

2023 Presbytery Statistical Report

APPENDIX 'A'

Presbytery	Redstone		
Address	1004 Mt Pleasant Rd Box #1147, Greensburg, PA 15601		
Phone	724-837-6737	Fax	724-837-4112
Email	secretary@redstonepresbytery.org		
Web Site	redstonepresbytery.org		

Membership

Prior Active Members	8249	Adjusted membership	8260
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Gains		Losses	
Certificate	50	Certificate	41
Youth Professions	38	Deaths	157
Professions & Reaffirmations	115	Deleted for any Other Reason	313
Total Gains	203	Total Losses	511

Total Ending Active Members 7952

Baptisms

Presented by Others	37	Average Weekly Worship Attendance	2103
At Confirmation	3	Friends of the Congregation	524
All Other	1	Ruling Elders on Session	400
		Do you have Deacons? Yes / No	28 / 18

Age Distribution of Active Members

17 & Under	317
18 - 25	426
26 - 40	771
41 - 55	956
56 - 70	1603
Over 70	1778
Total Age Distribution	5851

People with Disabilities

Hearing impairment	260
Sight impairment	99
Mobility impairment	276
Other impairment	321

Gender Distribution

Women	3400
Men	2315
Non-Binary	1

Youth in Congregation

Age 4 and under	125	Middle School (6th – 8th grade)	146
Elementary School (K-5th grade)	248	High School (9th – 12th grade)	198
		Total Youth	717

Racial Ethnic

Asian/Pacific Islander/South Asian	10	Native American/Alaska Native/Indigenous	4
Black/African American/African	15	White	5919
Middle Eastern/North African	2	Multiracial	15
Hispanic/Latino-a	7		
		Total Racial Ethnic	5972

Budgeted Income 6,228,169

Budgeted Expense 7,561,920

Receipts

Regular Contributions	5,929,899	Bequests	165,008
Capital Building Fund	648,725	Other Income	258,865
Investment Income	735,604	Subsidy or Aid	27,890

Expenditures

Local Program	5,872,171	Investment Expenditures	263,294
Local Mission	236,967	Per Capital Apprt	202,898
Capital Expenditures	855,461	Other Mission	125,548



Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, February 2024

APPENDIX 'B'

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
INCOME				
CONTRIBUTION INCOME	\$20,869.75	\$43,231.96	\$370,000.00	11.68%
INTEREST INCOME	0.00	0.00	5,000.00	0.00%
MISCELLANEOUS INCOME	0.00	2,654.00	7,000.00	37.91%
RELEASE FROM RESTRICTIONS				
TEMP RESTRICTED RELEASE	-2,006.66	-3,616.15	0.00	0.00%
Subtotal Release From Restrictions	-2,006.66	-3,616.15	0.00	0.00%
RELEASED FROM RESTRICTION	2,006.66	3,616.15	0.00	0.00%
TOTAL INCOME	20,869.75	45,885.96	382,000.00	12.01%
EXPENSES				
SHARED MINISTRY & MISSION	\$5,963.31	\$10,763.31	\$103,000.00	10.45%
COMMITTEE EXPENSES				
COUNCIL	468.76	702.56	2,000.00	35.13%
COMMITTEE ON MINISTRY	0.00	0.00	500.00	0.00%
COMMITTEE ON PREPARATION	0.00	0.00	3,000.00	0.00%
Subtotal Committee Expenses	468.76	702.56	5,500.00	12.77%
OPERATIONS	10,673.81	13,170.07	40,321.00	32.66%
PRESBYTERY STAFF				
EXECUTIVE STAFF	14,266.17	21,784.67	134,121.32	16.24%
ADMINISTRATIVE SUPPORT	6,080.60	9,162.02	50,162.98	18.26%
EMPLOYER PAID FICA TAXES	869.64	1,735.45	8,000.00	21.69%
Subtotal Presbytery Staff	21,216.41	32,682.14	192,284.30	17.00%
APPORTIONMENTS	9,087.54	16,910.34	101,462.00	16.67%
RESTRICTED EXPENSE	1,512.20	3,471.69	0.00	0.00%
TOTAL EXPENSES	48,922.03	77,700.11	442,567.30	17.56%
TRANSFER ACCOUNTS				
TRANSFER FROM OTHER FUNDS	\$0.00	\$0.00	\$60,000.00	0.00%
TOTAL TRANSFERS	0.00	0.00	60,000.00	0.00%
EXCESS INCOME/EXPENSES	-\$28,052.28	-\$31,814.15	-\$567.30	5,607.99%

