

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

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

Martin Ankrum  
Brenda Barnes \*  
Laura Blank  
Derek Campbell  
Anthony Catullo \*  
Ron Durika  
Kristen Emrick  
Cliff Foster  
Jennifer Frayer-Griggs  
James Gear  
Donald Glunt  
Mary Kay Glunt  
Peter Goetschius  
Edward Gray  
Molly Hall  
Brian Kilbert  
Steve Lasor  
John Manon  
Doug Marshall  
Ben Nti  
Skip Noftzger \*  
Owar Ojulu  
Curtis Paul  
Geoff Rach  
Dawn Sherwood  
Richard Sweeney \*  
Hyiwot Teshome  
Alice Tondora  
Sue Washburn  
Travis Webster  
Andrew Wirt

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

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

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

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

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

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

Larry Armstrong  
Susan Blank  
Clifford Buell  
Bruce Cadenhead  
Cynthia Cadenhead  
Sylvia Carlson  
Terry Carnahan (OA)  
Anthony Catullo \*  
Carole Isley Corey  
Eugene Degitz  
Jim Farrer  
Gary Filson  
Ken Foust  
James Giesey (OA)  
Donald Graff  
Donna Havrisco  
James Hepler (OA)  
Donna Hess  
George Hickok (OA)  
Douglas Holben (OA)  
Clark Kerr  
Richard Klein (OA)  
Jay Lewis

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

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

Cheryl Croushore  
Cheryl Rhea

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

(OA) living outside the area

22-C – G-1.0501  
MEETINGS OF THE CONGREGATION  
G-1.0501 MEETINGS (ROD-06 2)

APPENDIX 'B'

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall a new G-1.0501 be inserted into the Form of Government and the current G-1.0501 and subsequent sections be renumbered accordingly, as follows?**

(Added text is in *italics*.)

***“G-1.0501 Meetings***

***“Meetings shall be opened and closed with prayer. Unless the congregation shall designate another parliamentary authority in its bylaws, meetings shall be conducted in accordance with the most recent edition of Robert’s Rules of Order Newly Revised, except when it is in contradiction to this constitution.***

***“In accordance with the requirement of Robert’s Rules of Order Newly Revised, congregations and their committees may meet electronically at the discretion of their sessions, provided that the technology employed allows for all members present to hear and be heard simultaneously. This includes joining one or more persons electronically to an otherwise in-person meeting. Congregations should adopt special rules of order and standing rules to govern such meetings.***

***“G-1.0502 Annual and Special Meetings***

***The congregation shall hold an annual meeting ...”***

**Background and Rationale**

Rationale for Recommendation 3 (Note: No additional rationale was included for Recommendation 2.)

The Foundations of Presbyterian Polity states that in our church “decisions shall be reached in councils by vote, following opportunity for discussion and discernment, and a majority shall govern” (F-3.0205). At the core of our understanding of church governance is the notion that the Holy Spirit is present “where two or three are gathered” and guides us in discerning the will of God in our decision making.

The absence of constitutional language authorizing electronic meetings has proved problematic at all levels of the PC(USA) since the arrival of the COVID-19 pandemic, including in disciplinary processes. The proposed language would remedy that by authorizing electronic meetings in congregations and councils of the church, while still requiring that for proper discernment and decision making to occur, participants must be able to “hear and be heard simultaneously,” or as it is stated in our parliamentary authority, provide for the “opportunity for simultaneous aural communication” (RONR 12th ed. 9:31).

It is not the intent of these additions to require electronic meetings or to mandate any specific processes or procedures. Congregations and councils may make those determinations themselves.

Additionally, the proposed revision of the Rules of Discipline sometimes explicitly states that meeting face to face is preferable. But as we all learned in 2020 and 2021, sometimes that is simply not possible. These additions provide the authorization required by our parliamentary authority to use electronic meetings whenever a congregation, council, or entity of a council determines that it should do so, in accordance with whatever rules that congregation or council so adopts.

**Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advises the 225th General Assembly to approve ROD-06. The adoption of these amendments assumes the adoption of the proposed revision of the Rules of Discipline of the *Book of Order* (Part II of the Constitution) and references the language of those amendments.

The amendments proposed in Recommendation 2 and 3 regarding electronic meetings enshrines the option in the constitution; thus, congregations and councils of the church have the ecclesiastical authority to meet by electronic means.

The Assembly Committee on Rules of Discipline approved Item ROD-06 2, 24/1. The 225th General Assembly (2022) approved Item ROD-06 2, 378/1. For the full report on ROD-06, go to <https://www.pc-biz.org/#/committee/3000083/business>.

MINISTERS OF WORD AND SACRAMENT

G-2.0503 CATEGORIES OF MEMBERSHIP (POL-07)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0503 in the Form of Government be amended as follows?**

(Deleted text is in ~~strikethrough~~; added text is in *italics*.)

**“G-2.0503 Categories of Membership**

**A minister of the Word and Sacrament is a member of a presbytery and shall be engaged in a ministry validated by that presbytery, a member-at-large as determined by the presbytery, or ~~honorably~~ retired. ...**

**... c. ~~Honorably~~ Retired**

**Upon request of a member of presbytery, the presbytery may designate the member ~~honorably retired because of age or physical or mental disability.~~”**

**Background and Rationale**

The only designation of retirement for ministers of the Word and Sacrament allowed in the current *Book of Order* is “Honorably Retired.” That designation may be perfectly fitting for many Presbyterian ministers as they retire from active pastoral roles, but presbyteries sometimes face situations in which a minister’s service has been marked by difficulties and challenges that do not rise to the level of formal disciplinary charges and censure, but which are hardly worthy of the label “Honorable.”

An example of such a situation might be when a pastor has acted inappropriately but no disciplinary charges are brought because of the belief that the damage to a particular church or harmed person would be more devastating than just letting a pastor leave. Victims are then revictimized when that pastor is granted the status of “Honorably Retired.” Another factor might be that church members or others mistrust or do not understand the processes to bring charges. A third example is when a pastor commits boundary violations after honorably serving and leaving a congregation to move to other endeavors. There may also be situations that occurred during a pastor’s membership in a previous presbytery that could be unreported during a transfer process and only later come to light following retirement in a different presbytery.

So how do presbyteries today respond when ministers with service marked by difficulties or challenges on their records seek retirement? Some may maintain those ministers as members at-large or in other in-between statuses rather than offering retirement, to avoid characterizing the minister’s service as “Honorable.” Other presbyteries may go ahead and honorably retire ministers of all types, regardless of the quality and faithfulness of their service. In doing so, however, the term “Honorably” loses its meaning for anyone. Such a retirement may confuse or, as noted above, revictimize people who have been harmed by a troubled pastorate and who may feel that the presbytery is praising the pastor’s service despite the gravity of its problems.

The proposed amendment would maintain the “Retired” category but remove the mandatory designation of “Honorably” that now applies to all retirements. The new designation of “Retired” would be effective for retirements approved by presbyteries on or after the effective date of the amendment under G-6.04e of the *Book of Order*. This proposed amendment would have no impact whatsoever on a minister of the Word and Sacrament’s access to Board of Pension retirement benefits. That Board of Pensions process is completely separate from a presbytery granting “Retired” status to a minister on its rolls.

**Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advises the 225th General Assembly (2020) that POL-07 presents issues. The item seeks to amend G-2.0503 and G-2.0503c by striking “honorably” before “retired” in the two places where it occurs, and by adding “or other factors satisfactory to the presbytery” to G-2.0503c.

The ACC finds that deleting “honorably” does not alter the substance of those provisions or affect other constitutional provisions.

The ACC advises the assembly, however, that a similar overture was considered by the 210th GA (1998). The overture was referred to the Office of the General Assembly, which presented an amended overture to the 211th GA (1999). That overture would have removed “honorably” but also included a new provision that would have allowed a presbytery to “designate a retired minister as an honorably retired minister if the presbytery is moved by affection and gratitude to do so.” The ACC did not raise any constitutional issues to the proposed amendment, which was subsequently approved by the 211th GA (1999), but then failed to receive the affirmative vote of a majority of the presbyteries.

The amendment as proposed, in addition to striking “honorably” adds “or other factors satisfactory to the presbytery.” The ACC is unaware of any factors other than those already listed in G-2.0503c that would appropriately lead to the retirement of a minister, and the rationale includes no discussion of the additional language. The ACC is concerned that there could be unintended consequences of this language and advises that if the assembly believes that the intent of this overture is appropriate, the additional words “or other factors satisfactory to the presbytery” be stricken.

The Assembly Committee on Polity amended the overture language following advice from the ACC and then approved Item POL-07, 28/2. The 225th General Assembly (2022) approved Item POL-07, 270/128. For the full report on POL-07, go to <https://www.pc-biz.org/#/committee/3000082/business>.

## 22-F – G-2.0505a(1)

### MINISTERS OF THE WORD AND SACRAMENT

#### G-2.0505a(1) TRANSFER OF MINISTERS OF OTHER DENOMINATIONS (POL-15)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0505a(1) in the Form of Government be amended as follows?**

(Deleted text is in ~~strikethrough~~; added text is in *italics*.)

**“G-2.0505a(1) Transfer of Ministers of Other Denominations**

**“a. ...**

**“(1) In the case of ministers for immigrant fellowships and congregations, a presbytery may, if it determines that its strategy for mission with that group requires it, *and in consultation and partnership with that community*, recognize the ordination and receive as a member of presbytery a new immigrant minister who furnishes evidence of good standing in a denomination, ~~even though~~ *If at the time of enrollment that minister lacks the educational history required of candidates, and the presbytery should provide such educational opportunities as seem necessary and prudent for that minister’s successful ministry in the presbytery.*”**

#### **Background and Rationale**

Often immigrant fellowship members come from cultures that recognize a pastor as the leader of the church from their home country. These pastors many times have theological education from Presbyterian institutions in their home countries and have been ordained by their denomination, which may also be in partnership with the PC(USA). However, these pastors, new immigrants themselves, may face cultural and linguistic challenges in the United States. Therefore, taking and passing the ordination exams may be very difficult for them. Developing an educational and/or mentoring program for these pastors is paramount for their successful transition to the PC(USA).

#### **Advice – From the Advisory Committee on the Constitution (ACC)**

[Editor’s note: The Advisory Committee on the Constitution advised the 225th General Assembly (2022) that the overture presented constitutional issues. The ACC presented alternative language to produce the intent of allowing presbyteries to commission ruling elders to service in multiple situations. The committee amended the original overture following ACC advice, and the assembly approved the language. The following is edited advice from the ACC on the original overture.] The ACC advises the 225th General Assembly that Item POL-15 presents the following issues that the assembly should consider. The item proposes that presbyteries should ordain immigrant ministers from other denominations and provide a means by which immigrant ministers may receive alternative training and mentoring as their ordination in another denomination is recognized and they are enrolled as members of a presbytery.

