignation or termination by council shall be at least one month of the effective date.* The Stated Clerk may be removed from office prior to completion of his or their term of service through the process outlined in the Book of Order (G-3.0110).

ASSOCIATE STATED CLERK

Term of Service:

2.1405 The Associate Stated Clerk shall be elected for a three-year term. The incumbent may be considered for re-election with no limits on the number of consecutive terms.
Notification of resignation or termination by council shall be at least one month of the effective date.

RECORDING CLERK

Term of Service:

2.1505 The Recording Clerk shall be elected for a three-year term. The incumbent may be considered for re-election with no limits on the number of consecutive terms.
Notification of resignation or termination by council shall be at least one month of the effective date.

PROPOSED MANUAL REVISIONS SUGGESTED BY COMMITTEE ON MINISTRY

Powers and Duties:

- 5.1005 The Committee on Ministry (COM) shall fulfill all provisions of the Book of Order in relation to the Committee on Ministry and develop policies and procedures for implementation. The committee shall review bi-annually its policies and procedures manual, along with the revisions in the Book of Order.
- 5.1006 On behalf of the Presbytery, the COM may:
- Dissolve pastoral relationships in cases where the congregation and pastor concur in the request, and then inform the Presbytery,
 - Grant permission to labor within or outside the bounds of the Presbytery,
 - Dismiss teaching elders to other presbyteries, with the provision that all such actions be reported to the next stated meeting of Presbytery,
 - *Approve requests by congregations to designate a retired pastor status as pastor emeritus.*
 - *As necessary, direct a session(G-3.0203) meeting and or call a congregation meeting(G-1.0502).*
 - Approve temporary pastoral relationships (e.g. Covenant Pastor, Temporary Supply, Stated Supply, Student Supply, and Interim/Transitional Pastor) and CP contracts, with the provision that all such actions be reported to the next stated meeting of Presbytery,
 - Serve as a commission between the May and September meetings of the Presbytery for examination and receiving ordained teaching elders from other presbyteries,
 - ~~Through the AP/CP committee~~ *Provide for examination, approval for commissioning, ongoing continuing education and mentoring of Authorized Preachers and Commissioned Pastors.*
 - Appoint a commission to ordain teaching elders and/or install teaching elders in permanent pastoral relations in accordance with G-3.0109b (2). (The commissions shall consist of three & teaching elders and two ruling elders, or two teaching elders and three ruling elders representing at least two congregations of the Presbytery) (G-3.0109b)
- The COM shall:
- Solicit necessary background clearances and certificates of mandatory reporter training prior to approving new calls/contracts or renewal of existing calls/contracts for pastoral service.
- 5.1007 All calls, and Terms of Call, shall be presented to the COM, and shall be submitted to Presbytery together with recommendations for suitable action. The Committee shall review annually all Terms of Call for adequacy to meet minimum terms of call established by the Presbytery
- 5.1008 The COM shall be responsible for considering formation, merging, field alignment, relocation, and dissolution of churches and recommending appropriate action to the Presbytery.

- 5.1009 The COM shall receive requests, and make recommendations to Presbytery Council, regarding disbursements from the Emma Johnston Funds.
- 5.1010 The COM shall serve as liaison with the Pension Board of the Presbyterian Church (USA).
- 5.1011 The COM shall administer any emergency welfare funds of the Presbytery to members of the Pension Plan.
- 5.1012 The COM shall be responsible for the annual examination of session minutes and church registers.
- 5.1013 The COM shall have the responsibility for the supervision of all Authorized Preachers and Commissioned Ruling Elders.
- 5.1014 The Presbytery of Redstone determined that it is not in the best interests of the mission of the Presbytery to permit teaching elders serving *currently* as Associate Pastors or Interim Pastors *of a particular congregation* to be considered for the position of Pastor of a local *that* congregation. (G-2.0504c) Any exception to this practice should be at the initiative of the Committee on Ministry and not the particular candidate or Pastor Nominating Committee.
- 5.1015 The Committee on Ministry shall appoint a teaching elder or a member of the Committee on Ministry to moderate any congregational meeting called for the purpose of dissolving a pastoral call. (G-2.0903)
- 5.1013 The Committee on Ministry shall appoint a teaching elder or a member of the Committee on Ministry to moderate the Session of a congregation without a Moderator for reasons of vacancy or inconvenience.
- 5.1014 Teaching Elders other than those serving ~~as called and installed pastors~~ *in validated ministries* are authorized to celebrate the Sacraments in PC(USA) congregational settings when called upon to do so, however they must receive permission from the Committee on Ministry for the celebration of the Sacraments in any other context. (G-3.0306)