Redstone Presbytery
Commitment to Larger Church
February 29, 2024

	2024 PLEDGE	TOTAL PAID	% Payup as of 2/29/2024	Unpaid Pledge Balance
Adah, Palmer		124.98		(124.98)
Apollo, Poke Run	3,660.00		0%	3,660.00
Avonmore	1,000.00	425.00	43%	575.00
Belle Vernon, First	4,500.00	1,125.00	25%	3,375.00
Belle Vernon, Harmony	1,200.00		0%	1,200.00
Belle Vernon, Marion	2,400.00	800.00	33%	1,600.00
Belle Vernon, Rehoboth	3,000.00	500.00	17%	2,500.00
Bolivar	1,500.00	250.00	17%	1,250.00
Brownsville, Calvin				-
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver		132.00		(132.00)
Cresson		375.00		(375.00)
Dawson, Tyrone				-
Delmont				-
Derry	1,000.00		0%	1,000.00
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill				-
Ebensburg				-
Fairchance				-
Farmington				-
Fayette City, First				-
Fayette City, Little Redstone				-
Greensburg, First	31,000.00	5,166.66	17%	25,833.34
Greensburg, Maplewood	6,000.00	1,000.00	17%	5,000.00
Greensburg, Westminster	6,000.00	1,000.00	17%	5,000.00
Irwin, First		2,083.33		(2,083.33)
Irwin, W. Hempfield	3,000.00		0%	3,000.00
Jeannette				-
Johnstown, Bethany	1,680.00	420.00	25%	1,260.00
Johnstown, First				-
Johnstown, Second				-
Johnstown, Westmont	16,000.00	4,000.00	25%	12,000.00
Lake Lynn	800.00			800.00
Latrobe, Main St.		4,420.00		(4,420.00)
Latrobe, Spring St.				-

Redstone Presbytery
Commitment to Larger Church
February 29, 2024

	2024	TOTAL	% Payup	Unpaid
	PLEDGE	PAID	as of	Pledge
			2/29/2024	Balance
Leisenring	400.00		0%	400.00
Ligonier, Pleasant Grove	850.00	850.00	100%	-
Lower Burrell, Grace		1,166.66		(1,166.66)
Lower Burrell, Puckety	10,000.00	1,700.00	17%	8,300.00
Masontown				-
McClellandtown				-
Merrittstown, Dunlap's Ck.				-
Mt. Pleasant, Reunion		89.50		(89.50)
Murrysville, First				-
Murrysville, Newlonsburg	22,250.00	674.00	3%	21,576.00
Murrysville, Union	4,000.00		0%	4,000.00
N. Alexandria, Community	4,000.00		0%	4,000.00
N. Alexandria, Congruity	6,000.00	1,637.00	27%	4,363.00
New Florence, Bethel	3,000.00	250.00	8%	2,750.00
New Florence, Trinity	3,825.00	637.50	17%	3,187.50
New Kensington	4,900.00	433.33	9%	4,466.67
New Salem	2,000.00	971.00	49%	1,029.00
N. Huntingdon, New Hope	5,448.00	908.00	17%	4,540.00
Patton	4,620.00			4,620.00
Revloc	1,800.00	300.00	17%	1,500.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel	800.00		0%	800.00
Smock, Pleasant View				-
Trafford, Level Green	5,925.00	1,358.08	23%	4,566.92
Uniontown, Tent				-
Uniontown, Third		666.00		(666.00)
Uniontown, Trinity	2,640.00	285.00	11%	2,355.00
Vanderbilt, E. Liberty	1,000.00		0%	1,000.00
West Newton, Sewickley	500.00	675.00	135%	(175.00)
W. Newton, Sewickley UP				-
West Newton, United				-
Totals	167,198.00	35,698.04		131,499.96

The Presbytery of Redstone
Paid Family Medical Leave

1. Purpose

The Presbytery recognizes the importance of adequate consideration for family needs and sufficient convalescence during times of illness. As part of the Presbytery's responsibility for facilitating relationships between the Presbytery, Pastors, and its congregations (Book of Order G-3.0307), a Family and Medical Leave Policy is established to be used when an Installed, Contracted, or Commissioned Pastor is unable to carry out his or her responsibilities. Book of Order G-2.0804 amended this policy mandating a minimum of 12 weeks of paid Family Medical Leave and included a 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.

