

*Rolls of the Presbytery as of 1/1/2024***Roll 1 – Engaged in a Validated Ministry (G-3.0104)*****A – Those serving within congregations of the church (G-2.0503a)***

Rebecca Abbott
 Martin Ankrum
 Larry Armstrong*
 Brenda Barnes *
 Laura Blank
 Derek Campbell
 Anthony Catullo *
 Ron Durika
 Kristen Emrick
 Cliff Foster
 Jennifer Frayer-Griggs
 Donald Glunt
 Mary Kay Glunt
 Peter Goetschius
 Edward Gray
 Molly Hall
 Brian Kilbert
 Steve Lasor
 John Manon
 Doug Marshall
 Ben Nti
 Owar Ojulu
 Curtis Paul
 Geoff Rach
 Doug Rehberg
 Robert Ruefle
 Sara Sadler
 Dawn Sherwood
 Rebecca Siddle
 John Simpson *
 Hyiwot Teshome
 Alice Tondora
 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*
 Susan Washburn – *Pittsburgh Theological Seminary*

C - Those serving beyond the jurisdiction of this church
None**Roll 2 - Members at Large (G-2.0503b)**

Patrick Ewing
 Peter Keith (OA)
 Rebecca Maiman

Roll 3 – Honorably Retired (G-2.0503c)

Larry Armstrong *
 Ross Bash
 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 Havrisko
 James Hepler (OA)
 Donna Hess
 George Hickok (OA)
 Douglas Holben (OA)
 Clark Kerr
 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
 Marnie Abraham Russell
 William Sharp (OA)
 John Simpson *
 Doug Stevens
 James Stobaugh
 Richard Sweeney
 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

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

APPENDIX 'B'

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED			\$325,000.00		
Church Comm/Lgr Church	31,117.57	297,696.14	0.00	0.00%	304,998.34
Church Extra Giving	200.00	2,700.00	0.00	0.00%	1,175.00
Pd to Prior Yr Commitment	0.00	557.00	0.00	0.00%	3,159.50
Pd Coming Yr Commitment	0.00	400.00	0.00	0.00%	250.00
Individ Comm/Lgr Church	200.00	3,390.30	0.00	0.00%	4,435.80
Presbyterian Fdn Cont	0.00	920.84	0.00	0.00%	889.40
Subtotal Unrestricted	31,517.57	305,664.28	325,000.00	94.05%	314,908.04
TEMPORARILY RESTRICTED					
			50,000.00		
Encumbered EP Cont Ed	0.00	0.00	0.00	0.00%	1,246.37
Addictions Ministry	0.00	222.27	0.00	0.00%	500.00
SCLD	0.00	2,050.85	0.00	0.00%	1,910.39
Pine Springs Camp	0.00	534.00	0.00	0.00%	821.00
Enabling Ministry Network	0.00	50.00	0.00	0.00%	-500.00
Resource Center	0.00	438.57	0.00	0.00%	348.96
PDA - Directed	383.25	7,462.75	0.00	0.00%	48,980.48
Sudan Projects	1,845.00	7,972.47	0.00	0.00%	6,781.41
Peace and Global Witness	1,309.13	1,309.13	0.00	0.00%	940.70
Ministry Student Aid	0.00	1,162.00	0.00	0.00%	1,412.00
PMA - Directed	688.33	10,154.96	0.00	0.00%	12,150.00
Synod Mission	300.00	3,000.00	0.00	0.00%	3,000.00
I.P.L.F.	0.00	15,100.00	0.00	0.00%	17,627.00
Subtotal Temporarily Restricted	4,525.71	49,457.00	50,000.00	98.91%	95,218.31
Subtotal Contribution Income	36,043.28	355,121.28	375,000.00	94.70%	410,126.35
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	32.57	129.21	0.00	0.00%	129.21
Subtotal Interest Income	32.57	129.21	5,000.00	2.58%	129.21
MISCELLANEOUS INCOME					
			7,000.00		
Oil & Gas Lease	-5.22	97.66	0.00	0.00%	54.94
Preaching/Consulting	0.00	9,025.96	0.00	0.00%	27,343.53
Miscellaneous Income	0.00	4,634.56	0.00	0.00%	14,616.27
Subtotal Miscellaneous Income	-5.22	13,758.18	7,000.00	196.55%	42,014.74
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
RFR Encumbered EP Cont Ed	0.00	-4,731.37	0.00	0.00%	0.00
RFR SCLD	-231.87	-6,358.20	0.00	0.00%	-1,903.52
RFR Engaging Congregation	0.00	-800.00	0.00	0.00%	0.00
RFR Pine Springs Camp	0.00	-534.00	0.00	0.00%	-621.00
RFR PDA - Directed	-613.25	-7,462.75	0.00	0.00%	-48,980.48
RFR Sudan Projects	0.00	-17,100.00	0.00	0.00%	-7,622.50
RFR PMA - Directed	-688.33	-10,154.96	0.00	0.00%	-12,050.00
RFR Synod Mission	-300.00	-3,000.00	0.00	0.00%	-3,000.00
RFR I.P.L.F.	-2,878.55	-11,156.62	0.00	0.00%	-12,540.23