(REMOVE)

AP/CP Sub-Committee

Membership:

~~The committee shall consist of members of the Committee on Ministry and members of Committee on Preparation for Ministry and any additional "at large" committee members.~~

Meetings and Quorum:

~~The committee normally meets in even numbered months and at other times on the call of the chairperson. A meeting may be conducted in person or by conference call, video conference, or other synchronous electronic communication methods. At the discretion of~~

~~the chairperson, meetings may be called for time sensitive issues provided that adequate means have been extended to the members to assure that a deliberative process is available.~~

~~A quorum for the committee shall be one half of its current members present in person or through technological means.~~

Decision Making:

~~Actions of the committee shall be decided by a majority vote of members present at any called meeting (in person or technological) for which a quorum is present.~~

~~Some non-controversial actions of the Committee or subcommittee may be decided by unanimous consent. To obtain unanimous consent, the chair will offer the opportunity for any comment or objection to a proposed action. If there is none, the action may be decided upon. If there is any objection or request for discussion, the motion will be deliberated prior to a vote.~~

~~In some instances of routine and time sensitive business, the chair may communicate to members via email (or if unavailable by telephone or fax) with a minimum opportunity of three days to comment or object or request discussion. Whenever possible, the chair should track the email receipt or request confirmation from recipients. If there is no objection or request for discussion, the motion will be approved by unanimous consent. Any comment, objection, or request for discussion would result in the motion being considered at a called meeting (in person or technological). Any actions of unanimous consent obtained through email communication will be reported at the next called meeting of the Committee on Ministry.~~

Powers and Duties:

~~The AP/CP Subcommittee shall fulfill the duties assigned to it by the Committees on Ministry and Preparation. They will develop policies and procedures for implementation.~~

Acting on behalf of the Committees on Ministry and Preparation, the AP/CP Committee:

- ~~a) Provides for ongoing continuing education and mentoring of the Authorized Preachers and Commissioned Ruling Elders.~~
- ~~b) Oversees the training and certifying of Authorized Preachers and Commissioned Ruling Elders including participation in the Inter-Presbytery Leadership Formation group.~~
- ~~c) Processes applications, reports and evaluations, and maintains a current roster.~~
- ~~d) Oversees the reauthorization of authorized Preachers on a biennial basis. Certifies new and continuing Authorized Preachers to be listed on the pulpit supply roster of the Presbytery.~~
- ~~e) Recommends possible candidates to the COM Examination sub-committee and commissioning by the Presbytery.~~
- ~~f) Handles any reimbursement for books through the bookkeeper.~~
- ~~g) Keeps the Committees on Ministry and Preparation informed of developments and/or issues.~~

PROPOSED MANUAL REVISIONS SUGGESTED BY THE COMMITTEE ON PREPARATION FOR MINISTRY

Powers and Duties:

5.2005 The CPM shall carry out the responsibilities of the committee in accordance with the Book of Order sections G-2.06 & 2.07.

5.2006 The CPM may enroll, remove or transfer inquirers and report the action to the next stated meeting of Presbytery. (G-2.0601) The CPM may recommend to the Presbytery removal or transfer of a candidate.(G-2.0608).

5.2007 It is the responsibility of the CPM to mentor, consult, and work with each Inquirer/Candidate to determine the type and sequence of experience(s) necessary for preparation for ministry of that individual.

The CPM shall report regularly to the Presbytery on the status of inquirers and candidates under our care.

The CPM shall approve all field education experiences.

The CPM shall affirm that candidates have completed all of the Book of Order requirements, met regularly with the committee or their CPM liaison, have completed approved field education experiences, and other requirements of the committee before being certified by the Presbytery ready to receive a call.