#### **Comment – From the General Assembly Committee on Representation (GACOR)**

Our structure and polity often create barriers to ministry for the far-too-few areas of diversity within our denomination (for example, see item RGJ-07 *A Resolution Addressing the Lack of Installed Pastoral Leadership in People of Color Congregations in the PC(USA)*). If the PC(USA) is serious about its commitment to diversity, we must be more flexible in order to meet the needs of diverse communities. A more collaborative and individualized approach ensures credentialing does not become a gate-keeping method.

The General Assembly Committee on Representation was formed as a result of the 1983 reunion of the northern and southern streams to become what is now the PC(USA). The vision for GACOR was to address the need for relationships and vision around a better way to embody the diversity of the church. It is tasked with bringing attention and interpretation to representational access and norms around race, gender, sexual orientation, language, disability, theological diversity, and more (G-3.0103). GACOR's comments are designed to bring the richness and complexity of these intersecting realities into the conversation for the body of commissioners.

The Assembly Committee on Polity amended the overture language and then approved Item POL-15, 28/0. The 225th General Assembly (2022) approved Item POL-15, 371/23.

For the full report on POL-15, go to <https://www.pc-biz.org/#/committee/3000082/business>.

## 22-G – G-2.0603

### PREPARATION FOR MINISTRY

#### G-2.0603 PURPOSE OF INQUIRY (HSB-05 2)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0603 in the Form of Government be amended as follows?**

(Added text is in *italics*.)

#### **“G-2.0603 Purpose of Inquiry**

**“The purpose of the inquiry phase is to provide an opportunity for the church and those who believe themselves called to ordered ministry as ministers of the Word and Sacrament to explore that call together so that the presbytery can make an informed decision about the inquirer’s suitability for ordered ministry. *They shall provide a certificate of completion of boundary training, which includes the topic of sexual misconduct, and child sexual abuse prevention training with recertification at least every thirty-six months. The presbytery shall determine which trainings are approved to meet the criteria of these two requirements.*”**

#### **Background and Rationale**

Editor’s note: This proposed amendment originated as Recommendation 2 from the Survivors of Sexual Misconduct Task Force, with the following rationale:

Recommendations 1–5 and 8 are in response to the following referral: 2018 Referral: Item 11-09, A Resolution on Sexual Misconduct in the PC(USA). Recommendation 5. The Task Force will Undertake a Comprehensive Examination of Presbyterian Policy, Judicial Process and Rules of Discipline – from the Advocacy Committee for Women’s Concerns (*Minutes*, 2018, Part 1, p. 1024.) Rationale for Recommendation 2: The FaithTrust Institute, which provides “Healthy Boundaries” training, and the national organization Darkness to Light, which provides the “Stewards of Children” child sexual abuse prevention training, have both discovered that regularly required training is the most effective way to prevent sexual misconduct and abuse in the church. One of the best ways to provide justice for those who have already been harmed is to require prevention training so that sexual misconduct doesn’t happen again. Therefore, the Survivors of Sexual Misconduct Task Force is recommending this constitutional change to require participation in boundary training and child sexual abuse prevention training as a part of a candidate’s preparation for ministry.

#### **Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advised that the 225th General Assembly (2022) disapprove the original Recommendation 2 of Item HSB-05. The committee amended the original recommendation 2 following the ACC advice.

#### **Advice and Counsel – From the Advocacy Committee for Women’s Concerns (ACWC)**

The Advocacy Committee for Women’s Concerns commends and strongly concurs with Recommendation 2 regarding Boundary and Child Protection training for ministers of the Word and Sacrament and commissioned ruling elders. ACWC would highly recommend that deacons and ruling elders also be included in all trainings, as they are church-mandated reporters of abuse as well. All sexual abuse is, at the core, an abuse of power. That is why certain populations – such as children and youth, developmentally disabled adults, and immigrant night shift workers – are more vulnerable to abuse and are often the targets of sexual misconduct. Clergy sexual misconduct sends

out ripple effects beyond individual victims to impact spouses and children, families and marriages, congregations, and presbyteries.

**Advice and Counsel – From the Advisory Committee on Social Witness Policy (ACSWP)**

As a denomination, we affirm the need to care for individuals who are victim of sexual misconduct and the need to hold accountable those who commit sexual misconduct against others. However, we still fall short in identifying and addressing situations where sexual misconduct occurs. This item seeks to strengthen the church’s response to sexual misconduct and put procedures in place at all levels to prevent sexual misconduct from happening. ACSWP commends the work of the Survivors of Sexual Misconduct Task Force and wholeheartedly lifts up their work presented in this overture.

**Comment – From the Office of the General Assembly (OGA)**

Regarding Recommendation 2, the Office of the General Assembly supports the importance of including boundary training during the preparation for ministry process.

The Assembly Committee on Health Safety and Benefits amended the original Recommendation 2 by adding the amendment to G-2.0603 instead of G-2.0607e and deleted language about “good standing,” then approved Item HSB-05 2, 39/1. The 225th General Assembly (2022) approved Item HSB-05 2, 318/46. For the full report on HSB-05, go to <https://www.pc-biz.org/#/committee/3000084/business>.

**22-H – G-2.0605**  
**PREPARATION FOR MINISTRY**  
**G-2.0605 OVERSIGHT (HSB-05 1)**

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0605 in the Form of Government be amended as follows?**

(Added text is in *italics*.)

**“G-2.0605 Oversight**

**During the phases of inquiry and candidacy the individual continues to be an active member of his or her congregation and subject to the concern and discipline of the session. *However, during the time the individual is enrolled as an inquirer or candidate, the session shall report to the presbytery any matters of sexual misconduct.* In matters relating to preparation for ministry, the individual is subject to the oversight of the presbytery within the context of their covenant relationship.”**

**Background and Rationale**

This proposed amendment originated as Recommendation 1 from the Survivors of Sexual Misconduct Task Force, with the following rationale:

Recommendations 1–5 and 8 are in response to the following referral: 2018 Referral: Item 11-09, A Resolution on Sexual Misconduct in the PC(USA). Recommendation 5. The Task Force will Undertake a Comprehensive Examination of Presbyterian Policy, Judicial Process and Rules of Discipline – from the Advocacy Committee for Women’s Concerns (*Minutes*, 2018, Part 1, p. 1024.) Rationale for Recommendation 1: Inquirers and candidates should be held accountable by the presbytery of care. There have been instances where an inquirer or candidate is accused of unethical behavior or even sexual misconduct, and a real conflict of interest exists through family and friends who serve on or influence their home church session. If inquirers and candidates are accountable to the presbytery for ensuring proper biblical and theological training, they should also be accountable to the presbytery for ensuring proper ethical behavior during their preparation for ministry as well.

**Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advised that the 225th General Assembly (2022) disapprove the original Recommendation 1 of Item HSB-05. The committee amended the original Recommendation 1 following the ACC advice.

**Advice and Counsel – From the Advocacy Committee for Women’s Concerns (ACWC)**

The Advocacy Committee for Women’s Concerns commends and strongly concurs with the recommendation. All sexual abuse is, at the core, an abuse of power. That is why certain populations – such as children and youth, developmentally disabled adults, and immigrant night shift workers – are more vulnerable to abuse and are often the targets of sexual misconduct. Clergy sexual misconduct sends out ripple effects beyond individual victims to impact spouses and children, families and marriages, congregations, and presbyteries.

**Advice and Counsel – From the Advisory Committee on Social Witness Policy (ACSWP)**

As a denomination, we affirm the need to care for individuals who are victim of sexual misconduct and the need to hold accountable those who commit sexual misconduct against others. However, we still fall short in identifying and addressing situations where sexual misconduct occurs. This item

seeks to strengthen the church's response to sexual misconduct and put procedures in place at all levels to prevent sexual misconduct from happening. ACSWP commends the work of the Survivors of Sexual Misconduct Task Force and wholeheartedly lifts up their work presented in this overture.

**Comment – From the Office of the General Assembly (OGA)**

The committee amended recommendation 1 following OGA advice.

The Assembly Committee on Health Safety and Benefits amended the original Recommendation 1 by removing "subject to the concern and discipline of the presbytery" and inserting "the session shall report," then approved Item HSB-05 1, 33/5. The 225th General Assembly (2022) approved Item HSB-05 1, 324/46. For the full report on HSB-05, go to <https://www.pc-biz.org/#/committee/3000084/business>.

**22-I – G-2.0804**  
**CALL AND INSTALLATION**  
**G-2.0804 TERMS OF CALL (HSB-06)**

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0804 in the Form of Government be amended as follows?**

(Added text is in *italics*.)

**“G-2.0804 Terms of Call**

**The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made. The session shall review annually the minister’s terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery’s minimum requirements. The call shall include *provision for a minimum of twelve weeks paid family medical leave and participation in the benefits plan of the Presbyterian Church (U.S.A.) including both pension and medical coverage, or any successor plan approved by the General Assembly.*”**

**Background and Rationale**

This proposed amendment originated as a recommendation from the Family Leave Policy Task Force as Recommendation 1. The Family Leave Policy Task Force provided the following edited rationale in part:

Recommendation 2 approved by the General Assembly included a General Assembly policy definition of Family Leave as:

- • Leave to accommodate the birth, foster placement, or adoption of a child.
- • Leave to provide care to an ill or disabled family member.
- • Leave to heal following a loss or tragic event.

In recent years the General Assembly has taken actions to encourage various councils of the church to honor the full humanity of its members and employees. The 221st General Assembly (2014) encouraged presbyteries and churches to create parental leave policies with the minimum of six weeks and 100% pay without using other forms of paid leave. The 222nd General Assembly (2016) also voted to encourage the six agencies of the General Assembly (Board of Pensions, Foundation, Office of the General Assembly, Presbyterian Investment and Loan Program, Inc., Presbyterian Mission Agency, and the Presbyterian Publishing Corporation) to improve their paid parental leave policies in accordance with the advice of the 221st General Assembly (2014). The 223rd General Assembly created a task force with a charge of determining the most effective method for ensuring a robust family leave policy throughout the PC(USA). Through its research and deliberations, the Family Leave Policy Task Force (FLPTF) has determined the most effective method of accomplishing this goal for called and installed ministers is through a constitutional mandate. The task force recommends that family leave be interpreted as a dimension of wholeness, one that responds to the need for time away from work. The task force believes there are theological, developmental, and societal justifications for committing to a denomination-wide family leave policy, and while this specific recommendation provides for called and installed pastors, the task force would urge adoption of this same provision of care for all PC(USA) workers.