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

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
RFR I.P.L.F. 2	0.00	-550.00	0.00	0.00%	-407.00
Subtotal Temp Restricted Release	-4,712.00	-61,847.90	0.00	0.00%	-87,124.73
Subtotal Release From Restrictions	-4,712.00	-61,847.90	0.00	0.00%	-87,124.73
RELEASED FROM RESTRICTION					
Released from restriction	4,712.00	61,847.90	0.00	0.00%	87,124.73
TOTAL INCOME	36,070.63	369,008.67	438,000.00	84.25%	452,270.30
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Restricted	0.00	17,100.00	0.00	0.00%	7,622.50
Subtotal Sudan	0.00	17,100.00	16,000.00	106.88%	7,622.50
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	33,000.00	0.00	0.00%	35,500.00
PSC - Restricted	0.00	534.00	0.00	0.00%	621.00
Subtotal Pine Springs Camp	2,750.00	33,534.00	38,000.00	88.25%	36,121.00
SYNOD MISSION	0.00	0.00	3,000.00	0.00%	0.00
Synod - Restricted	300.00	3,000.00	0.00	0.00%	3,000.00
Subtotal Synod Mission	300.00	3,000.00	3,000.00	100.00%	3,000.00
PRES MISSION AGENCY	0.00	0.00	28,000.00	0.00%	0.00
PMA - Shared	1,400.00	16,800.00	0.00	0.00%	16,800.00
PMA - Restricted	688.33	10,154.96	0.00	0.00%	12,150.00
Subtotal Pres Mission Agency	2,088.33	26,954.96	28,000.00	96.27%	28,950.00
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	785.00
PDA - Restricted	613.25	7,462.75	0.00	0.00%	48,195.48
Subtotal Pres Disaster Assistance	613.25	7,462.75	3,000.00	248.76%	48,980.48
Subtotal Mission Partnerships	5,751.58	88,051.71	88,000.00	100.06%	124,673.98
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	434.26	1,000.00	43.43%	195.71
Presbytery Mtg Expense	0.00	646.00	750.00	86.13%	541.98
Presbytery Stoles	0.00	0.00	0.00	0.00%	300.00
EQUIPPING LEADERSHIP	0.00	0.00	4,000.00	0.00%	0.00
Equip Leadership - Shared	0.00	3,302.57	0.00	0.00%	2,250.00
Subtotal Equipping Leadership	0.00	3,302.57	4,000.00	82.56%	2,250.00
ENGAGING CONGREGATIONS	0.00	0.00	4,000.00	0.00%	0.00
ENABLING MINISTRY NETWORK	0.00	0.00	4,000.00	0.00%	0.00
En Min Network - Shared	0.00	0.00	0.00	0.00%	52.99
Subtotal Enabling Ministry Network	0.00	0.00	4,000.00	0.00%	52.99
Mission Expenses	0.00	320.00	0.00	0.00%	0.00
Worship Expenses	238.00	238.00	0.00	0.00%	276.67