5.2008 All inquirers and candidates shall complete the Presbytery ethics seminar or a CPM-approved alternate before the candidate will be certified ready to receive a call. (See Presbytery Policy - *Ethical Conduct by Persons in Positions of Religious Leadership*)

5.2009 The CPM shall follow the policy adopted by the Presbytery and the Synod of the Trinity regarding the procedures to be followed when standard examinations for ordination are failed. (See Presbytery Policy - *Procedure when Standard Examinations for Ordination are Failed*)

5.2010 The CPM shall submit names of nominees to read ordination exams to the Nominating Committee of the Presbytery according to General Assembly guidelines so they may be elected at the May stated meeting of the Presbytery.

5.2011 The CPM serves the Presbytery of Redstone in oversight of those seeking certification as Church Educators in cooperation with the denominational Educator Certification Council. The committee shall also be responsible for assigning a mentor to each candidate seeking certification as a Church Educator.

5.2012 ~~Through the AP/CP subcommittee,~~ The CPM shall give oversight to the training and certifying of Authorized Preachers and Commissioned Pastors in the following ways. [See Handbook *Ruling Elders in Particular Pastoral Services.*]

- *Provide for ongoing continuing education and mentoring of the Authorized Preachers.*
- *Oversee the training and certifying of Authorized Preachers and Commissioned Ruling Elders including participation in the Inter-Presbytery Leadership Formation group.*
- *Oversees the reauthorization of authorized Preachers on a biennial basis. Certifies new and continuing Authorized Preachers to be listed on the pulpit supply roster of the Presbytery.*
- *Recommends possible candidates to the COM Examination sub-committee and commissioning by the Presbytery.*

5.2013 The CPM shall approve the disbursement of scholarship funds to Inquirers, Candidates, and Certified Christian Educator Candidates who are under care of the Presbytery.

Things to Keep in Mind---

- This is a Presbytery minimum for new calls for installed pastors. We have applied it as well to ongoing terms of call and for temporary pastoral relationships but that is not a BOO requirement.
- Almost all churches with PT pastors use a pro rata of these figures (without necessarily obligating benefits). Because that percentage can be subjective as a workload, increases in minimums may at times just result in changing the percentage.
- BOP 2023 "Median"-64,800; 50,469.08=77.9%; 50,963.87=78.65%; 51,458.67=79.4%; 51953.46=80.2%
- Salary increases for pastors who are currently serving come as a separate recommendation to the Presbytery to act upon for guidance as opposed to regulation.

2023 Terms of Call	2023 Presbytery Minimum NO CHANGE 2% BOP	2023 Presbytery Minimum For Installed Pastors 2% increase 2% BOP Certified Christian Educators – 80% of MWS Minimum
EFFECTIVE SALARY	\$49,479.49	\$50,469.08
<i>BREAKDOWN--Base Salary; Manse (including utilities) or Housing Allowance – minimum of 30% of salary/deferred/allowances.</i>		
8. BOP Dues (% calculated exclusive of moving expense): Pension (8.5%), Disability (1.5%) and Medical (29%) - Total (2023-39%)	\$19,297.00	\$19,682.94
9. Social Security Contribution (7.65% of Effective Salary)	\$3,785.18	\$3,860.88
10. Mileage Reimbursement (I.R.S. rate)	TBD	TBD
12. Study Leave/Reimbursement (cumulative to 6 weeks plus \$3,000)	2 weeks +\$1,000.00	2 weeks +\$1,000.00
13. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks - 4 Sundays	4 weeks - 4 Sundays
14. Other Professional Expenses:		
Book/Media Reimbursement		
Pastor's Professional Expense		
Vouchered Reimbursements		
TOTAL COST TO CONGREGATION	\$73,561.67	\$75,012.90

Bio

WORK EXPERIENCE

Teaching Elder - October 2019 to Present - Peters Creek United Presbyterian Church, Venetia, PA

Temporary Part-Time Ordained Pastor - August 2014 to September 2015 - Greenfield Presbyterian Church, Pittsburgh, PA

