

05/03/2023 10:06 AM

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, April 2023

APPENDIX "A"

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED			\$325,000.00		
Church Comm/Lgr Church	29,751.68	99,681.90	0.00	0.00%	117,885.24
Church Extra Giving	0.00	2,000.00	0.00	0.00%	175.00
Pd to Prior Yr Commitment	0.00	557.00	0.00	0.00%	3,159.50
Individ Comm/Lgr Church	506.00	1,102.50	0.00	0.00%	1,029.00
Presbyterian Fdn Cont	0.00	223.61	0.00	0.00%	443.20
Subtotal Unrestricted	30,257.68	103,565.01	325,000.00	31.87%	122,691.94
TEMPORARILY RESTRICTED					
SCLD	2,050.85	2,050.85	0.00	0.00%	0.00
Pine Springs Camp	226.00	226.00	0.00	0.00%	0.00
Resource Center	0.00	438.57	0.00	0.00%	348.96
PDA - Directed	613.00	2,710.00	0.00	0.00%	34,308.50
Sudan Projects	220.00	3,362.47	0.00	0.00%	3,256.38
Ministry Student Aid	0.00	777.00	0.00	0.00%	659.00
PMA - Directed	1,543.33	3,353.32	0.00	0.00%	3,700.00
Synod Mission	300.00	900.00	0.00	0.00%	900.00
I.P.L.F.	750.00	4,500.00	0.00	0.00%	2,750.00
Subtotal Temporarily Restricted	5,703.18	18,318.21	50,000.00	36.64%	45,922.84
Subtotal Contribution Income	35,960.86	121,883.22	375,000.00	32.50%	168,614.78
INVESTMENT INCOME					
Investment Income	0.00	0.00	51,000.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	31.86	31.86	0.00	0.00%	31.86
Subtotal Interest Income	31.86	31.86	5,000.00	0.64%	31.86
MISCELLANEOUS INCOME					
Oil & Gas Lease	47.06	47.06	0.00	0.00%	25.07
Preaching/Consulting	2,100.24	8,400.96	0.00	0.00%	8,400.96
Miscellaneous Income	2,534.56	2,584.56	0.00	0.00%	5,100.00
Florence Ewing Interest	0.00	0.00	0.00	0.00%	1,455.71
Subtotal Miscellaneous Income	4,681.86	11,032.58	7,000.00	157.61%	14,981.74
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
RFR Encumbered EP Cont Ed	-2,968.37	-4,731.37	0.00	0.00%	0.00
RFR SCLD	0.00	-681.20	0.00	0.00%	-305.38
RFR Engaging Congregation	-800.00	-800.00	0.00	0.00%	0.00
RFR Pine Springs Camp	-226.00	-226.00	0.00	0.00%	0.00
RFR PDA - Directed	-613.00	-2,710.00	0.00	0.00%	-34,308.50
RFR Sudan Projects	0.00	-8,600.00	0.00	0.00%	0.00
RFR PMA - Directed	-1,543.33	-3,353.32	0.00	0.00%	-3,700.00
RFR Synod Mission	-300.00	-900.00	0.00	0.00%	-600.00
RFR I.P.L.F.	-1,437.38	-2,491.40	0.00	0.00%	-1,808.76
Subtotal Temp Restricted Release	-7,888.08	-24,493.29	0.00	0.00%	-40,722.64
Subtotal Release From Restrictions	-7,888.08	-24,493.29	0.00	0.00%	-40,722.64

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, April 2023

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
RELEASED FROM RESTRICTION					
Released from restriction	7,888.08	24,493.29	0.00	0.00%	40,722.64
TOTAL INCOME	40,674.58	132,947.66	438,000.00	30.35%	183,628.38
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN					
Sudan - Restricted	0.00	8,600.00	0.00	0.00%	0.00
Subtotal Sudan	0.00	8,600.00	16,000.00	53.75%	0.00
PINE SPRINGS CAMP					
PSC - Shared	2,750.00	11,000.00	0.00	0.00%	11,000.00
PSC - Restricted	226.00	226.00	0.00	0.00%	0.00
Subtotal Pine Springs Camp	2,976.00	11,226.00	38,000.00	29.54%	11,000.00
SYNOD MISSION					
Synod - Restricted	300.00	900.00	0.00	0.00%	600.00
Subtotal Synod Mission	300.00	900.00	3,000.00	30.00%	600.00
PRES MISSION AGENCY					
PMA - Shared	1,400.00	5,600.00	0.00	0.00%	5,600.00
PMA - Restricted	1,543.33	3,353.32	0.00	0.00%	3,700.00
Subtotal Pres Mission Agency	2,943.33	8,953.32	28,000.00	31.98%	9,300.00
PRES DISASTER ASSISTANCE					
PDA - Restricted	613.00	2,710.00	0.00	0.00%	34,308.50
Subtotal Pres Disaster Assistance	613.00	2,710.00	3,000.00	90.33%	34,308.50
Subtotal Mission Partnerships	6,832.33	32,389.32	88,000.00	36.81%	55,208.50
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	102.97	1,000.00	10.30%	195.71
Presbytery Mtg Expense	157.99	157.99	750.00	21.07%	250.00
EQUIPPING LEADERSHIP					
Equip Leadership - Shared	0.00	351.97	0.00	0.00%	750.00
Subtotal Equipping Leadership	0.00	351.97	4,000.00	8.80%	750.00
ENGAGING CONGREGATIONS					
ENABLING MINISTRY NETWORK					
Mission Expenses	320.00	320.00	0.00	0.00%	0.00
Worship Expenses	0.00	0.00	0.00	0.00%	76.00
Christian Associates	0.00	375.00	1,500.00	25.00%	375.00
Website	60.51	60.51	200.00	30.26%	0.00
COMMUNICATION EXPENSES					
CE - Shared	345.40	552.02	0.00	0.00%	5,514.75
Subtotal Communication Expenses	345.40	552.02	300.00	184.01%	5,514.75
Subtotal Council	883.90	1,920.46	15,750.00	12.19%	7,161.46
COMMITTEE ON MINISTRY					