**Advice – From the Advisory Committee on the Constitution (ACC)**

This item proposed to introduce specific minimum terms of call within the Constitution of the Presbyterian Church (U.S.A.). This step creates constitutional problems, and we recommend

disapproval of Item HSB-06. The language of Item HSB-06 introduces administrative-operational detail into the *Book of Order*. Councils have a responsibility and should be trusted to adopt policies appropriate to their circumstances that support and nurture their members, families and staff (see G3.0301c, for example). The choice of twelve weeks reflects the societal sensibilities of the present day toward fair employment practices. Likely changes in those sensibilities mean that G-2.0804, if amended in this fashion now, may well require further and repeated amendment in the years ahead. Such amendments are more appropriate in an operations manual than a constitutional document.

**Advice and Counsel – From the Advocacy Committee for Women’s Concerns (ACWC)**

The Advocacy Committee for Women’s Concerns recommends the approval of HSB-06. The PC(USA), as an employer from the national level down to the local congregation, has the opportunity to model just employment practices through family leave policies that encourage balance in life between work and family and are consistent with PC(USA) theology and policies on work and workers.

**Advice and Counsel – From the Advisory Committee on Social Witness Policy (ACSWP)**

The Advisory Committee on Social Witness Policy advises that the 225th General Assembly (2022) approve item HSB-06. As a denomination, we have affirmed the importance of supporting families. However, in practice, we have created a situation where the majority of our pastors have been left with no parental leave. Without a paid family leave policy, the PC(USA) forces parents to make a choice between proper healthcare for themselves and their children, and adequate income to provide for their families. It forces family members with sick parents or children to choose work over care, which is antithetical to our call to be compassionate to the ill and infirm. By approving this amendment, the PC(USA) can shape our polity in a way that shows the value we place on human life and relationship. Need to care for individuals who are victim of sexual misconduct and the need to hold accountable those who commit sexual misconduct against others. However, we still fall short in identifying and addressing situations where sexual misconduct occurs. This item seeks to strengthen the Church’s response to sexual misconduct and put procedures in place at all levels to prevent sexual misconduct from happening. ACSWP commends the work of the Survivors of Sexual Misconduct Task Force and wholeheartedly lifts up their work presented in this overture.

**Advice and Counsel – From the Racial Equity Advocacy Committee (REAC)**

The Racial Equity Advocacy Committee advises that the 225th General Assembly (2022) approve this item. The Racial Equity Advocacy Committee (REAC) supports the need to have appropriate time of leave for ministers.

**Comment – From the General Assembly Committee on Representation (GACOR)**

The General Assembly Committee on Representation (GACOR) acknowledges that the procedures of employment matter. Unfortunately, in the area of parental and family leave, the denominational instruction is not as clear. GACOR has continuously supported efforts to create an equitable family leave policy. Often councils and individual congregations do not have parental/family leave policies in place and must do so if and when the case arises (putting the individual requesting the leave in a precarious position). This can result in decision-making that focuses on the financial cost of the leave rather than the care of the leader and family. The proposed amendment would provide the framework for individuals needing parental or family leave. Committees on representation at the presbytery and synod levels, or the committees tasked with such work, should serve as a resource to their councils concerning employment practices as stated in G-3.0103.

The Assembly Committee on Health Safety and Benefits amended and approved Item HSB 06, 34/3.  
The 225th General Assembly (2022) amended and approved Item HSB 06, 346/33.  
For the full report on HSB-06, go to <https://www.pc-biz.org/#/committee/3000084/business>.

## 22-J – G-2.1001

### COMMISSIONING RULING ELDERS TO PARTICULAR PASTORAL SERVICE G-2.1001 FUNCTIONS (MC-08)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.1001 in the Form of Government be amended as follows?**

(Deleted text is in ~~strikethrough~~; added text is in *italics*.)

#### **“G-2.1001 Functions**

**When the presbytery, in consultation with ~~the session~~ *one or more sessions* or other responsible committees, determines that its strategy for mission requires it, the presbytery may authorize a ruling elder to be commissioned to limited pastoral service *as a commissioned pastor also known as commissioned ruling elder* as assigned by the presbytery. A ruling elder so designated may be commissioned to serve ~~in a validated ministry~~ *one or more validated ministries* of the presbytery. Presbytery, in its commission, may authorize the ruling elder to moderate the session of the congregation *or congregations* to which he or she is commissioned, to administer the Sacraments, and to officiate at marriages where permitted by state law. This commission shall also specify the term of service, which shall not exceed three years but shall be renewable. The presbytery shall review the commission at least annually.”**

#### **Background and Rationale**

[Editor’s note: This item was brought by Palo Duro Presbytery and concurred by four presbyteries and a synod. Palo Duro Presbytery presented the following edited background and rationale. For full text on the original overture, please see the PC-Biz link below.]

This overture originated in Palo Duro Presbytery, a presbytery in the PC(USA) covering 72 counties in northwest Texas and comprising 40 congregations. The use of commissioned pastors (CP) or commissioned ruling elders (CRE) in ministry has become more common and more needed, especially in geographically large presbyteries like Palo Duro. ... It would be beneficial in all situations if a presbytery could have CREs or CPs who are commissioned to more than one church, or even to a group of churches to be called on as needed. ... The exact language of G-2.1001 leaves room to conclude that a CRE or a CP is intended to authorize a commission only to a single congregation or mission. There remains conversation and controversy regarding what the *Book of Order* allows presbyteries to do regarding its commissioning of CREs or CPs to service in multiple settings.

#### **Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advised the 225th General Assembly (2022) that the overture presented constitutional issues. The ACC presented alternative language to produce the intent of allowing presbyteries to commission ruling elders to service in multiple situations. The committee amended the original overture following ACC advice, and the assembly approved the language. The following is edited advice from the ACC on the original overture: The item seeks to amend G-2.1001 by striking language that references commission of elders to a single ministry and inserting language that explicitly authorizes commissioning to multiple ministries. The ACC notes first, that in 2014, the GA adopted an authoritative interpretation that states, in part, “a ruling elder commissioned for limited pastoral service is not authorized to perform any pastoral service outside of the commission of the presbytery, unless the presbytery gives its permission for any specific service ... .” If the assembly favors expanding the limits of commissioned pastoral service to include

commissioning to multiple congregations, language similar to the overture's proposed changes in the first three sentences of G-2.1001 are appropriate, with some recommended edits. [Editor's note: The assembly adopted the language recommended by the ACC.]

**Advice and Counsel – From the Racial Equity Advocacy Committee (REAC)**

The Racial Equity Advocacy Committee advises that the 225th General Assembly (2022) approve this item. The overture stresses the intention of F-1.0403, which states, "The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person."

The Assembly Committee on Mid Councils amended the overture following language proposed by the ACC and then approved Item MC-08, 32/0. The 225th General Assembly (2022) approved Item MC-08, 399/9. For the full report on MC-08, go to <https://www.pc-biz.org/#/committee/3000080/business>.

## 22-K – G-2.1002

### COMMISSIONING RULING ELDERS TO PARTICULAR PASTORAL SERVICE G-2.1002 TRAINING, EXAMINING, AND COMMISSIONING (HSB-05 3)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.1002 in the Form of Government amended as follows?**

(Added text is in *italics*.)

#### **“G-2.1002 Training, Examining, and Commissioning**

**A ruling elder who seeks to serve under the terms of G-2.1001 shall receive such preparation and instruction as determined by the presbytery to be appropriate to the particular commission. *Such preparation shall include a certificate of completion of boundary training, which includes the topic of sexual misconduct, and child sexual abuse prevention training with recertification at least every thirty-six months. The presbytery shall determine which trainings are approved to meet the criteria of these two requirements.* The ruling elder shall be examined by the presbytery as to personal faith, motives for seeking the commission, and the areas of instruction determined by the presbytery. A ruling elder who has been commissioned and later ceases to serve in the specified ministry may continue to be listed as available to serve but is not authorized to perform the functions specified in G-2.1001 until commissioned again to a congregation or ministry by the presbytery.”**

#### **Background and Rationale**

This proposed amendment originated as Recommendation 3 from the Survivors of Sexual Misconduct Task Force, with the following rationale:

Recommendations 1–5 and 8 are in response to the following referral: 2018 Referral: Item 11-09, A Resolution on Sexual Misconduct in the PC(USA). Recommendation 5. The Task Force will Undertake a Comprehensive Examination of Presbyterian Policy, Judicial Process and Rules of Discipline – from the Advocacy Committee for Women’s Concerns (*Minutes*, 2018, Part 1, p. 1024.) Rationale for Recommendation 3: The FaithTrust Institute, which provides “Healthy Boundaries” training, and the national organization Darkness to Light, which provides the “Stewards of Children” child sexual abuse prevention training, have both discovered that regularly required training is the most effective way to prevent sexual misconduct and abuse in the church. One of the best ways to provide justice for those who have already been harmed is to require prevention training so that sexual misconduct doesn’t happen again.

The task force concluded that the denomination needs to mandate boundary training and child protection training for commissioned ruling elders and that training needs to be updated every 36 months.

#### **Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advised that the 225th General Assembly (2022) disapprove the original Recommendation 3 of Item HSB-05. The committee revised the original recommendation following the ACC advice.

#### **Advice and Counsel – From the Advocacy Committee for Women’s Concerns (ACWC)**

The Advocacy Committee for Women’s Concerns commends and strongly concurs with Recommendation 3 regarding boundary and child protection training for ministers of the Word and

Sacrament and commissioned ruling elders. ACWC would highly recommend that deacons and ruling elders also be included in all trainings, as they are church-mandated reporters of abuse as well. All sexual abuse is, at the core, an abuse of power. That is why certain populations – such as children and youth, developmentally disabled adults, and immigrant night shift workers – are more vulnerable to abuse and are often the targets of sexual misconduct. Clergy sexual misconduct sends out ripple effects beyond individual victims to impact spouses and children, families and marriages, congregations, and presbyteries.

**Advice and Counsel – From the Advisory Committee on Social Witness Policy (ACSWP)**

As a denomination, we affirm the need to care for individuals who are victim of sexual misconduct and the need to hold accountable those who commit sexual misconduct against others. However, we still fall short in identifying and addressing situations where sexual misconduct occurs. This item seeks to strengthen the church's response to sexual misconduct and put procedures in place at all levels to prevent sexual misconduct from happening. ACSWP commends the work of the Survivors of Sexual Misconduct Task Force and wholeheartedly lifts up their work presented in this overture.