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Christian Associates	0.00	1,500.00	1,500.00	100.00%	1,500.00
Website	0.00	276.15	200.00	138.08%	0.00
COMMUNICATION EXPENSES			300.00		
CE - Shared	47.70	783.08	0.00	0.00%	6,064.89
Subtotal Communication Expenses	47.70	783.08	300.00	261.03%	6,064.89
Subtotal Council	285.70	7,500.06	15,750.00	47.62%	11,182.24
COMMITTEE ON MINISTRY					
COM - Committee Expense	0.00	1,055.60	500.00	211.12%	0.00
COMMITTEE ON PREPARATION					
CPM - Committee Expense	0.00	1,498.00	3,000.00	49.93%	1,342.00
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	0.00	1,498.00	3,000.00	49.93%	1,342.00
Subtotal Committee Expenses	285.70	10,053.66	19,250.00	52.23%	12,524.24
OPERATIONS					
LEGAL AND AUDITING					
Audit	0.00	0.00	6,500.00	0.00%	4,800.00
PCUSA Meetings	0.00	704.33	3,000.00	23.48%	2,034.88
Property/Comp. Insurance	0.00	4,915.00	3,600.00	136.53%	3,994.75
Worker's Compensation	19.00	26.00	821.00	3.17%	1,300.00
Telephone	279.45	3,528.77	3,600.00	98.02%	3,236.84
Postage	-3.03	614.61	1,000.00	61.46%	949.70
Office Supplies	173.43	3,787.51	5,500.00	68.86%	4,239.01
RESOURCE CENTER			500.00		
RC - Shared	0.00	80.00	0.00	0.00%	80.00
RC - Restricted	0.00	0.00	0.00	0.00%	20.00
Subtotal Resource Center	0.00	80.00	500.00	16.00%	100.00
LEASES			2,200.00		
Copier Lease	177.77	2,133.24	0.00	0.00%	1,963.38
Subtotal Leases	177.77	2,133.24	2,200.00	96.97%	1,963.38
Equipment Maintenance	0.00	25.27	0.00	0.00%	0.00
Miscellaneous Expenses	0.00	109.00	0.00	0.00%	59.95
SERVICE FEES					
Bank Fees	0.99	252.81	0.00	0.00%	127.27
Misc. Service Fees	0.00	55.00	0.00	0.00%	55.00
Subtotal Service Fees	0.99	307.81	0.00	0.00%	182.27
UTILITIES					
Gas	241.69	2,297.64	2,100.00	109.41%	1,925.98
Electric	93.79	1,273.53	1,200.00	106.13%	1,318.09
Water	62.79	336.86	300.00	112.29%	465.41
Sewage	0.00	223.68	300.00	74.56%	338.18
Trash Collection	0.00	483.76	700.00	69.11%	394.20
Subtotal Utilities	398.27	4,615.47	4,600.00	100.34%	4,441.86