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, April 2023

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Committee Expense	800.00	863.90	500.00	172.78%	0.00
COMMITTEE ON PREPARATION					
Committee Expense	1,498.00	1,498.00	3,000.00	49.93%	0.00
SCHOLARSHIPS					
Scholarships - Restricted	0.00	0.00	0.00	0.00%	-3,000.00
Ministry Student Aid	0.00	0.00	0.00	0.00%	3,000.00
Subtotal Committee On Preparation	1,498.00	1,498.00	3,000.00	49.93%	0.00
Subtotal Committee Expenses	3,181.90	4,282.36	19,250.00	22.25%	7,161.46
OPERATIONS					
LEGAL AND AUDITING					
Audit	0.00	0.00	6,500.00	0.00%	0.00
PCUSA Meetings	0.00	0.00	3,000.00	0.00%	0.00
Property/Comp. Insurance	1,228.75	1,228.75	3,600.00	34.13%	1,117.00
Worker's Compensation	0.00	0.00	821.00	0.00%	622.00
Telephone	275.52	816.56	3,600.00	22.68%	1,068.81
Postage	-60.00	297.54	1,000.00	29.75%	580.00
Office Supplies	262.91	997.86	5,500.00	18.14%	669.31
RESOURCE CENTER	0.00	0.00	500.00	0.00%	0.00
LEASES			2,200.00		
Copier Lease	177.77	711.08	0.00	0.00%	718.99
Subtotal Leases	177.77	711.08	2,200.00	32.32%	718.99
Miscellaneous Expenses	50.00	50.00	0.00	0.00%	0.00
SERVICE FEES					
Bank Fees	32.55	90.61	0.00	0.00%	0.00
UTILITIES					
Gas	0.00	1,320.33	2,100.00	62.87%	1,160.75
Electric	106.87	405.04	1,200.00	33.75%	375.87
Water	131.35	131.35	300.00	43.78%	97.07
Sewage	88.56	88.56	300.00	29.52%	76.56
Trash Collection	44.89	169.53	700.00	24.22%	115.32
Subtotal Utilities	371.67	2,114.81	4,600.00	45.97%	1,825.57
MAINTENANCE					
Custodial Services	0.00	0.00	1,500.00	0.00%	0.00
Yard Maintenance	80.00	80.00	1,000.00	8.00%	0.00
Parking Lot Maintenance	0.00	0.00	1,000.00	0.00%	0.00
Building Maintenance	1,167.83	1,167.83	1,000.00	116.78%	1,650.38
Subtotal Maintenance	1,247.83	1,247.83	4,500.00	27.73%	1,650.38
Subtotal Operations	3,587.00	7,555.04	35,821.00	21.09%	8,252.06
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	7,198.36	28,793.44	86,380.27	33.33%	23,463.36
EP - Board of Pensions	2,815.04	11,260.16	33,688.31	33.42%	6,374.40
EP - Continuing Education	1,500.00	1,500.00	1,500.00	100.00%	0.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	0.00	1,011.33	0.00	0.00%	592.02
EP Travel - Restricted	0.00	681.20	0.00	0.00%	305.38

Presbytery of Redstone
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 GENERAL FUND 01, April 2023