**Comment – From the Office of the General Assembly (OGA)**

Regarding Recommendation 3, the Office of the General Assembly supports the importance of including boundary training for commissioned ruling elders.

The Assembly Committee on Health Safety and Benefits amended the original Recommendation 3 and then approved Item HSB-05 3, 39/1. The 225th General Assembly (2022) approved Item HSB-05 3, 358/13. For the full report on HSB-05, go to <https://www.pc-biz.org/#/committee/3000084/business>.

22-L – G-2.1103  
CERTIFIED CHURCH SERVICE  
G-2.1103 CHRISTIAN EDUCATORS (HSB-05 4)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.1103 in the Form of Government be amended as follows?**

(Added text is in *italics*.)

**“G-2.1103 Christian Educators**

- a. Skills and Training

**Certified Christian educators are persons certified and called to service in the ministry of education in congregations and councils. They shall have skills and training in biblical interpretation, Reformed theology, worship and sacraments, human development, faith development, religious education theory and practice, and the polity, programs and mission of the Presbyterian Church (U.S.A.). *Certified Christian educators shall provide a certificate of completion of boundary training, which includes the topic of sexual misconduct, and child sexual abuse prevention training with recertification at least every thirty-six months. The presbytery shall determine which trainings are approved to meet these two requirements.***

- b. Presbytery Responsibility

**The presbytery shall establish minimum requirements for compensation and benefits for Certified Christian educators and Certified Associate Christian educators and shall provide access to the area of the presbytery that oversees ministry (G-3.0307). During their term of serve in an educational ministry under the jurisdiction of the presbytery, Certified Christian Educators are entitled to the privilege of the floor with voice only at presbytery meetings, and in the case of Certified Christian Educators who are ruling elders, the privilege of voice and vote at all meetings. *Certified Christian educators and Certified Associate Christian educators shall provide to the presbytery in which they serve a certificate of completion of boundary training, which includes the topic of sexual misconduct, and child sexual abuse prevention training with recertification at least every thirty-six months. The presbytery shall determine which trainings are approved to meet these two requirements. Presbytery shall report a certificate of completion to the national certifying body for these two trainings.*”**

### **Background and Rationale**

The General Assembly included this comment:

“The committee encourages the Christian Educators Certification Committee to take up the oversight of the certified Christian educators in presbyteries and congregations, particularly the tracking of required trainings. Gaps in oversight are where it is difficult to ensure that vulnerable people are protected.” This proposed amendment originated as Recommendation 4 from the Survivors of Sexual Misconduct Task Force, with the following rationale:

Recommendations 1–5 and 8 are in response to the following referral: 2018 Referral: Item 11-09, A Resolution on Sexual Misconduct in the PC(USA). Recommendation 5. The Task Force will Undertake a Comprehensive Examination of Presbyterian Policy, Judicial Process and Rules of Discipline— from the Advocacy Committee for Women’s Concerns (*Minutes*, 2018, Part 1, p. 1024.) Rationale for Recommendation 4: The FaithTrust Institute, which provides “Healthy Boundaries” training, and the national organization Darkness to Light, which provides the “Stewards of

Children” child sexual abuse prevention training, have both discovered that regularly required training is the most effective way to prevent sexual misconduct and abuse in the church. One of the best ways to provide justice for those who have already been harmed is to require prevention training so that sexual misconduct doesn’t happen again.

The task force concluded that the denomination needs to mandate boundary training and child protection training for certified Christian educators and certified associate Christian educators and that training needs to be updated every 36 months.

**Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advised the 225th General Assembly (2022) disapprove the original Recommendation 4 of Item HSB-05. The committee revised the original recommendation following the ACC advice.

**Advice and Counsel – From the Advocacy Committee for Women’s Concerns (ACWC)**

The Advocacy Committee for Women’s Concerns commends and strongly concurs with Recommendation 4 regarding boundary and child protection training for Certified educators. ACWC would highly recommend that deacons and ruling elders also be included in all trainings, as they are church-mandated reporters of abuse as well. All sexual abuse is, at the core an abuse of power. That is why certain populations – such as children and youth, developmentally disabled adults, and immigrant night shift workers – are more vulnerable to abuse and are often the targets of sexual misconduct. Clergy sexual misconduct sends out ripple effects beyond individual victims to impact spouses and children, families and marriages, congregations, and presbyteries.

**Advice and Counsel – From the Advisory Committee on Social Witness Policy (ACSWP)**

As a denomination, we affirm the need to care for individuals who are victim of sexual misconduct and the need to hold accountable those who commit sexual misconduct against others. However, we still fall short in identifying and addressing situations where sexual misconduct occurs. This item seeks to strengthen the church’s response to sexual misconduct and put procedures in place at all levels to prevent sexual misconduct from happening. ACSWP commends the work of the Survivors of Sexual Misconduct Task Force and wholeheartedly lifts up their work presented in this overture.

**Comment – From the Office of the General Assembly (OGA)**

Regarding Recommendation 4, the Office of the General Assembly, which oversees educator certification through the work of the Educator Certification Committee, the national certifying body, is committed to this ministry which provides an intensive process of education for those serving in ministries of Christian education/formation.

The Assembly Committee on Health Safety and Benefits amended the original Recommendation 4 and then approved Item HSB-05 4, 40/0. The 225th General Assembly (2022) approved Item HSB-05 4, 305/60. For the full report on HSB-05, go to <https://www.pc-biz.org/#/committee/3000084/business>.

**22-M – G-3.0104**  
**GENERAL PRINCIPLES OF COUNCILS**  
**G-3.0104 OFFICERS (MC-05)**

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-3.0104 in the Form of Government be amended as follows?**

(Added text is in *italics*.)

**“G-3.0104 Officers**

**The pastor of a congregation shall be the moderator of the session of that congregation. In congregations where there are co-pastors, they shall both be considered moderators and have provisions for designating who presides at a particular meeting. If it is impractical for the pastor to moderate, he or she shall invite another minister of the Word and Sacrament who is a member of the presbytery, or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or if the installed pastor is unable to invite another moderator, the presbytery shall make provision for a moderator. *It is appropriate for councils to adopt procedures that may allow for electronic session meetings.*”**

**Background and Rationale**

[Editor’s note: This proposed amendment originated as an overture from the Presbytery of Southern Illinois to allow moderators to moderate from a remote location. The assembly committee amended it following ACC advice. The following rationale was for the original overture.]

In larger metropolitan areas when there is a need for substitute session moderator leadership, there are usually several pools of people from which to draw, such as the pool of retired ministers of the Word and Sacrament or ministers of the Word and Sacrament serving in Presbyterian congregations. The reality is different in presbyteries that have wide geography and very small congregations, many of which lack full-time pastoral leadership. ...We propose a modest change to the *Book of Order*, under which presbyteries would be allowed to establish their own procedures for expeditious one-time appointment of a ruling elder to moderate a session meeting or, alternatively, for the appointment of a minister of the Word and Sacrament to moderate the meeting electronically.

**Advice – From the Advisory Committee on the Constitution (ACC)**

This proposed amendment originated as an overture from the Presbytery of Southern Illinois to allow moderators to moderate from a remote location. The assembly committee amended following ACC advice. The following edited advice was for the original overture:

The ACC advises the 225th GA to disapprove MC-05 [as] ... the proposed language is redundant and unnecessary. ...The ACC finds that the Constitution allows councils to meet electronically, provided such meetings are authorized in a council’s bylaws or manual of administrative operations.

The Assembly Committee on Health Safety and Benefits amended and approved Item MC-05, 25/6.  
The 225th General Assembly (2022) amended and approved Item MC-05, 376/21.  
For the full report on MC-05, go to <https://www.pc-biz.org/#/committee/3000080/business>.

22-N – G-3.0105  
GENERAL PRINCIPLES OF COUNCILS  
G-3.0105 MEETINGS (ROD-06 3)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-3.0105 in the Form of Government be amended as follows?**

(Added text is in *italics*.)

**“G-3.0105 Meetings**

**“Meetings of councils shall be opened and closed with prayer. Meetings shall be conducted in accordance with the most recent edition of Robert’s Rules of Order Newly Revised, except when it is in contradiction to this Constitution. Councils may also make use of processes of discernment in their deliberations prior to a vote as agreed upon by the body.**

*“In accordance with the requirement of Robert’s Rules of Order Newly Revised, councils and their commissions and committees may meet electronically, provided that the technology employed allows for all members present to hear and be heard simultaneously. This includes joining one or more persons electronically to an otherwise in-person meeting. Councils should adopt special rules of order and standing rules to govern such meetings.”*

**Background and Rationale**

Rationale for Recommendation 3

The Foundations of Presbyterian Polity states that in our church, “decisions shall be reached in councils by vote, following opportunity for discussion and discernment, and a majority shall govern” (F-3.0205). At the core of our understanding of church governance is the notion that the Holy Spirit is present “where two or three are gathered,” and guides us in discerning the will of God in our decision making.

The absence of constitutional language authorizing electronic meetings has proved problematic at all levels of the Presbyterian Church (U.S.A.) since the arrival of the COVID-19 pandemic, including in disciplinary processes. The proposed language would remedy that by authorizing electronic meetings in congregations and councils of the church, while still requiring that for proper discernment and decision making to occur, participants must be able to “hear and be heard simultaneously,” or as it is stated in our parliamentary authority, provide for the “opportunity for simultaneous aural communication” (RONR 12th ed. 9:31).

It is not the intent of these additions to require electronic meetings or to mandate any specific processes or procedures. Congregations and councils may make those determinations themselves. Additionally, the proposed revision of the Rules of Discipline sometimes explicitly states that meeting face to face is preferable. But as we all learned in 2020 and 2021, sometimes that is simply not possible. These additions provide the authorization required by our parliamentary authority to utilize electronic meetings whenever a congregation, council, or entity of a council, determines that it should do so, and in accordance with whatever rules that congregation or council so adopts.

**Advice – From the Advisory Committee on the Constitution (ACC)**

The Advisory Committee on the Constitution advises the 225th General Assembly to approve ROD-06. The adoption of these amendments assumes the adoption of the proposed revision of the Rules of

Discipline of the Book of Order (Part II of the Constitution) and references the language of those amendments.

The amendments proposed in Recommendation 2 and 3 regarding electronic meetings enshrines the option in the Constitution; thus, congregations and councils of the church have the ecclesiastical authority to meet by electronic means.