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MAINTENANCE					
Custodial Services	0.00	0.00	1,500.00	0.00%	0.00
Yard Maintenance	0.00	760.00	1,000.00	76.00%	640.00
Parking Lot Maintenance	0.00	450.00	1,000.00	45.00%	225.00
Building Maintenance	0.00	20,518.77	1,000.00	2,051.88%	2,691.46
Subtotal Maintenance	0.00	21,728.77	4,500.00	482.86%	3,556.46
Subtotal Operations	1,045.88	42,575.78	35,821.00	118.86%	30,859.10
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	7,198.36	86,380.32	86,380.27	100.00%	70,390.08
EP - Board of Pensions	2,815.04	33,780.48	33,688.31	100.27%	19,123.20
EP - Continuing Education	0.00	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	228.60	2,540.11	0.00	0.00%	2,506.78
EP Travel - Restricted	231.87	3,358.20	0.00	0.00%	1,903.52
Subtotal Ep - Travel	460.47	5,898.31	4,750.00	124.17%	4,410.30
EP - Prof. Expense Shared	54.31	1,463.72	1,800.00	81.32%	1,577.54
EP - Deferred Comp / 403B	0.00	0.00	0.00	0.00%	11,876.94
Subtotal Executive Presbyter	10,528.18	129,022.83	128,118.58	100.71%	108,878.06
Subtotal Executive Staff	10,528.18	129,022.83	128,118.58	100.71%	108,878.06
ADMINISTRATIVE SUPPORT					
ADMINISTRATIVE SERVICES					
AS - Salary	2,962.90	35,554.80	35,554.79	100.00%	33,861.60
AA - Board of Pensions	1,035.57	12,426.84	11,686.00	106.34%	11,480.52
Subtotal Administrative Services	3,998.47	47,981.64	47,240.79	101.57%	45,342.12
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	1,500.00	1,500.00	100.00%	1,300.00
Associate Clerk Salary	0.00	1,500.00	1,500.00	100.00%	1,300.00
Subtotal Assistant Clerks	0.00	3,000.00	3,000.00	100.00%	2,600.00
Subtotal Administrative Support	3,998.47	50,981.64	50,240.79	101.47%	47,942.12
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	777.34	9,328.08	8,000.00	116.60%	8,162.86
Subtotal Presbytery Staff	15,303.99	189,332.55	186,359.37	101.60%	164,983.04
APPORTIONMENTS					
GA Per Capita	7,275.05	87,300.60	87,330.00	99.97%	79,848.60
Synod Per Capita	1,772.60	21,271.20	21,278.00	99.97%	21,213.00
Subtotal Apportionments	9,047.65	108,571.80	108,608.00	99.97%	101,061.60
RESTRICTED EXPENSE					
Minister's Assistance	0.00	2,000.00	0.00	0.00%	0.00
Projector Fund	0.00	377.11	0.00	0.00%	0.00
I.P.L.F.	2,878.55	11,156.62	0.00	0.00%	12,551.23

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
I.P.L.F. 2	0.00	550.00	0.00	0.00%	407.00
Encumbered EP Cont. Ed.	0.00	4,731.37	0.00	0.00%	0.00
S.C.L.D.	0.00	3,000.00	0.00	0.00%	0.00
Subtotal Restricted Expense	2,878.55	21,815.10	0.00	0.00%	12,958.23
TOTAL EXPENSES	34,313.35	460,400.60	438,038.37	105.11%	447,060.19
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS					
Cash Transfers Out					
CTO - Ameriprise	\$0.00	-\$35,000.00	\$0.00	0.00%	\$0.00
TRANSFER FROM OTHER FUNDS					
Cash Transfers In					
CTI - Ameriprise	0.00	1,777.74	0.00	0.00%	0.00
CTI - New Covenant	3,581.10	5,874.17	0.00	0.00%	13,037.92
Subtotal Cash Transfers In	3,581.10	25,321.91	0.00	0.00%	13,037.92
Subtotal Transfer From Other Funds	3,581.10	25,321.91	0.00	0.00%	13,037.92
TOTAL TRANSFERS	3,581.10	-9,678.09	0.00	0.00%	13,037.92
EXCESS INCOME/EXPENSES	\$5,338.38	-\$101,070.02	-\$38.37	0.00%	\$18,248.03