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Ep - Travel	0.00	1,692.53	4,750.00	35.63%	897.40
EP - Prof. Expense Shared	176.02	542.10	1,800.00	30.12%	486.91
EP - Deferred Comp / 403B	0.00	0.00	0.00	0.00%	3,955.34
Subtotal Executive Presbyter	11,689.42	43,788.23	128,118.58	34.18%	35,177.41
Subtotal Executive Staff	11,689.42	43,788.23	128,118.58	34.18%	35,177.41
SUPPORT STAFF					
ADMINISTRATIVE ASSISTANT					
AA - Salary	2,962.90	11,851.60	35,554.79	33.33%	11,287.20
AA - Board of Pensions	1,035.57	4,142.28	11,686.00	35.45%	3,826.84
Subtotal Administrative Assistant	3,998.47	15,993.88	47,240.79	33.86%	15,114.04
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	375.00	1,500.00	25.00%	325.00
Associate Clerk Salary	0.00	375.00	1,500.00	25.00%	325.00
Subtotal Assistant Clerks	0.00	750.00	3,000.00	25.00%	650.00
Subtotal Support Staff	3,998.47	16,743.88	50,240.79	33.33%	15,764.04
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	777.34	3,109.36	8,000.00	38.87%	2,658.48
Subtotal Presbytery Staff	16,465.23	63,641.47	186,359.37	34.15%	53,599.93
APPORTIONMENTS					
GA Per Capita	14,550.10	29,100.20	87,330.00	33.32%	26,616.20
Synod Per Capita	1,772.60	7,090.40	21,278.00	33.32%	7,071.00
Subtotal Apportionments	16,322.70	36,190.60	108,608.00	33.32%	33,687.20
RESTRICTED EXPENSE					
I.P.L.F.	1,437.38	2,491.40	0.00	0.00%	1,808.76
Encumbered EP Cont. Ed.	2,968.37	4,731.37	0.00	0.00%	0.00
Subtotal Restricted Expense	4,405.75	7,222.77	0.00	0.00%	1,808.76
TOTAL EXPENSES	50,794.91	151,281.56	438,038.37	34.54%	159,717.91
TRANSFER ACCOUNTS					
TRANSFER FROM OTHER FUNDS					
Cash Transfers In	\$1,777.74	\$1,777.74	\$0.00	0.00%	\$0.00
CTI - New Covenant	0.00	0.00	0.00	0.00%	1,335.86
Subtotal Cash Transfers In	1,777.74	1,777.74	0.00	0.00%	1,335.86
TOTAL TRANSFERS	1,777.74	1,777.74	0.00	0.00%	1,335.86
EXCESS INCOME/EXPENSES	-\$8,342.59	-\$16,556.16	-\$38.37	43,148.71%	\$25,246.33

Redstone Presbytery
Commitment to Larger Church
April 30, 2023

	2023 PLEDGE	TOTAL PAID	% Payup as of 4/30/2023	Unpaid Pledge Balance
Adah, Palmer	500.00	166.68	33%	333.32
Apollo, Poke Run	3,660.00	915.00	25%	2,745.00
Avonmore	1,000.00	932.00	93%	68.00
Belle Vernon, First	4,500.00	2,250.00	50%	2,250.00
Belle Vernon, Harmony	1,500.00	375.00	25%	1,125.00
Belle Vernon, Marion	2,300.00	1,300.00	57%	1,000.00
Belle Vernon, Rehoboth	3,000.00	750.00	25%	2,250.00
Bolivar	1,500.00	500.00	33%	1,000.00
Brownsville, Calvin				-
Brownsville, Ft. Burd	2,610.00		0%	2,610.00
Brownsville, Hopewell				-
Colver		133.00		(133.00)
Cresson		700.00		(700.00)
Dawson, Tyrone	250.00		0%	250.00
Delmont				-
Derry	750.00	187.50	25%	562.50
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill				-
Ebensburg	1,000.00	826.10	83%	173.90
Fairchance				-
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First				-
Fayette City, Little Redstone	2,500.00	2,500.00	100%	-
Greensburg, First	31,000.00	10,333.32	33%	20,666.68
Greensburg, Maplewood		2,000.00		(2,000.00)
Greensburg, Westminster		2,800.00		(2,800.00)
Irwin, First		8,333.32		(8,333.32)
Irwin, W. Hempfield	6,000.00		0%	6,000.00
Jeannette	2,400.00	600.00	25%	1,800.00
Johnstown, Bethany		405.00		(405.00)
Johnstown, First	8,000.00	1,800.00	23%	6,200.00
Johnstown, Second		1,800.00		(1,800.00)
Johnstown, Westmont		4,000.00		(4,000.00)
Lake Lynn				-
Latrobe, Main St.	26,500.00	8,840.00	33%	17,660.00
Latrobe, Spring St.		3,000.00		(3,000.00)