The Assembly Committee on Rules of Discipline approved Item ROD-06 3, 24/1. The 225th General Assembly (2022) approved Item ROD-06 3, 378/1. For the full report on ROD-06, go to <https://www.pc-biz.org/#/committee/3000083/business>.

22-Q – G-3.0303c  
THE PRESBYTERY  
G-3.0303c RELATIONS WITH SESSIONS (MC-03)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-3.0303c in the Form of Government be amended as follows?**

(Added text is in *italics*.)

**“G-3.0303 Relations with Sessions ...**

**“... c. establish minimum compensation standards, *including provisions for dissolution terms, for pastoral calls and for those serving in temporary pastoral service, Certified Christian Educators and Certified Associate Christian Educators within the presbytery;*”**

**Background and Rationale**

[Editor’s note: This rationale was prepared for the original overture, which was significantly amended by the assembly and may or may not apply to the proposed amendment above.]

In 1993, the General Assembly Permanent Judicial Commission ruled in the case Saurbaugh v. the Presbytery of Great Rivers that “the *Book of Order* does not give the presbyteries power to require congregations to pay compensation upon dissolution of pastoral relationships” (*Minutes*, 1994, Part I, p. 155, Remedial Case 206-13,11.094 attached). In subsequent years, the church has maintained that while a presbytery can have guidelines and policies concerning severance for ministers at the dissolution of a pastorate, the presbytery has no authority to enforce those policies. This overture seeks to remedy that omission in the *Book of Order* by making explicit the authority of presbyteries to create and enforce severance policies by linking that authority to the power to set minimum wages and approve calls.

The overture does not attempt to set a national severance policy but rather to clarify the presbytery’s relationship to both the session and the minister during times of transition.

**Advice – From the Advisory Committee on the Constitution (ACC)**

[Editor’s note: This advice was prepared for the original overture, which was significantly amended by the assembly.]

The ACC advises the 225th General Assembly (2022) to disapprove [original] MC-03. ...

The ACC finds that nothing in the proposed amendment would change the requirement that only agreed-upon [by the congregation approving terms or change to terms of call] terms of dissolution are enforceable ....

**Advice and Counsel – From the Advisory Committee on Social Witness Policy (ACSWP)**

The Advisory Committee on Social Witness Policy (ACSWP) advises that the 225th General Assembly (2022) approve this item.

When a pastor and a church need to end their mutual relationship, there needs to be equity in severance. Sometimes a pastor leaves without a just severance, which creates unfair stress in a time of transition. Some pastors might receive a fair severance package, others might receive none. This overture calls for presbyteries to establish minimums to prevent both undue hardship and retaliation in the moments that lead to the termination of the relationship between pastor and church.

According to the 2009 “God’s Work in Women’s Hands: Just Compensation and Just Compensation,” the PC(USA) defines pay equity as seeking fairness in compensation. While the policy addresses gender discrimination in compensation, this call for equity should apply to severance packages regardless of gender. By requiring presbyteries to set minimum severance policies, the denomination can move toward a more equitable compensation in the church. The Assembly Committee on Mid Councils amended the overture language and then approved Item MC-03, 32/0. The 225th General Assembly (2022) approved Item MC-03, 386/18. For the full report on MC-03, go to <https://www.pc-biz.org/#/committee/3000080/business>.

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

**APPENDIX 'C'**

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
<b>INCOME</b>					
<b>CONTRIBUTION INCOME</b>					
UNRESTRICTED			\$320,000.00		
Church Comm/Lgr Church	34,938.00	304,998.34	0.00	0.00%	298,607.13
Church Extra Giving	1,000.00	1,175.00	0.00	0.00%	1,040.00
Pd to Prior Yr Commitment	0.00	3,159.50	0.00	0.00%	695.00
Pd Coming Yr Commitment	0.00	250.00	0.00	0.00%	0.00
Individ Comm/Lgr Church	200.00	4,435.80	0.00	0.00%	3,574.00
Presbyterian Fdn Cont	0.00	888.92	0.00	0.00%	887.25
<b>Subtotal Unrestricted</b>	<b>36,138.00</b>	<b>314,907.56</b>	<b>320,000.00</b>	<b>98.41%</b>	<b>304,803.38</b>
<b>TEMPORARILY RESTRICTED</b>					
			45,000.00		
Equipping Leadership	0.00	0.00	0.00	0.00%	200.00
Encumbered EP Cont Ed	1,246.37	1,246.37	0.00	0.00%	500.00
SCLD	0.00	1,910.39	0.00	0.00%	2,327.97
Engaging Congregations	0.00	0.00	0.00	0.00%	100.00
Pine Springs Camp	0.00	821.00	0.00	0.00%	300.00
Enabling Ministry Network	0.00	0.00	0.00	0.00%	100.00
Resource Center	0.00	348.96	0.00	0.00%	394.03
PDA - Directed	2,215.00	48,980.48	0.00	0.00%	12,618.21
Triennium	0.00	0.00	0.00	0.00%	1,200.00
Sudan Projects	1,303.23	6,781.41	0.00	0.00%	11,093.08
Peace and Global Witness	940.70	940.70	0.00	0.00%	1,118.25
Communications	0.00	0.00	0.00	0.00%	200.00
Ministry Student Aid	0.00	1,412.00	0.00	0.00%	0.00
PMA - Directed	1,450.00	12,150.00	0.00	0.00%	10,708.00
Other Directed Mission	0.00	0.00	0.00	0.00%	1,000.00
Synod Mission	0.00	3,000.00	0.00	0.00%	3,000.00
I.P.L.F.	750.00	17,627.00	0.00	0.00%	11,650.00
Presby Offering - Other	0.00	0.00	0.00	0.00%	936.00
<b>Subtotal Temporarily Restricted</b>	<b>7,905.30</b>	<b>95,218.31</b>	<b>45,000.00</b>	<b>211.60%</b>	<b>57,445.54</b>
<b>Subtotal Contribution Income</b>	<b>44,043.30</b>	<b>410,125.87</b>	<b>365,000.00</b>	<b>112.36%</b>	<b>362,248.92</b>
<b>INVESTMENT INCOME</b>					
Investment Income	0.00	0.00	51,000.00	0.00%	0.00
<b>INTEREST INCOME</b>					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	32.57	129.21	0.00	0.00%	148.44
<b>Subtotal Interest Income</b>	<b>32.57</b>	<b>129.21</b>	<b>5,000.00</b>	<b>2.58%</b>	<b>148.44</b>
<b>MISCELLANEOUS INCOME</b>					
			6,000.00		
Oil & Gas Lease	0.00	54.94	0.00	0.00%	129.85
Preaching/Consulting	2,100.24	27,343.53	0.00	0.00%	13,822.63
Miscellaneous Income	0.00	14,616.27	0.00	0.00%	55,856.61
<b>Subtotal Miscellaneous Income</b>	<b>2,100.24</b>	<b>42,014.74</b>	<b>6,000.00</b>	<b>700.25%</b>	<b>69,809.09</b>
<b>RELEASE FROM RESTRICTIONS</b>					
<b>TEMP RESTRICTED RELEASE</b>					
RFR SCLD	0.00	-1,903.52	0.00	0.00%	-2,505.15
RFR Pine Springs Camp	0.00	-621.00	0.00	0.00%	-300.00
RFR Enabling Min. Network	0.00	0.00	0.00	0.00%	-2,000.00
RFR PDA - Directed	-2,215.00	-48,980.48	0.00	0.00%	-12,618.21

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

01/11/2023 09:50 AM

Page: 2

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
RFR Sudan Projects	0.00	-7,622.50	0.00	0.00%	-14,000.00
RFR Ministry Student Aid	0.00	0.00	0.00	0.00%	-3,000.00
RFR PMA - Directed	-1,350.00	-12,050.00	0.00	0.00%	-10,708.00
RFR Other Directed Miss'n	0.00	0.00	0.00	0.00%	-1,000.00
RFR Minister's Assistance	0.00	0.00	0.00	0.00%	-2,000.00
RFR Synod Mission	0.00	-3,000.00	0.00	0.00%	-3,000.00
RFR I.P.L.F.	-2,480.00	-12,540.23	0.00	0.00%	-10,885.19
RFR I.P.L.F. 2	0.00	-407.00	0.00	0.00%	-786.73
RFR Presby Offering Other	0.00	0.00	0.00	0.00%	-936.00
<b>Subtotal Temp Restricted Release</b>	<b>-6,045.00</b>	<b>-87,124.73</b>	<b>0.00</b>	<b>0.00%</b>	<b>-63,739.28</b>
<b>Subtotal Release From Restrictions</b>	<b>-6,045.00</b>	<b>-87,124.73</b>	<b>0.00</b>	<b>0.00%</b>	<b>-63,739.28</b>
<b>RELEASED FROM RESTRICTION</b>					
Released from restriction	6,045.00	87,124.73	0.00	0.00%	63,739.28
<b>TOTAL INCOME</b>	<b>46,176.11</b>	<b>452,269.82</b>	<b>427,000.00</b>	<b>105.92%</b>	<b>432,206.45</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	7,622.50	0.00	0.00%	14,000.00
<b>Subtotal Sudan</b>	<b>0.00</b>	<b>7,622.50</b>	<b>16,000.00</b>	<b>47.64%</b>	<b>14,000.00</b>
<b>PINE SPRINGS CAMP</b>	<b>0.00</b>	<b>0.00</b>	<b>38,000.00</b>	<b>0.00%</b>	<b>0.00</b>
PSC - Shared	5,250.00	35,500.00	0.00	0.00%	33,000.00
PSC - Restricted	0.00	621.00	0.00	0.00%	300.00
<b>Subtotal Pine Springs Camp</b>	<b>5,250.00</b>	<b>36,121.00</b>	<b>38,000.00</b>	<b>95.06%</b>	<b>33,300.00</b>
<b>SYNOD MISSION</b>	<b>0.00</b>	<b>0.00</b>	<b>1,000.00</b>	<b>0.00%</b>	<b>0.00</b>
Synod - Restricted	0.00	3,000.00	0.00	0.00%	3,000.00
<b>Subtotal Synod Mission</b>	<b>0.00</b>	<b>3,000.00</b>	<b>1,000.00</b>	<b>300.00%</b>	<b>3,000.00</b>
<b>PRES MISSION AGENCY</b>	<b>0.00</b>	<b>0.00</b>	<b>31,000.00</b>	<b>0.00%</b>	<b>0.00</b>
PMA - Shared	1,400.00	16,800.00	0.00	0.00%	18,000.00
PMA - Restricted	1,450.00	12,150.00	0.00	0.00%	10,708.00
<b>Subtotal Pres Mission Agency</b>	<b>2,850.00</b>	<b>28,950.00</b>	<b>31,000.00</b>	<b>93.39%</b>	<b>28,708.00</b>
<b>PRES DISASTER ASSISTANCE</b>	<b>0.00</b>	<b>785.00</b>	<b>3,000.00</b>	<b>26.17%</b>	<b>0.00</b>
PDA - Restricted	2,215.00	48,195.48	0.00	0.00%	12,618.21
<b>Subtotal Pres Disaster Assistance</b>	<b>2,215.00</b>	<b>48,980.48</b>	<b>3,000.00</b>	<b>1,632.68%</b>	<b>12,618.21</b>
<b>Subtotal Mission Partnerships</b>	<b>10,315.00</b>	<b>124,673.98</b>	<b>89,000.00</b>	<b>140.08%</b>	<b>91,626.21</b>
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
Council Expenses	0.00	195.71	1,000.00	19.57%	1,304.68
Presbytery Mtg Expense	163.00	541.98	800.00	67.75%	364.12
<b>TRIENNIUM</b>					
Triennium - Shared	0.00	0.00	2,800.00	0.00%	0.00
Presbytery Stoles	0.00	300.00	0.00	0.00%	300.00
Council - Misc. Expenses	0.00	0.00	0.00	0.00%	24.56
<b>EQUIPPING LEADERSHIP</b>	<b>0.00</b>	<b>0.00</b>	<b>4,500.00</b>	<b>0.00%</b>	<b>0.00</b>