Table Minister and Lofts Coordinator - August 2011 to May 2017 - Hot Metal Bridge Faith Community, Pittsburgh, PA

Instructor/Mentor - September 2012 to March 2013 - Allegheny Council Jail, HOPE Pod, Pittsburgh, PA

Director of Children and Youth Ministry - March 2003 to August 2014, and January 2008 to August 2011 - Sixth Presbyterian Church, Pittsburgh, PA

Youth Group Leader - June 2007 to January 2008 - Sixth Presbyterian Church, Pittsburgh, PA

Adjunct Instructor - August 2006 to August 2007 - Community College of Allegheny County, Pittsburgh, PA

Instructor - August 2002 to May 2006 - McNeese State University - Lake Charles, LA

EDUCATION AND ORDINATION

Ordained by Greenfield Presbyterian Church, Pittsburgh, PA - October 4, 2014

Master of Divinity - May 2013
Pittsburgh Theological Seminary, Pittsburgh, PA

Master of Fine Arts: Creative Writing - May 2005
McNeese State University, Lake Charles, Louisiana

Master of English Literature - May 2005
McNeese State University, Lake Charles, Louisiana

Bachelor of Arts: English Literature, magna cum laude - May 2001
Hope College, Holland, Michigan

1 God is the Creator of heaven and earth who invites us to be in relationship with God and with each
2 other, as full participants in creation. God is one but is revealed through the great mystery and dance
3 of God's "three-ness." We experience this through God's transcendence, traditionally expressed
4 through the imagery of father, through the incarnation of Jesus Christ, who, being God's Son,
5 became vulnerable to us in love, and through the workings of Holy Spirit, the living, intimate
6 witness of God in our lives today. They express unity and individuality through a "perichoresis," a
7 reflection of God who is one and inherently relational. Jesus Christ, as God's Son, is the perfect
8 response to God's calling to all of us and embodies God in flesh and bone for us all. The Holy Spirit
9 is the presence of God within us, who leads us and directs us, calling us into relationship with God,
10 and draws us into God's kingdom.

11
12 We fall short of the glory of God when we sin, straying from being the creation that God has made
13 us to be, and failing to trust in God's love for us. The incarnate love of God reveals God's absolute
14 care for us, showing that God is fully in relationship with us, suffering as we suffer, rejoicing as we
15 rejoice. This incarnational love is fully expressed through the death and resurrection of Jesus Christ,
16 who although in the very likeness of God, accepted the humiliation of death on a cross in order to
17 destroy the power of violence and death. Jesus invites us into the community of the Kingdom of
18 God, where every tear is wiped away and death is no more. This is our hope. This is what is yet to
19 be, but also what is here and now, available to all of us who call out to God.

20
21 The Holy Spirit speaks to us in many ways, but especially and authoritatively through the
22 Scriptures, which are "God breathed" testimonies of who God is and who we are as God's children.
23 The Scriptures are a living text, viable and applicable to our lives and our particular contexts. The
24 Scriptures not only instruct us in the major tenets of our faith, what to believe but are also a
25 collection of narratives that teach us how to believe.

26
27 We celebrate this living faith and our unity with Christ through the Sacraments. In the sacrament of
28 communion, we are bound to God and to each other. In communion, we are present and united with
29 Jesus Christ, and with all of his Church. In baptism, we are bound to each other as members of
30 Christ's Church. Through these sacraments we receive a sign and a seal of God's promise for us, and
31 we receive communal glimpses of a future kingdom here on earth. We, as the catholic Church, are
32 called to share this presence of a fully relational God with others, through word and deed, baptizing
33 by the power of the Holy Spirit, and working toward the fulfillment of God's kingdom of justice and
34 joy for all, a kingdom which is close at hand. Because of this, we rejoice that nothing can separate us
35 from the love of God through Christ Jesus our Lord.

2022 TERMS OF CALL

APPENDIX 'G'

Church: **Westminster Presbyterian Church - Greensburg PA**

Pastor: **Jennifer Frayer-Griggs**

Full or Part Time: **Full Time**

(*For Installed Teaching Elder, Effective Salary, Board of Pensions dues, SECA offset, Study Leave, Vacation and Mileage reimbursement are requirements; For Pastors serving under contract (TE or CP), all are required except Board of Pensions, but it is recommended that provision for insurance and retirement be addressed). (Minimums for Certified Christian Educators should be at least 80% of these minimums).