Redstone Presbytery
Commitment to Larger Church
December 31, 2023

	2023 PLEDGE	TOTAL PAID	% Payup as of 12/31/2023	Unpaid Pledge Balance
Adah, Palmer	500.00	375.02	75%	124.98
Apollo, Poke Run	3,660.00	3,660.00	100%	-
Avonmore	1,000.00	2,455.00	246%	(1,455.00)
Belle Vernon, First	4,500.00	4,500.00	100%	-
Belle Vernon, Harmony	1,500.00	1,500.00	100%	-
Belle Vernon, Marion	2,300.00	2,300.00	100%	-
Belle Vernon, Rehoboth	3,000.00	3,000.00	100%	-
Bolivar	1,500.00	1,500.00	100%	-
Brownsville, Calvin		946.00		(946.00)
Brownsville, Ft. Burd	2,610.00	2,610.00	100%	-
Brownsville, Hopewell				-
Colver		221.00		(221.00)
Cresson		1,750.00		(1,750.00)
Dawson, Tyrone	250.00	250.00	100%	-
Delmont				-
Derry	750.00	750.00	100%	-
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill		1,062.00		(1,062.00)
Ebensburg	1,000.00	1,000.00	100%	-
Fairchance		1,500.00		(1,500.00)
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First				-
Fayette City, Little Redstone	2,500.00	2,500.00	100%	-
Greensburg, First	31,000.00	31,000.00	100%	-
Greensburg, Maplewood		6,000.00		(6,000.00)
Greensburg, Westminster		8,400.00		(8,400.00)
Irwin, First		25,000.00		(25,000.00)
Irwin, W. Hempfield	6,000.00	6,000.00	100%	-
Jeannette	2,400.00	1,800.00	75%	600.00
Johnstown, Bethany		1,620.00		(1,620.00)
Johnstown, First	8,000.00	6,000.00	75%	2,000.00
Johnstown, Second		5,400.00		(5,400.00)
Johnstown, Westmont		20,000.00		(20,000.00)
Lake Lynn		800.00		(800.00)
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, 2023

	2023	TOTAL	% Payup	Unpaid
	PLEDGE	PAID	as of	Pledge
			12/31/2023	Balance
Leisenring		400.00		(400.00)
Ligonier, Pleasant Grove		850.00		(850.00)
Lower Burrell, Grace	7,000.00	6,999.96	100%	0.04
Lower Burrell, Puckety	10,000.00	10,000.00	100%	-
Masontown	500.00		0%	500.00
McClellandtown	5,200.00	5,200.00	100%	-
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion		876.00		(876.00)
Murrysville, First		10,000.00		(10,000.00)
Murrysville, Newlonsburg	24,447.00	22,408.87	92%	2,038.13
Murrysville, Union	4,000.00	4,000.00	100%	-
N. Alexandria, Community		5,000.00		(5,000.00)
N. Alexandria, Congruity	6,000.00	5,469.00	91%	531.00
New Florence, Bethel	3,000.00	3,000.00	100%	-
New Florence, Trinity		3,825.00		(3,825.00)
New Kensington	5,200.00	5,592.29	108%	(392.29)
New Salem		2,000.00		(2,000.00)
N. Huntingdon, New Hope	5,400.00	5,400.00	100%	-
Patton	4,481.00	4,481.00	100%	-
Revloc	1,500.00	1,675.00	112%	(175.00)
Scottdale	500.00	500.00	100%	-
Smithfield, Grace Chapel		750.00		(750.00)
Smock, Pleasant View	10,000.00	10,000.00	100%	-
Trafford, Level Green	6,200.00	5,882.50	95%	317.50
Uniontown, Tent				-
Uniontown, Third		1,124.50		(1,124.50)
Uniontown, Trinity	7,000.00	2,948.00	42%	4,052.00
Vanderbilt, E. Liberty	1,000.00	1,020.00	102%	(20.00)
West Newton, Sewickley		500.00		(500.00)
W. Newton, Sewickley UP		700.00		(700.00)
West Newton, United		320.00		(320.00)
Totals	202,198.00	297,696.14		(95,498.14)

The Presbytery of Redstone Harassment Policy and Procedures

Purpose

In the New Testament, the church is likened to the body of Christ and of a flock of sheep under the guidance of Christ's shepherding (BOO). Christians seek to be faithful to the Lord Jesus Christ in both their individual and collective lives. The church is called to be rooted in the love of Christ in all its relationships. Under the power and presence of the Holy Spirit, our love for another in our interactions and relationships becomes the benchmark of our testimony to the power of the gospel in our lives. Called to be a community of faith, hope, love and witness, interactions and behaviors within the church should aspire to represent Christ at all times, with each other and with neighbors. The church can and should be a safe place of welcome and belonging in the exercise of the ministry. Yet, we acknowledge that as sinners, we may fall far short and our lives may not live up to the new creation we have been called to be.