Redstone Presbytery
Commitment to Larger Church
April 30, 2023

	2023 PLEDGE	TOTAL PAID	% Payup as of 4/30/2023	Unpaid Pledge Balance
Leisenring		400.00		(400.00)
Ligonier, Pleasant Grove				-
Lower Burrell, Grace	7,000.00	2,333.32	33%	4,666.68
Lower Burrell, Puckety	10,000.00	3,400.00	34%	6,600.00
Masontown	500.00		0%	500.00
McClellandtown	5,200.00	1,300.00	25%	3,900.00
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion		100.50		(100.50)
Murrysville, First		4,000.00		(4,000.00)
Murrysville, Newlonsburg	24,447.00	8,148.68	33%	16,298.32
Murrysville, Union	4,000.00	1,000.00	25%	3,000.00
N. Alexandria, Community		1,250.00		(1,250.00)
N. Alexandria, Congruity	6,000.00	2,636.00	44%	3,364.00
New Florence, Bethel	3,000.00	500.00	17%	2,500.00
New Florence, Trinity		1,275.00		(1,275.00)
New Kensington	5,200.00	2,174.98	42%	3,025.02
New Salem				-
N. Huntingdon, New Hope	5,400.00	1,800.00	33%	3,600.00
Patton	4,481.00	4,481.00	100%	-
Revloc	1,500.00	500.00	33%	1,000.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	2,500.00	25%	7,500.00
Trafford, Level Green	6,200.00	1,533.50	25%	4,666.50
Uniontown, Tent				-
Uniontown, Third				-
Uniontown, Trinity	7,000.00	1,357.00	19%	5,643.00
Vanderbilt, E. Liberty	1,000.00	170.00	17%	830.00
West Newton, Sewickley				-
W. Newton, Sewickley UP				-
West Newton, United				-
Totals	202,198.00	99,681.90		102,516.10

Balance Sheet

Consolidated - April 2023

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	Current Year
ASSETS	
BANK ACCOUNTS	
CHECKING ACCOUNTS	
1st Commonwealth Ckg	\$153,357.13
1st Commonwealth Ckg #2	<u>1,744.31</u>
Subtotal Checking Accounts	155,101.44
SAVINGS ACCOUNTS	
PILP Investment	10,000.00
Ameriprise Money Market	4,421.76
Petty Cash	<u>250.00</u>
Subtotal Savings Accounts	14,671.76
Subtotal Bank Accounts	<u>169,773.20</u>
INVESTMENTS	
E Johnston - New Covenant	309,154.96
Ameriprise Invest - PW	<u>592,685.35</u>
Subtotal Investments	901,840.31
LOANS RECEIVABLE	
Loans Receivable - PSC	-0.19
FIXED ASSETS	
BUILDINGS	
Presbytery Office	300,000.00
EQUIPMENT	
Office Equipment	<u>136,800.00</u>
Subtotal Fixed Assets	436,800.00
TOTAL ASSETS	<u><u>\$1,508,413.32</u></u>
LIABILITIES	
CURRENT LIABILITIES	
PAYROLL DEDUCTIONS	
TAXES PAYABLE	
941 Taxes Payable	\$4,934.36
State Taxes Payable	461.93
Local Taxes Payable	101.60
LST Taxes Payable	<u>8.68</u>
Subtotal Taxes Payable	5,506.57
OTHER DEDUCTIONS	
Employee Paid Health Care	<u>-0.04</u>
Subtotal Payroll Deductions	5,506.53
PASS THRU CONTRIBUTIONS	
One Great Hour of Sharing	10.00
Peace and Global Witness	204.75
1% Theological Education	<u>150.01</u>
Subtotal Pass Thru Contributions	364.76

Presbytery of Redstone
Balance Sheet
 Consolidated - April 2023

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	Current Year
Subtotal Current Liabilities	5,871.29
INTERFUND ADVANCES	
Due to/from Other Funds	-854.09
TOTAL LIABILITIES	5,017.20
NET ASSETS	
UNRESTRICTED	
Unrestricted Net Assets	\$1,299,662.88
TEMPORARILY RESTRICTED	
Equipping Leadership	200.00
Hooten Scholarship	1,298.00
SCLD	17,144.35
Engaging Congregations	5,625.00
Pine Springs Camp	315.00
Enabling Ministry Network	2,625.83
Projector Fund	1,249.24
Resource Center	2,524.33
PDA - Directed	180.00
Triennium	3,263.90
Sudan Projects	5,854.71
Peace and Global Witness	12,145.39
Communications	200.00
Ministry Student Aid	17,826.25
PMA - Directed	605.00
Minister's Assistance	227.31
I.P.L.F.	42,826.83
I.P.L.F. 2	8,671.10
Subtotal Temporarily Restricted	122,782.24
PERMANENTLY RESTRICTED	
Perm. Rest. Net Assets	80,951.00
TOTAL EQUITY	1,503,396.12
TOTAL LIABILITIES AND EQUITY	\$1,508,413.32

22-A – F-1.0302c

THE CALLING OF THE CHURCH**F-1.0302c THE CATHOLICITY OF THE CHURCH (POL-16 1a)**

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 F-1.0302c in the Foundations of Presbyterian Polity be amended as follows?