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

01/11/2023 09:50 AM

Page: 3

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
Equip Leadership - Shared	750.00	2,250.00	0.00	0.00%	2,300.87
Subtotal Equipping Leadership	750.00	2,250.00	4,500.00	50.00%	2,300.87
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	0.00	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	0.00	52.99	4,500.00	1.18%	2,000.00
Worship Expenses	200.67	276.67	0.00	0.00%	214.00
Christian Associates	0.00	1,500.00	1,500.00	100.00%	1,500.00
Website	0.00	0.00	180.00	0.00%	0.00
COMMUNICATION EXPENSES			300.00		
CE - Shared	47.70	6,064.89	0.00	0.00%	752.37
Subtotal Communication Expenses	47.70	6,064.89	300.00	2,021.63%	752.37
Subtotal Council	1,161.37	11,182.24	20,080.00	55.69%	8,760.60
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	500.00	0.00%	2,000.81
COM - SCLD	0.00	0.00	0.00	0.00%	370.38
Subtotal Committee On Ministry	0.00	0.00	500.00	0.00%	2,371.19
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%	3,000.00
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%	3,000.00
Subtotal Committee Expenses	1,161.37	12,524.24	22,580.00	55.47%	14,131.79
OPERATIONS					
LEGAL AND AUDITING					
Legal Expenses	0.00	0.00	0.00	0.00%	1,084.84
Audit	0.00	4,800.00	6,500.00	73.85%	6,600.00
Subtotal Legal And Auditing	0.00	4,800.00	6,500.00	73.85%	7,684.84
PCUSA Meetings	0.00	2,034.88	3,500.00	58.14%	858.64
Property/Comp. Insurance	1,228.75	3,994.75	6,500.00	61.46%	7,951.00
Worker's Compensation	0.00	1,300.00	821.00	158.34%	605.00
Telephone	278.11	3,236.84	3,600.00	89.91%	3,108.46
Postage	109.20	949.70	1,000.00	94.97%	1,066.20
Office Supplies	-42.25	4,239.01	6,000.00	70.65%	3,012.22
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	0.00	1,963.38	0.00	0.00%	2,068.83

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

01/11/2023 09:50 AM

Page: 4

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Leases	0.00	1,963.38	2,500.00	78.54%	2,068.83
Miscellaneous Expenses	0.00	59.95	0.00	0.00%	109.00
<b>SERVICE FEES</b>					
Bank Fees	0.00	121.38	0.00	0.00%	256.19
Misc. Service Fees	0.00	55.00	0.00	0.00%	62.50
Subtotal Service Fees	0.00	176.38	0.00	0.00%	318.69
<b>UTILITIES</b>					
Gas	287.92	1,925.98	2,250.00	85.60%	2,458.77
Electric	104.12	1,318.09	1,500.00	87.87%	1,400.47
Water	148.49	465.41	350.00	132.97%	616.06
Sewage	99.50	338.18	350.00	96.62%	673.18
Trash Collection	0.00	394.20	800.00	49.28%	280.22
Subtotal Utilities	640.03	4,441.86	5,250.00	84.61%	5,428.70
<b>MAINTENANCE</b>					
Custodial Services	0.00	0.00	1,500.00	0.00%	859.37
Yard Maintenance	0.00	640.00	1,000.00	64.00%	920.00
Parking Lot Maintenance	0.00	225.00	1,000.00	22.50%	812.50
Building Maintenance	0.00	2,691.46	1,000.00	269.15%	2,987.00
Subtotal Maintenance	0.00	3,556.46	4,500.00	79.03%	5,578.87
Subtotal Operations	2,213.84	30,853.21	40,671.00	75.86%	37,915.63
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					
<b>EXECUTIVE PRESBYTER</b>					
EP Salary	5,865.84	70,390.08	70,390.00	100.00%	70,390.08
EP - Board of Pensions	1,593.60	19,123.20	19,500.00	98.07%	17,120.40
EP - Continuing Education	1,246.37	1,500.00	1,500.00	100.00%	1,500.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	0.00	2,506.78	0.00	0.00%	2,368.80
EP Travel - Restricted	0.00	1,903.52	0.00	0.00%	2,076.48
Subtotal Ep - Travel	0.00	4,410.30	4,750.00	92.85%	4,445.28
EP - Prof. Expense Shared	234.35	1,577.54	1,825.00	86.44%	1,098.45
EP-Prof. Exp. Restricted	0.00	0.00	0.00	0.00%	58.29
EP - Deferred Comp / 403B	990.20	11,876.94	11,876.92	100.00%	8,712.84
Subtotal Executive Presbyter	9,930.36	108,878.06	109,841.92	99.12%	103,325.34
<b>STATED CLERK</b>					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00
Subtotal Executive Staff	9,930.36	108,878.06	111,141.92	97.96%	103,325.34
<b>SUPPORT STAFF</b>					
<b>ADMINISTRATIVE ASSISTANT</b>					
AA - Salary	2,821.80	33,861.60	33,861.70	100.00%	31,505.44
AA - Board of Pensions	956.71	11,480.52	13,663.00	84.03%	15,686.04
Subtotal Administrative Assistant	3,778.51	45,342.12	47,524.70	95.41%	47,191.48

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
<b>ASSISTANT CLERKS</b>					
Recording Clerk Salary	0.00	1,300.00	1,300.00	100.00%	1,300.00
Associate Clerk Salary	0.00	1,300.00	1,300.00	100.00%	1,300.00
Subtotal Assistant Clerks	0.00	2,600.00	2,600.00	100.00%	2,600.00
Subtotal Support Staff	3,778.51	47,942.12	50,124.70	95.65%	49,791.48
<b>EMPLOYER PAID FICA TAXES</b>					
Employer Paid FICA Taxes	794.67	8,162.86	8,000.00	102.04%	7,814.16
Subtotal Presbytery Staff	14,503.54	164,983.04	169,266.62	97.47%	160,930.98
<b>APPORTIONMENTS</b>					
GA Per Capita	6,654.05	79,848.60	83,000.00	96.20%	81,511.47
Synod Per Capita	1,767.75	21,213.00	22,500.00	94.28%	21,784.77
Subtotal Apportionments	8,421.80	101,061.60	105,500.00	95.79%	103,296.24
<b>RESTRICTED EXPENSE</b>					
Minister's Assistance	0.00	0.00	0.00	0.00%	2,000.00
I.P.L.F.	2,480.00	12,551.23	0.00	0.00%	10,885.19
I.P.L.F. 2	0.00	407.00	0.00	0.00%	786.73
Presby Offering - Other	0.00	0.00	0.00	0.00%	936.00
Other Directed Mission	0.00	0.00	0.00	0.00%	1,000.00
Subtotal Restricted Expense	2,480.00	12,958.23	0.00	0.00%	15,607.92
<b>TOTAL EXPENSES</b>	<b>39,095.55</b>	<b>447,054.30</b>	<b>427,017.62</b>	<b>104.69%</b>	<b>423,508.77</b>
<b>TRANSFER ACCOUNTS</b>					
<b>TRANSFER FROM OTHER FUNDS</b>					
Cash Transfers In					
CTI - New Covenant	\$10,415.65	\$13,037.92	\$0.00	0.00%	\$17,472.73
<b>TOTAL TRANSFERS</b>	<b>10,415.65</b>	<b>13,037.92</b>	<b>0.00</b>	<b>0.00%</b>	<b>17,472.73</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>\$17,496.21</b>	<b>\$18,253.44</b>	<b>-\$17.62</b>	<b>0.00%</b>	<b>\$26,170.41</b>

**Redstone Presbytery**  
**Commitment to Larger Church**  
**December 31, 2022**

	2022 PLEDGE	TOTAL PAID	% Payup as of 12/31/2022	Unpaid Pledge Balance
Adah, Palmer	500.00	500.00	100%	-
Apollo, Poke Run	3,660.00	3,660.00	100%	-
Avonmore	1,000.00	1,685.00	169%	(685.00)
Belle Vernon, First	4,500.00	4,500.00	100%	-
Belle Vernon, Harmony	1,200.00	1,200.00	100%	-
Belle Vernon, Marion	2,250.00	2,250.00	100%	-
Belle Vernon, Rehoboth	6,000.00	6,000.00	100%	-
Bolivar	1,500.00	1,375.00	92%	125.00
Brownsville, Calvin		903.00		(903.00)
Brownsville, Ft. Burd		4,250.00		(4,250.00)
Brownsville, Hopewell				-
Colver		699.50		(699.50)
Cresson	1,800.00	1,400.00	78%	400.00
Dawson, Tyrone		250.00		(250.00)
Delmont				-
Derry	750.00	750.00	100%	-
Dunbar, First	1,275.00	1,275.00		-
Dunbar, Laurel Hill	1,062.00	1,062.00	100%	-
Ebensburg	1,000.00	1,000.00	100%	-
Fairchance	1,000.00	1,500.00		(500.00)
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First		202.50		(202.50)
Fayette City, Little Redstone	2,500.00	2,500.00	100%	-
Greensburg, First	31,000.00	31,000.04	100%	(0.04)
Greensburg, Maplewood		6,000.00		(6,000.00)
Greensburg, Westminster		8,400.00		(8,400.00)
Irwin, First	25,000.00	25,000.30	100%	(0.30)
Irwin, W. Hempfield	6,000.00	6,000.00	100%	-
Jeannette	2,400.00	2,400.00	100%	-
Johnstown, Bethany	1,620.00	1,620.00	100%	-
Johnstown, First	6,000.00	6,000.00	100%	-
Johnstown, Second	3,900.00	3,900.00	100%	-
Johnstown, Westmont	16,000.00	16,000.00	100%	-
Lake Lynn		1,525.00		(1,525.00)
Latrobe, Main St.	26,500.00	26,500.00	100%	-
Latrobe, Spring St.		3,000.00		(3,000.00)