As a result of our own understanding of our sin and our personal experiences, we recognize that the church may not be immune from harassment or bullying of individuals or even groups of people. In the body of Christ, such behaviors should not be rationalized or tolerated. Harassment of any kind should be addressed promptly and carefully in order that the church may not be impeded in becoming the faith community that Christ calls them to be.

Policy and Procedures for Addressing Harassment and Bullying in the Church

The policy of the Presbytery of Redstone is that harassment of any kind shall not be tolerated and will be addressed. This policy applies to Ministers of Word and Sacrament, Commissioned Pastors, commissioners, staff members, and volunteers. Accordingly, harassment should not be tolerated within individual congregations of the presbytery by members or staff as well.

Harassment and bullying may be similar in that someone hurts another person through cruel, offensive and insulting behavior. Harassment may be different from bullying in that it may take the form of discrimination interpersonally on within the environment. This policy covers both harassment and bullying and uses the umbrella term of harassment for both. Harassment includes a particular form of behavior identified as sexual harassment. Sexual harassment is addressed more comprehensively within the existing Sexual Misconduct policy of the Presbytery of Redstone. For this reason, whenever the alleged behavior is of a sexual nature, the church is directed to use the Sexual Misconduct Policy and Procedures.

Presbytery staff, ministers, commissioned pastors, commissioners and committee members need to be aware and proactively take steps to prevent any possible incidences or an environment where harassment might exist. Congregational leadership should assume responsibility for complying with this policy in their own interactions and environment of their particular congregation.

--Harassment

Harassment may include, but not be limited to physical or verbal behavior against another person in the church that are unwelcome or should be known to be unwelcome.

For example, harassment occurs when someone: - makes unwelcome remarks or jokes about your race, religion, sex, age, sexual orientation, gender identity, disability or any other of the prohibited grounds of

discrimination, which may vary from province to province; - threatens or intimidates you because of your race, religion, sex, age, sexual orientation, gender identity, disability or any other of the prohibited grounds of discrimination; - makes unwelcome physical contact with you, such as touching, patting or pinching.

While harassment may be perceived as a pattern of behavior that persists over time, particular serious one-time incidents may also impair relationships or create a hostile environment that might constitute harassment. Conduct may be considered harassment if it creates a hostile, intimidating or offensive environment for ministry or work based upon race, gender, age, sexual orientation, disability, or culture.

--Bullying

There are different types of bullying that include, but may not be limited to:

- Physical bullying: using physical force or physical aggression against others.
- Verbal bullying: using words to others.
- Social/relational bullying: seeking to intimidate or harm others by excluding them, spreading rumors, gossiping or ignoring them.
- Cyberbullying: using electronic media to threaten, embarrass, intimidate or exclude others, including seeking to damage their reputation.

Procedures for Dealing with Allegations of Harassment within the Church

--Resolution

If a person within the presbytery feels that s/he has been the victim of harassment within the environment or through a particular incident, s/he is encouraged to seek to resolve the matter directly and respectfully with the person who was believed to have engaged in harassment. A support person could be present for that meeting.

--Disciplinary procedures

If the person making the allegations does not feel they can safely address the alleged offender or in order to further prevent and correct the alleged offense, the complainant may submit a written statement of the alleged offense, together with supporting information to the Associate Stated Clerk for Judicial Matters. All written complaints of allegations will follow the policy and procedures of the Rules of Discipline (Book of Order).