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

"F-1.0302 The Marks of the Church ...

c. The Catholicity of the Church ...

... Because the church is catholic, it strives everywhere to testify to Christ's embrace of men, women, and children *all people* of all times, places, races, nations, ages, *abilities, genders, conditions, and stations in life.*"

Background and Rationale

The current foundational statement (F-1.0403) already uses language inclusive of people with disabilities. This amendment seeks to use consistent language about disability throughout the foundational statements of the *Book of Order*. The PC(USA) resource "Well Chosen Words" (2010) states that using inclusive and expansive language is "one way to acknowledge and celebrate all people and bring recognition and a sense of belonging to people who have been historically marginalized in society and even in the church." This amendment would reflect this overture by making all parts of the *Book of Order* consistent in their inclusion of people with disabilities. People with disabilities include 26% of the U.S. population (CDC, 2020), making it the largest minority group in America. People with disabilities represent an important part of our church, and they should be named in lists of people to be included. Research shows a significant gap in presence and full participation for people with disabilities into the life of the church (Ault, Collins, and Carter, 2013). The inclusion of people with disabilities in our polity shows our intention to be inclusive of this group. We identify as being "people of the word," marking both our commitment to biblical scholarship and exegesis and the importance of the words that we use when preaching, teaching, and guiding our church's polity. These small corrections reflect the value and importance that we put on the use of consistent inclusive language throughout our policies.

Advice—From the Advisory Committee on the Constitution (ACC)

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) to approve POL-16. While the ACC has expressed its aversion to unnecessarily creating lists of requirements and rubrics, in this present situation the list affirms the mission of Christ's church. Because a list is deemed to be exhaustive unless it states otherwise, an omission is regarded as exclusionary, not permissive. We believe the witness of scripture and the constitution testifies to the full inclusion of differently abled persons in the faith and governance of the church. A positive affirmation of this principle through constitutional amendment is consistent with this witness.

Comment – From the LGBTQIA+ Advocacy Task Force

The LGBTQIA+ Advocacy Task Force proposes that F-1.0302c be further amended to include: (Deleted text is in strikethrough; added text is in [brackets and *italics*].)

“Christ’s embrace of men, women, and children [*people*] of all times, places, races, nations, [*genders*], ages, abilities ...,” and that F-1.0404 be amended to include the reality of: “a community of women and men of all [*people of all genders*], ages, races, ethnicities, abilities ...”

These changes honor the vital presence and contribution of our trans and nonbinary siblings in faith and are in line with the rationale for the use of “inclusive and expansive language” at the heart of this overture.

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

ACWC recommends the 225th GA (2022) approve this item with amendments as follows: (Deleted text is in strikethrough; added text is in [brackets and *italics*].)

“Because the church is catholic, it strives everywhere to testify to Christ’s embrace of men, women, and children [*all people*] of all times, places, races, nations, ages, abilities, [*genders*,] conditions, and stations in life.”

“... a new openness in its own membership, becoming in fact as well as in faith a community of women and men [*all people*] of all ages, races, ethnicities, abilities, [*genders*,] and worldly conditions, made one in Christ by the power of the Spirit, as a visible sign of the new humanity.

We are grateful to the Presbytery of Northeast New Jersey for lifting up abilities as a much needed inclusion into our *Book of Order*. We ask the General Assembly to move further into the use of inclusive language by using the verbiage “all people” instead of men, women, and children.

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 POL-16.

The Assembly Committee on Polity amended the overture language and then approved Item POL-16 1a, 27/2. The 225th General Assembly (2022) approved Item POL-16 1a, 381/13.

For the full report on POL-16, go to <https://www.pc-biz.org/#/committee/3000082/business>.

22-B – F-1.0404

OPENNESS TO THE GUIDANCE OF THE HOLY SPIRIT

F-1.0404 OPENNESS (POL-16 1b)

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 F-1.0404 in the Foundations of Presbyterian Polity be amended as follows?

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

“F-1.0404 Openness ...

... a new openness in its own membership, becoming in fact as well as in faith a community of women and men *all people* of all ages, races, ethnicities, *abilities, genders,* and worldly conditions, made one in Christ by the power of the Spirit, as a visible sign of the new humanity.”