**Redstone Presbytery**  
**Commitment to Larger Church**  
**December 31, 2022**

	2022 PLEDGE	TOTAL PAID	% Payup as of 12/31/2022	Unpaid Pledge Balance
Leisenring				-
Ligonier, Pleasant Grove	850.00	850.00	100%	-
Lower Burrell, Grace	8,000.00	8,000.04	100%	(0.04)
Lower Burrell, Puckety	10,000.00	10,000.00	100%	-
Masontown	500.00	500.00	100%	-
McClellandtown	5,000.00	5,000.00	100%	-
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	8,000.00	100%	-
Murrysville, Newlonsburg	24,166.00	24,165.96	100%	0.04
Murrysville, Union	4,000.00	4,247.00	106%	(247.00)
N. Alexandria, Community		5,000.00		(5,000.00)
N. Alexandria, Congruity	6,000.00	6,437.50	107%	(437.50)
New Florence, Bethel	3,000.00	3,000.00	100%	-
New Florence, Trinity	3,825.00	3,825.00	100%	-
New Kensington	5,300.00	5,299.92	100%	0.08
New Salem	3,000.00	3,000.00	100%	-
N. Huntingdon, New Hope	5,100.00	5,100.00	100%	-
Patton	4,300.00	4,300.08	100%	(0.08)
Revloc	1,500.00	1,500.00	100%	-
Scottdale		500.00		(500.00)
Smithfield, Grace Chapel		750.00		(750.00)
Smock, Pleasant View	10,000.00	10,000.00		-
Trafford, Level Green		6,625.00		(6,625.00)
Uniontown, Tent	344.00		0%	344.00
Uniontown, Third		591.00		(591.00)
Uniontown, Trinity		7,716.50		(7,716.50)
Vanderbilt, E. Liberty	1,000.00	1,020.00	102%	(20.00)
West Newton, Sewickley	475.00	475.00		-
W. Newton, Sewickley UP		700.00		(700.00)
West Newton, United		970.00		(970.00)
<b>Totals</b>	<b>255,577.00</b>	<b>304,998.34</b>		<b>(49,421.34)</b>

Belle Vernon, Rehoboth - Elders Eleanor Lee and Frank Thomas

Bolivar, United - Elders Nancy Bimeal and Edward Langham

Brownsville, Ft. Burd - Elder Dale Jones

Colver - Elders William Davis and Ethel Headrick

Delmont - Elders Adda Joy Beehner and Margaret Lee

Derry - Elder Kenneth Shean, Sr.

Ebensburg - Elder Margaret McKenrick

Fayette City, Little Redstone - Elders Ross Ackinclose and Dorothy Anderson

Greensburg, First - Elders Jean Blice, Dr. William Courtney, Frank Hodges, Raymond Kuyat, Joseph Pallitta, Jan Rupp, and Vivian Schwing

Greensburg, Maplewood - Elder Nancy Hofelt

Greensburg, Westminster - Elders Dan Foster, Pat Jones, James Schuck, and Jack Waugaman

Irwin, First - Elder Barbara Burk

Jeannette - Elder Sherene Stuchell

Johnston, First - Elders Paul Fockler and J. Ronald Helman

Johnstown, Westmont - Elders Dave Fyock, Eleanor Kennell, Leonard Lee, Sue Minchau, and Don Woodworth

Latrobe - Elder Dorris Parker

Lower Burrell, Puckety - Elders James Johnston and Ronald Kapustik

Murrysville, Newlonsburg - Elders Betty Knudsen Carr; Thomas Hill, and Robert Oates

New Kensington, United - Elder Lucille Plows Waterloo Bash

North Huntingdon, New Hope - Elders Elmer Griffin and Carl Shirey

Smock, Pleasant View - Elders Betty Jackson and Doris Randolph

Uniontown, Tent - Elder Paul Kondrola

Teaching Elders - Wendy Keys

**ORDINATION ANNIVERSARIES IN 2023  
(5-year intervals)**

**APPENDIX 'E'**

<b>5 YEARS</b>	<b>10 YEARS</b>
Ben Nti	Sue Washburn
<b>15 YEARS</b>	<b>20 YEARS</b>
Derek Campbell John Manon	
<b>25 YEARS</b>	<b>30 YEARS</b>
Don Glunt Marnie Russell	Norma Murphy
<b>35 YEARS</b>	<b>40 YEARS</b>
Ross Bash Lisa Dormire Chuck MacPherson	Ken Foust Doug Rehberg Jim Stobaugh
<b>45 YEARS</b>	<b>50 YEARS</b>
Jim Farrer Don Graff Michael Shepard	
<b>55 YEARS</b>	<b>60 YEARS</b>
Terry Carnahan	
<b>65 YEARS</b>	<b>70 YEARS</b>
	John McClure

Ordination Date: 9/23/2012 – Pittsburgh Presbytery

Formal Education:

**Pittsburgh Theological Seminary-Pittsburgh, PA**  
Master of Divinity - May 2007

**University of Pittsburgh - Pittsburgh, PA**  
Bachelor of Arts in Theater & Creative Writing-June 1998

Ministry Experience:

- **Teaching Elder/Minister-at-Large; 2012-Present, Pittsburgh, PA.**
- **Teaching Elder/Minister of Word & Sacrament; 2018-2020**
- **Teaching Elder/Minister of Word & Sacrament; 2012-2015**
- **Teacher and Multi-Media Ministry Consultant, 2006-2016**
- **Director of Ministry to Youth and Young Adults, 2007-08**

1 I believe in the Triune God as the Creator of the Universe, the heavens and the earth, all living  
2 creatures and human beings. I believe God created us male and female, equally, in the image of God.  
3 I believe in God as One in Three Persons: Father, Son, and Holy Spirit. I believe in the inspired  
4 revelation of who God is through the Bible, which reveals God as a relational God who seeks to have  
5 an intimate and loving relationship with human beings. It is through Scripture, the written Word,  
6 the proclaimed Word, and the sealed Word of the Sacraments that reveal the living Word, Jesus  
7 Christ, who is present among us by the power of the Holy Spirit.  
8

9 I believe in Jesus Christ, the Son of God, the second person of the Holy Trinity, the Word of God,  
10 who was incarnate as Jesus of Nazareth, fully human and fully divine, in order to proclaim the good  
11 news of God's love and grace so that everyone might repent and allow God to change their lives,  
12 and therefore participate in the emerging Kingdom of God. I believe that Jesus Christ died on the  
13 cross: to conquer sin, death, the power of evil; and that his willing and obedient sacrifice was an act  
14 of atonement for all the sins of humanity and an expression of God's love for us. Therefore, Jesus  
15 Christ reconciled the relationship of human beings with God, so that we might live in constant  
16 communion with our loving Creator. I believe in the resurrection of Jesus Christ who conquered  
17 death so that we might all have eternal life; and that the Risen Lord Jesus Christ ascended into  
18 heaven, where he reigns in power and glory with God the Father in the power of the Holy Spirit,  
19 and rules the universe, intercedes, and prays for us. I also believe in the second coming of Christ  
20 when he will establish the Kingdom as a New Heaven and a New Earth.  
21

22 I believe in the Holy Spirit, the third person in the Holy Trinity, as the Spirit of truth, who is our  
23 advocate and guide. We are sanctified and bonded to Christ throughout our new lives through the  
24 Holy Spirit, as we live out a life of faith within the body of Christ.  
25

26 I believe in the Holy Universal Church, the body of Christ, and that we are called to serve God by his  
27 grace in a particular church. In the sacrament of baptism, we die to sin and are raised to new life in  
28 Jesus Christ, through the visible sign of water and the invisible grace of the Holy Spirit. In the  
29 sacrament of the Lord's Supper, we are nurtured, lifted up, and drawn into union with Christ and all  
30 God's people through the visible signs of bread and wine and the invisible grace and power of the  
31 Holy Spirit. In response to God's love and grace, we as Christians are encouraged to reply in joy and  
32 gratitude to God by praising, praying, and worshiping God; seeking to love God with our whole  
33 hearts, minds and souls; and living out a life of love within a community of faith; receiving the  
34 sacrament of the Lord's Supper, loving our neighbors as ourselves, and continuing to participate in  
35 the mission of God.

2023 TERMS OF CALL  
Robert A. Ruefle  
Union Presbyterian Church, Murrysville

**APPENDIX 'H'**

2023 Terms of Call	2023 Presbytery Minimum	Your Church
<b>EFFECTIVE SALARY</b>	<b>\$50,469.08</b>	\$53,000
1. <b>BREAKDOWN - Base Salary; Manse (including utilities) or Housing Allowance - minimum of 30% of salary/deferred/allowances</b>		\$28,000 base salary \$25,000 housing
2. Deferred Compensation [Tax Deferred Annuity]		
3. Un-vouchered allowances, gifts from employer, bonuses, etc.		
4. Other allowances, including; <ul style="list-style-type: none"> <li>• forms of compensation such as medical deductible/ medical expense reimbursement allowances (NOT paid through a group benefit plan)</li> <li>• insurance premiums for additional insurance coverage provided for individual employees.</li> </ul>		
5. 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)		
6. SECA <u>above</u> the normal 7.65% offset		
<b>TOTAL EFFECTIVE SALARY (total of 1,2,3,4, and 6)</b>	<b>\$50,469.08</b>	\$53,000
<b>7. Board of Pensions Dues (percentage calculated exclusive of moving expense): Pension (8.5%), Disability (1.5%) and Medical Coverage (29%) - Total (39)</b>	<b>\$19,682.94</b>	\$20, 670
<b>8. Social Security Contribution (7.65% of Effective Salary)</b>	<b>\$3,860.88</b>	\$4,055
9. Additional Group Plan Coverage Premiums		
10. Mileage Reimbursement (At current I.R.S. rate)		\$2,000
11. Study Leave/Reimbursement (cumulative to 6 weeks plus \$3,000)	2 weeks +\$1,000.00	2 weeks \$1,000
12. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks - 4 Sundays	4 weeks 4 Sundays
13. Other Professional Expenses:		
Book/Media Reimbursement		\$500
Pastor's Professional Expense		\$750
Vouchered Reimbursements		
<b>TOTAL COST TO CONGREGATION</b>	<b>\$75,012.90</b>	<b>\$81,8975</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.