The disciplinary process of the church does not exist as a substitute for the secular civil or criminal judicial system or preclude their initiation. A complainant is always free to contact secular authorities and the police if desired.

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**ORDINATION ANNIVERSARIES IN 2024
(5-year intervals)**

APPENDIX 'D'

5 YEARS	10 YEARS
Molly Hall	Laura Blank Jennifer Frayer-Griggs Rebecca Siddle
15 YEARS	20 YEARS
Brenda Barnes	Brian Kilbert
25 YEARS	30 YEARS
	Donna Havrisko
35 YEARS	40 YEARS
	David McCabe
45 YEARS	50 YEARS
Kirk Orr	
55 YEARS	60 YEARS
	Robert VanWyk
65 YEARS	70 YEARS
James Giesey	

Apollo, Poke Run - Elder Marjorie Kaiser

Belle Vernon, First - Elder Bill Kunca

Belle Vernon, Marion - Elder Darla Belsick

Bolivar, United - Elders J. Conrad Gamble and Christa Syrcya

Colver - Elder James Cameron

Delmont - Elders Sharon "Kay" Sydavar and Rose Marie Black

Greensburg, First - Elders Ruth Ann Bagley and Sally Rager

Greensburg, Maplewood - Elders Robert Bogert and Carl Truxal

Johnstown, Westmont - Elders Doug Oakley and Eldan Snyder

Lake Lynn, Springhill Furnace - Elder Harry "Buck" Wilson

Latrobe, Main Street - Elder Joanne Bergquist

Lower Burrell, Grace Community - Elder Alberta Robinson

Lower Burrell, Puckety - Elders Beverly Becker, Donna Bracken, Ken Bush, Ellen Fisher, Clifford McKay, William Morrow, and Howard Newell

New Alexandria, Community United - Elder Mary Ann Bishop

New Florence, Bethel - Elder Cindy Coleman

New Florence, Trinity - Elder John Jones

New Kensington, United - Elder Marian Morrow Yates

New Salem - Elder Maxine Maronde

North Huntingdon, New Hope - Elder Lois Beard

Redstone Presbytery
 Presbyterian Church (U.S.A.)

Pastoral Call

(for Pastor, Designated Pastor, Associate Pastor)

The Grace Community Presbyterian Church of Lower Burrell belonging to Redstone Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

Rev. Owar Ojulu
 (name)

to undertake the office of

Installed Pastor (MWS)

of this congregation, beginning March 1, 2024, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote full-time (part-time) to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses (fill in those which are agreed to):

Effective salary		Reimbursable expenses (by voucher)	
Cash Salary	\$ 60,000	Automobile expense (IRS rate)	\$
Fair rental value of manse	\$ <u>49,000</u>	Business/professional expenses	\$500
Housing Allowance	\$ <u>11,000</u>	SECA Supplement (up to 50%)	\$4,590
Utilities Allowance	\$ _____	Continuing Education/Study Leave	\$1,000
Deferred Compensation	\$ _____	Other allowances	\$
Other allowances	\$ _____		
Total	\$ _____	Moving Costs (up to)	\$ _____

Full medical, pension, disability, and death benefit coverage under the Board of Pensions

(Pastor's participation plan)

Paid Vacation 4 weeks, 4 Sundays

Paid Continuing Education 2 weeks, 2 Sundays

The Pastor and the congregation agree to the above terms and to abide by all policies of the Presbytery of Redstone regarding compensation, any form of leave (vacation, study, medical, etc.) and expenses.

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

In testimony whereof we have subscribed our names this 7th day of January, 2024.

Michael Cochran *Stephen R. Peter* *Carlene D. Beady*
Jack Spradley *Linda Johnson* *Jeliani* *Debbie Newark*

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respect according to the rules laid down in the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Vote of the congregation at the meeting was 71 in favor of the candidate and 3 opposed.

(signed) Ken Richard McLaughlin
 moderator of the meeting