Background and Rationale

The current foundational statement (F-1.0403) already uses language inclusive of people with disabilities. This amendment seeks to use consistent language about disability throughout the foundational statements of the *Book of Order*. The PC(USA) resource “Well Chosen Words” (2010) states that using inclusive and expansive language is “one way to acknowledge and celebrate all people and bring recognition and a sense of belonging to people who have been historically marginalized in society and even in the church.” This amendment would reflect this overture by making all parts of the *Book of Order* consistent in their inclusion of people with disabilities. People with disabilities include 26% of the U.S. population (CDC, 2020), making it the largest minority group in America. People with disabilities represent an important part of our church and they should be named in lists of people to be included. Research shows a significant gap in presence and full participation for people with disabilities into the life of the church (Ault, Collins, and Carter, 2013). The inclusion of people with disabilities in our polity shows our intention to be inclusive of this group. We identify as being “people of the word,” marking both our commitment to biblical scholarship and exegesis and the importance of the words that we use when preaching, teaching, and guiding our church’s polity. These small corrections reflect the value and importance that we put on the use of consistent inclusive language throughout our policies.

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

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) to approve POL-16. While the ACC has expressed its aversion to unnecessarily creating lists of requirements and rubrics, in this present situation the list affirms the mission of Christ’s church. Because a list is deemed to be exhaustive unless it states otherwise, an omission is regarded as exclusionary, not permissive. We believe the witness of scripture and the constitution testifies to the full inclusion of differently abled persons in the faith and governance of the church. A positive affirmation of this principle through constitutional amendment is consistent with this witness.

Comment – From the LGBTQIA+ Advocacy Task Force

The LGBTQIA+ Advocacy Task Force proposes that F-1.0302c be further amended to include: (Deleted text is in strikethrough; added text is in [brackets and *italics*].)

“Christ’s embrace of men, women, and children [*people*] of all times, places, races, nations, [*genders*], ages, abilities ...,” and that F-1.0404 be amended to include the reality of: “a community of women and men of all [*people of all genders*], ages, races, ethnicities, abilities ...”

These changes honor the vital presence and contribution of our trans and nonbinary siblings in faith and are in line with the rationale for the use of “inclusive and expansive language” at the heart of this overture.

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

ACWC recommends the 225th GA (2022) approve this item with amendments as follows: (Deleted text is in strikethrough; added text is in [brackets and *italics*].)

“Because the church is catholic, it strives everywhere to testify to Christ’s embrace of men, women, and children [*all people*] of all times, places, races, nations, ages, abilities, [*genders*], conditions, and stations in life.”

“... a new openness in its own membership, becoming in fact as well as in faith a community of women and men [*all people*] of all ages, races, ethnicities, abilities, [*genders*], and worldly conditions, made one in Christ by the power of the Spirit, as a visible sign of the new humanity.

We are grateful to the Presbytery of Northeast New Jersey for lifting up abilities as a much needed inclusion into our *Book of Order*. We ask the General Assembly to move further into the use of inclusive language by using the verbiage “all people” instead of men, women, and children.

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 POL-16.

The Assembly Committee on Polity amended the overture language and then approved Item POL-16 1b, 27/2. The 225th General Assembly (2022) approved Item POL-16 1b, 381/13.

For the full report on POL-16, go to <https://www.pc-biz.org/#/committee/3000082/business>.

GENERAL PRINCIPLES

G-3.0106 ADMINISTRATION OF MISSION (POL-10)

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 the fourth paragraph of G-3.0106 in the Form of Government be amended as follows?

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

“G-3.0106 Administration of Mission ...

... “All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy *the following policies: a sexual misconduct policy, a harassment policy, a child and youth protection policy, and an antiracism policy.*”

Background and Rationale

From Selma to Montgomery, from Tuskegee to Tuscaloosa, from Auburn to Anniston, from the Black Belt to Birmingham, the Presbytery of Sheppards and Lapsley knows the pain of our racist history and the difficulty of changing behavior. We recognize the General Assembly’s call for “Facing Racism,” for study and action, and give thanks for the resource materials provided. Nevertheless, we see that councils have been slow to respond. Councils have adopted and enforced sexual misconduct policies and policies to protect vulnerable populations. Why have councils not been doing the work of “Facing Racism”? Why have councils responded differently? The responses regarding sexual misconduct and protecting vulnerable people have been directed by “shall,” while “Facing Racism” merely urges, makes available, encourages, and commends. This presbytery, whose very name reflects black and white, women and men, working together in mission for education and health care, calls upon the General Assembly to turn overcoming racism into a “shall” for all our councils.

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

The Advisory Committee on the Constitution advises that the constitution is not intended to serve as a manual of operations. Generally, this would advocate against the creation of lists of requirements or rubrics on how to implement requirements.

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... The Presbytery of Sheppards and Lapsley and other concurring presbyteries are to be commended for their sincere desire to see the PC(USA) implementing the “Facing Racism” policy (2018, renewing a 1999 version). If this overture is passed, it is important that there are both personal and shared outcomes for any antiracism policy and training. Training in and of itself does not mandate tangible action beyond certification that a training is offered, was attended, and completed. In a church that is 89% white and largely suburban, the amendment we propose is meant to encourage mid councils to be both visionary and realistic about the kind of training required to dismantle white supremacy and transform us into the Beloved Community in our particular areas.