# A.L.I.C.E. TRAINING

## (Emergency Preparedness and Safety Measures)

In the month of February and early March, the Committee on Ministry of the Presbytery of Redstone will be offering an introductory training for emergency preparedness and safety measures in houses of worship using the ALICE (Alert, Inform, Lockdown, Counter, Evacuate) model.

In order to make it accessible, the workshop will be available in various locations around the Presbytery on the following dates/times. Members of your team might include someone responsible for the worship service, ministry programming, buildings and grounds communications, and the pastor. You may choose from any one of these locations with their respective dates, **but please RSVP** to the Presbytery office ([secretary@redstonepresbytery.org](mailto:secretary@redstonepresbytery.org) or 724.837.6737). **Please let us know who from your team will be participating and in which location.**

- **February 4; 9:30 a.m. to 12:00 noon—Congruity Presbyterian Church, New Alexandria**
- **February 18; 9:30 a.m. to 12:00 noon—Latrobe Presbyterian Church, Latrobe**
- **February 25; 9:30 a.m. to 12:00 noon—Pleasant View Presbyterian Church, Smock**
- **March 4; 9:30 a.m. to 12:00 noon—Westmont Presbyterian Church, Johnstown**

This program has been the leading resource for schools and houses of worship. Rev. Ed Gray will be facilitating this workshop. Rev. Gray (First Presbyterian Murrysville) has experience both in the ministry and law enforcement and is certified to offer the ALICE training within our presbytery. Both thinking through the responsibilities of preparing for safety and engaging in table-top exercises will be part of the training for a team (3-4) from your congregational leadership.

Although none of us ever want to believe that there might be a critical incident in any one of our congregations, yet it remains our responsibility to be prepared for all scenarios. Consequently, we are encouraging each church to consider sending a team (2-4 people) to one of the upcoming training opportunities. You may have already put in place a number of safety measures, but it is always important to meet with others in sharing crucial questions that should be explored.

## Report on 14-day Redstone Presbytery Pilgrimage to Israel – October 2022

This year our tour went through the Jerusalem Biblical Studies Society, and we linked with Jerusalem Seminary to develop a course. The timing coincided with its autumn convocation. Our main leader was President-elect of the seminary who is an Israel certified guide, has excavated at Bethsaida and Kursi and has taught Bible translators from around the world. Redstone leaders were Pastors Norma Murphy and Jim Farrer who have co-led various tours since 1998.

A total of 21 persons traveled and audited the course including Pastor Ken Foust and his wife Barb, four members of Glen Nordmark's family (Glen aged 92), five persons connected with Westmont Presbyterian Church in Johnstown and a member from Ebensburg Presbyterian Church. A pastor and his wife from Ohio, two seminary graduates from the USA and a PhD in church history from Lancaster County also contributed insights.

Few tours visit the south of Israel, and they miss a lot. Upon arrival in Tel Aviv we drove south 71 miles to the World Heritage Site Beersheva, the ancient fortified built-up mound (tel) which sits 60 meters above its surroundings. Here we saw the first discovered horned altar of sacrifice and the deep ancient well of Abraham, Isaac and Jacob fame. We carefully walked down the carved steps along the side of the circular 17-meter deep entrance to the hidden water source, important in times of siege.

Next we drove another hour south to overlook the deep water-filled En Avdat Canyon. Here we were within feet of many wild ibex (Psalm 104:18) with their long curved horns. This included two mature males preparing for a violent clash.

We then traversed east in the Negev Desert/Wilderness of Zin to stay in Arad, an ancient Nabatean spice trade town.

The next morning we continued east to the Dead Sea area and took the huge cable car to the top of the Masada mesa where Herod the Great's fortress even had a hot water sauna. Here 967 Jewish rebel citizens held off 15,000 Roman soldiers for three years, 70-73 AD.

That afternoon we hiked the En Gedi canyon up to a lovely waterfall. Remember that in a cave David secretly cut the tassel from King Saul's robe. Nearby we toured the Qumran community ruins near where the Dead Sea Scrolls were discovered. Our pilgrims then relaxed with a swim in the salty Dead Sea itself.

We spent the next two nights in Jericho, "Palestinian territory," the lowest city on earth and arguably the oldest. Highlights included where "the walls came a-tumblin' down," Shiloh where the Ark of the Covenant was kept for 369 years and Shechem (Joshua 24) where the Covenant was reaffirmed at a large tribal gathering.

On Day 5 we reaffirmed our baptism at the Jordan River and had a long distance view of the Mount of Temptation monastery. The story of the Good Samaritan came alive in a new way as we sat on the hill above the three-foot wide donkey trail which went from Jericho seventeen miles up to Jerusalem. Some years ago Norma had walked the lower part of this which includes the Valley of Shadow of Death (Psalm 23), and Jim traversed almost the entire trail in 1997.

The next four nights we attended lectures by Hebrew University professors including the head of the Talmud Department, speaking on Biblical and Jewish purity laws and Dr. Petra Heldt, a Lutheran on the importance of the early church in the Middle East.

Dr. Gerald McDermott, recently retired Anglican chair at the Beeson School of Divinity in Alabama, lectured on how the Prophets placed morality over ritual. We were blessed when he, his wife and 12-year old granddaughter spent part of the tour with us. Author of the book *Israel Matters*, he provided valuable insights.

Redstone's own Jim Farrer, a nationally recognized church consultant, also lectured at the convocation on "Jesus' Methods of Reaching the Younger Generations: Then and Now."

During our days in Jerusalem we took in the normal sights. We walked the Palm Sunday route, visited the Garden of Gethsemane and followed the Via Dolorosa to the Church of the Holy Sepulcher. We celebrated Holy Communion at the Garden Tomb and spent the afternoon at the Holocaust Museum and later the newly excavated City of David.

Two special highlights were a lively discussion with Rabbi Moshe in his Biblical Shop in the Jewish Quarter and the opportunity to walk almost the entire Temple Mount/Al Aska Mosque complex.

On our visit to the Church of the Nativity in Bethlehem we endured long lines of pushy tourists. Then we drove to the nearby Herodium, Herod's volcano-like, man made mountain (Luke 17:6f) fortress. We had planned to hear the blessings and struggles of a local Bethlehem pastor, but the town called a general strike to protest the Palestinian Authority headquarters' attempt to orchestrate the historic Christmas activities in Bethlehem.

Few tours visit the David and Goliath battle site where we could take a small stone home from the creek bed, nor the Harod/Gideon area, nor the Biblical Museum of Natural History and Zoo (snake handling optional).

We also traversed north to the foot of Mount Hermon to see the mud gate Abraham likely visited at Tel Dan and renewed our baptism at Caesarea Philippi (Matthew 16:13 "Who do you say that I am?"). We think it is important to be on the Golan Heights to gain additional insights into this complex region.

In the Sea of Galilee area our boat ride mirrored that of Jesus and the disciples. Our Holy Communion service was interrupted by a hailstorm and a frightening lightning strike beside the boat, but in minutes it was sunny again.

On the final day, rather than visit the Nazareth churches, we chose to tour the Nazareth Village. Archaeologists reconstructed this farmstead which is much like where Jesus' family would have lived.

On Mount Carmel (Elijah and the prophets of Baal) we could overlook the entire valley of Armageddon. Our final stop was Caesarea on the Mediterranean with its Roman theater, hippodrome and man-made harbor via the first use of hydraulic cement.

Most of our pilgrims expressed little anxiety over safety issues and felt calm with the group. If one thinks s/he is too young or too old to go on such pilgrimages, consider that on previous trips, we have taken teenagers, a 98-year old woman, and two colleagues who had difficulties from the effects of strokes.

Another Redstone tour is scheduled for this April. The Presbytery office has information.

A pictorial review will be presented on February 11, at the Presbytery Enrichment Day at Westmont Church in Johnstown. Thank you for undergirding this tour with prayer.

Please pray for the peace of Jerusalem.

Submitted by Jim Farrer (for the Pilgrimage group)

**ENRICHMENT DAY**  
**PRESBYTERIAN LEADERS & MEMBERS**  
**AT WESTMONT PRESBYTERIAN CHURCH BUILDING - JOHNSTOWN**  
**SATURDAY, February 11, 2023**

10:15 - 11:15 Clerks of Session Review of 2022 Session minutes  
11:15 - 11:40 Registration and Refreshments  
11:40 - 12:00 Opening Worship

Workshops (2 Sessions)

<b>A. Picture Tour of the Holy Land</b>	Rev. Jim Farrer and Friends
<b>B. Training for Elders and Deacons</b>	Rev. Skip Noftzger
<b>C. Dealing with Conflicts Creatively and Biblically</b>	Rev. Carole Isley Corey
<b>D. Introduction and Life Story</b>	Rev. Hyiwot Teshome
<b>E. Discipleship</b>	Rev. Owar Ojulu

4:00 Closing Gathering

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

**Pre-Registration:** We need an idea of numbers for snacks, handouts, and room assignments.

1. **To pre-register:** Phone Westmont Presbyterian (814) 536-0796 and say: "Our church is \_\_\_ We think (#) will likely attend."
2. Also, try to have your participants fill out the list below.

---

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

**Session #1**

\_\_\_ A. Picture Tour of the Holy Land  
\_\_\_ B. Training for Elders and Deacons  
\_\_\_ C. Dealing with Conflicts  
\_\_\_ D. Introduction and Life Story  
\_\_\_ E. Discipleship

**Session #2**

\_\_\_ A. Picture Tour of the Holy Land  
\_\_\_ B. Training for Elders and Deacons  
\_\_\_ C. Dealing with Conflicts  
\_\_\_ D. Introduction and Life Story  
\_\_\_ E. Discipleship

Babysitting available? Please call 814-536-0796  
Mail this registration form to:  
By Monday, February 6, 2023

[www.westmontpc.org](http://www.westmontpc.org)  
Westmont Presbyterian Church  
601 Luzerne St. Johnstown, PA 15905

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