Presbytery of Redstone recommends a 3.5% increase from 2021 effective salary for all continuing Pastors (Ministers of Word and Sacrament and Commissioned Pastors). The Presbytery minimum is a minimum requirement for all incoming pastors. All continuing pastors should meet or exceed that expectation.

2022 Terms of Call	2022 Presbytery Minimum	Your Church
EFFECTIVE SALARY	\$49,479.49	\$62,000.00
1. Base Salary	\$38,061.14	\$30,000.00
2. Housing Allowance or Manse, including utilities (minimum of 30% of Salary/Deferred/ Allowances-total-1,3,4,5,7)	\$11,418.34	\$30,000.00
3. Deferred Compensation [Tax Deferred Annuity]		
4. Un-vouchered allowances, gifts from employer, bonuses, etc.		
5. Other allowances, including: <ul style="list-style-type: none"> • forms of compensation such as medical deductible/medical expense reimbursement allowances (NOT paid through a group benefit plan) • insurance premiums for additional insurance coverage provided for individual employees. 		\$2,000.00
6. ONE TIME Moving Expenses (if church paid or reimbursed) this total may need to be included in the total salary reported to the IRS. (Please review with your accountant)		
7. SECA <u>above</u> the normal 7.65% offset		
TOTAL EFFECTIVE SALARY (total of 1,2,3,4,5,7)	\$49,479.49	\$62,000.00
8. Board of Pensions Dues (percentage calculated exclusive of moving expense): Pension (8.5%), Disability (1.5%) and Medical Coverage (27%) - Total (37)	\$18,307.41	\$22,940.00
Post Retirement Dues - 12% (retired pastor >20 hours)	\$5,937.53	
9. Social Security Contribution (7.65% of Effective Salary)	\$3,785.18	\$4,743.00
10. Additional Group Plan Coverage Premiums		
11. Mileage Reimbursement (At current I.R.S. rate)		
12. Study Leave/Reimbursement (cumulative to 6 weeks)	2 weeks +\$1,000.00	2 weeks
13. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks - 4 Sundays	4 weeks - 4 Sundays
14. Other Professional Expenses:		

Pastor's Professional Expense		
Vouchered Reimbursements (Mileage, Study Leave, Books)		\$3,000.00*
TOTAL COST TO CONGREGATION	\$72,572.08	\$92,683.00

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 *Amey M. Salvo* Pastor *Janice Frayer Juss*

* funds may be shifted between categories at the discretion of the pastor

\$1000 Free Gift Offer*

for preachers and congregations of all sizes

simply attend the 3-hour
Timothy Track seminar
Monday, October 10, 2022 1-4 PM
held prior to the Wee Kirk Small Church Conference
at Laurelville Mennonite Church Center
941 Laurelville Lane
Mt. Pleasant, PA 15666

What the experts say about church decline, future hope, methods of turnaround and resurrection

Jim Farrer is one of the most broadly trained church consultants in America. He became the first Presbyterian to be named an Associate of the Institute for American Church Growth. He has published journal articles and been a featured speaker at several seminaries and will lecture in October 2022 at the Jerusalem Seminary. Jim has trained leaders in 19 denominations and consulted/led workshops from coast to coast. Check recent articles at biblicalleadership.com

* Free gift entitles participants to 1 free coaching session or equivalent per month during 2023.

We hope all can attend the entire Wee Kirk Conference (October 10-12) with workshops: Nones and Dones; Rest, Reflection and Resilience; Spiritual Formation; Media and the Smaller Church; Mr. Rogers on Your Neighborhood; and the Ukraine Conflict and Christians.

Seminar co-sponsored and undergirded by the Healing Prayer Ministry Network of the Redstone Presbytery.

RSVP to Bobbie at the Redstone Office - 724-837-6737 by Wednesday, October 5 so that take-home packets may be duplicated.