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

ACWC advises that the assembly approve this item. We concur with the Racial Equity Advocacy Committee and encourage the approval of including an antiracism policy with suggested language, but we also believe it should be included in a stand-alone manner separate from the mandate to have a sexual misconduct policy and a child and youth protection policy.

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 ... Over the years, the *Book of Order* has been reduced in scope and specific content. Noticeably absent is language related to addressing systemic and structural racism. Previous efforts to address racism in the church and society are not enough. Though they have brought awareness, they have not yielded the desired results for people of color. Facing racism and overcoming racism are only steps to achieving God’s beloved community of eradicating racism. White supremacy and other racist attitudes undermine the work of the church. Therefore, REAC advises the inclusion of “All councils shall adopt and implement a dismantling structural and systemic racism policy and training” as a stand-alone requirement.

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

The General Assembly Committee on Representation believes that training in cultural proficiency, implicit bias, and antiracism are important at all levels of the denomination. The inclusion of such training in the *Book of Order* would ensure that members are equipped and aware of the implications of racism in their work. Training like this would be best if connected to the constitutional requirement of advocating for diversity in leadership and equipping the church.

With that affirmation, we also want to highlight the fact that mandatory stand-alone training around bias and privilege have been shown to actually reinforce bias when they are not accompanied by actual strategies for overcoming bias, structural commitment to undoing structural barriers to equity, etc. In other words, the “how” of a mandatory training matters just as much, if not more, as the “if” – without attention to this wider matrix of needs, including best-practices, required antiracism training risks becoming simply another box to check without any greater commitment to transformed interactions, norms and structures within our institutions and within the body of Christ.

The General Assembly Committee on Representation (GACOR) was formed as a result of the 1983 reunion of the northern and southern streams of what is now the PC(USA). The vision for GACOR was to address the need for relationships and vision of a better way to embody the diversity of the church together. 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-10, 25/3. The 225th General Assembly (2022) amended and approved Item POL-10, 372/31.

For the full report on POL-10, go to <https://www.pc-biz.org/#/committee/3000082/business>.

22-T – W-3.0205

GATHERING

W-3.0205 CONFESSION AND FORGIVENESS (TWE-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 W-3.0205 in the Directory for Worship amended as follows?

(Added text is in *italics*.)

“W-3.0205 Confession and Forgiveness ...

“... Other actions may follow – a song of praise, such as ‘Glory be to the Father’ or ‘Glory to God’; a summary of the law or call to faithfulness; *the sacrament of baptism*; and the sharing of peace as a sign of reconciliation in Christ.”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship – From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355–58 of the print copy, pp. 1198–1205 of the electronic copy). This amendment acknowledges the common practice of celebrating the sacrament of baptism early in the Service for the Lord’s Day while retaining the Reformed emphasis on baptism as a response to the Word.

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

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) to disapprove Recommendation 1 of Item TWE-05. Recommendation 1 seeks to amend W-3.0205, a section in the Directory for Worship that describes confession and forgiveness as an element of the worship service. The proposed language would articulate the possibility that the sacrament of baptism might be administered following confession and proclamation of forgiveness in the worship service.

Although the language of this recommendation is clear and consistent with its intent, the ACC finds that it is unnecessary. Reformed theology commonly links Word and Sacrament as in W-1.0106, but W-3.0307 already provides for the sacrament of baptism to ordinarily be in response to the Word. It does not require that the sacrament only be administered at that time in the service.

The Assembly Committee on Theology, Worship, and Education approved Item TWE-05 1, 30/2. The 225th General Assembly (2022) approved Item TWE-05 1, 395/4. For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

22-O – G-3.0106

GENERAL PRINCIPLES OF COUNCILS

G-3.0106 ADMINISTRATION OF MISSION (HSB-05 9)

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-3.0106 in the Form of Government be amended as follows?

(Added text is in *italics*.)

“G-3.0106 Administration of Mission

Mission determines the forms and structures needed for the church to do its work.

Administration is the process by which a council implements its decisions. Administration enables the church to give effective witness in the world to God’s new creation in Jesus Christ and strengthens the church’s witness to the mission of the triune God.

Councils higher than the session may provide examples of policies and procedures that may be gathered into advisory handbooks. These examples illumine practices required by the Constitution but left to councils for specific implementation. Such handbooks may also offer information that enhances or secures the ministry of the particular council.

Each council shall develop a manual of administrative operations that will specify the form and guide the work of mission in that council.

All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy. *Each council’s policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.*”

Background and Rationale

This proposed amendment originated as a recommendation from the GA Health Safety and Benefits Committee as Recommendation 9 attached to the Survivors of Sexual Misconduct Task Force recommendations. The HSB committee concluded that the denomination needs to mandate boundary training and child protection training for all members of councils including sessions of congregations, presbyteries, synods and the general assembly.

The Assembly Committee on Health Safety and Benefits amended the original Recommendation 4 and then approved Item HSB-05 9, 36/2. The 225th General Assembly (2022) approved Item HSB-05 9, 351/24.

For the full report on HSB-05, go to <https://www.pc-biz.org/#/committee/3000084/business>.

22-O – G-3.0106

GENERAL PRINCIPLES OF COUNCILS

G-3.0106 ADMINISTRATION OF MISSION (HSB-05 9)

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-3.0106 in the Form of Government be amended as follows?

(Added text is in *italics*.)

"G-3.0106 Administration of Mission

Mission determines the forms and structures needed for the church to do its work.

Administration is the process by which a council implements its decisions. Administration enables the church to give effective witness in the world to God's new creation in Jesus Christ and strengthens the church's witness to the mission of the triune God.

Councils higher than the session may provide examples of policies and procedures that may be gathered into advisory handbooks. These examples illumine practices required by the Constitution but left to councils for specific implementation. Such handbooks may also offer information that enhances or secures the ministry of the particular council.

Each council shall develop a manual of administrative operations that will specify the form and guide the work of mission in that council.

All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy. *Each council's policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.*

Background and Rationale

This proposed amendment originated as a recommendation from the GA Health Safety and Benefits Committee as Recommendation 9 attached to the Survivors of Sexual Misconduct Task Force recommendations. The HSB committee concluded that the denomination needs to mandate boundary training and child protection training for all members of councils including sessions of congregations, presbyteries, synods and the general assembly.

The Assembly Committee on Health Safety and Benefits amended the original Recommendation 4 and then approved Item HSB-05 9, 36/2. The 225th General Assembly (2022) approved Item HSB-05 9, 351/24.

For the full report on HSB-05, go to <https://www.pc-biz.org/#/committee/3000084/business>.

22-U – W-3.0409

SACRAMENT

W-3.0409 THEOLOGY OF THE LORD’S SUPPER (TWE-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 W-3.0409 in the Directory of Worship be amended as follows?

(Added text is in *italics*.)

“W-3.0409 Theology of the Lord’s Supper ...

“... The opportunity to eat and drink with Christ is not a right bestowed upon the worthy, but a privilege given to the undeserving who come in faith, repentance, and love. All who come to the table are offered the bread and cup, regardless of their age or understanding. If some of those who come have not yet been baptized, an invitation, *when appropriate*, to baptismal preparation and Baptism should be graciously extended.”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship – From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355-58 of the print copy, pp. 1198-1205 of the electronic copy).

This amendment provides for gracious hospitality at the Lord’s Supper, emphasizes the theological connection between the sacraments, and underscores pastoral discretion in the invitation to baptism.

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

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) to disapprove Recommendation 2 of Item TWE-05. This recommendation seeks to amend W-3.0409 to emphasize pastoral discretion regarding an invitation to baptismal preparation when persons who have not previously been baptized participate in the sacrament of the Lord’s Supper. The ACC finds that the proposed change has the potential to weaken the link between baptism and the Lord’s Supper. The use of “should,” rather than the mandatory “shall,” already provides latitude for pastoral discretion in determining the appropriateness of an invitation to baptismal preparation. The Assembly Committee on Theology, Worship, and Education approved Item TWE-05 2, 30/2. The 225th General Assembly (2022) approved Item TWE-05 2, 395/4. For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

Presbyterians Today

July 19, 2021

FROM THE ARCHIVES – 40 years ago – July 13, 1981

As a nation, we're having a reckoning on race relations. An article from the past reveals Presbyterians have been engaged for a long time in this process. It was in the early 1800s in the Shenandoah Valley of Virginia, Presbyterian minister George Bourne was asked by a member of the church to preach against stealing. Some chickens were missing, and the church members suspected slaves were the culprits. Bourne did preach against stealing, but not the way the slave owner had in mind. In his sermon he raised the issue of slavery as stealing. "What do you think of the sin of kidnapping men and women made in the image of God from the coast of Africa, whose whole crime is their color, and stealing and selling them into slavery? What do you think of those who continue the robbery, and sell their children for slaves? If theft of money, produce, poultry and other values is so great a crime, what terrible turpitude and depravity does it not evince to sell the image of God and keep men in bondage?"

"In 1815 Bourne brought to the General Assembly a paper signed by several Presbyterians requesting advice regarding the proper manner of dealing with slave holding church members. He observed that some teaching and ruling elders held slaves and that this was in violation of their ordination vows to uphold the Constitution of Church which condemned "manstealing." He reported on instances of cruelty to slaves...and claimed one minister.... Tied up his slaves on Sunday and whipped them, then left them bound while he went to preach, and repeated the scourging after returning home."

Excerpt from "George Bourne: Prophet Without Honor" by William E. Phipps