This policy contains minimum guidelines for churches of the Presbytery to follow, and recommends each Session establish its own policy relating to paid family and medical leave. A Session may make more generous arrangements but may not enact a policy that does not meet the minimum requirements outlined in the Presbytery of Redstone Paid Family Medical Leave Policy.

2. Scope

This policy applies to absences/leaves for more than two continuous weeks for Installed, Contracted, or Commissioned Pastors of the Presbytery of Redstone that meet the qualification/ eligibility requirements. Specifically, this policy is for

- Personal Medical Leave
- Family Medical Leave
- Maternity/Parental Leave
- Foster/Adoption Leave
- Traumatic Leave

3. Guidelines

3.1 Personal Medical Leave

3.1.1 Definition

- Medically certified disability.

3.1.2 Qualification / Eligibility

- Installed, Contracted, or Commissioned Pastors.

3.1.3 Terms

- Twelve weeks at 100% of regular pay.
- If disability continues past 12 weeks and if eligible, for temporary or long-term disability, application may be made for disability benefits from the Board of Pensions for members of the Pension Plan.

- Pastors cannot concurrently receive both Paid Medical Leave benefits and Board of Pension Disability Benefits.

3.1.4 Implementation

- Pastor specifically requests Personal Medical Leave to Session and COM.
- If question arises concerning the necessity of the leave, the Pastor should provide certification to the Session from the appropriate physician or mental health practitioner.
- Certification to the Session from the appropriate physician or mental health practitioner that releases the professional staff member to return to work.
- Mileage, continuing education and other reimbursable expenses are not payable during a period of medical inability to work.

3.2 Family Medical Leave

3.2.1 Definition

- Care for qualifying family member

3.2.2 Qualification / Eligibility

- Qualifying family member (spouse, parent, son or daughter of a Pastor).

3.2.3 Terms

- Twelve weeks at 100% of regular pay.
- Vacation time may be used to supplement family medical leave after consultation with Session and COM.
- Maximum consecutive time off for leave is 12 weeks, even if the sum total of paid leave plus annual benefit leave is greater than 12 weeks.
- A family medical leave may be shorter than twelve (12) weeks if prior leaves were taken during the previous twelve (12) month period.
- Family Medical Leave cannot be stacked with other types of policy leave for a longer leave.

3.2.4 Implementation

- Pastor specifically requests Family Medical Leave to Session and COM.
- If question arises concerning the necessity of the leave, the Pastor should provide certification to the Session from the appropriate physician or mental health practitioner.

3.3 Maternity/Parental Leave

3.3.1 Definition

- Maternity Leave - Pregnancy disability
- Parental Leave - Paid time off to care for a newborn

3.3.2 Qualification / Eligibility

- Installed, Contracted, or Commissioned Pastors.
- Qualifying family member (newborn of a Pastor).

3.3.3 Terms

- Twelve (12) weeks at 100% of regular pay.

- Vacation time may be used to supplement Maternity Leave / Parental Leave.
- Maximum consecutive time off for maternity leave is 12 weeks, even if the sum total of paid leave plus annual benefit leave is greater than 12 weeks, unless there is medical necessity.
- Must be taken within the first 12 weeks following the birth date.
- In the event of pregnancy-related complications, the Session and COM shall be consulted for additional leave under the terms of Personal Medical Leave.
- Non-complicated Maternity Leave / Parental Leave cannot be stacked with other types of policy leave for a longer leave including Study Leave and Sabbatical.

3.3.4 Implementation

- Pastor specifically requests Maternity Leave / Parental Leave at least 30 days' prior when the need for leave is foreseeable to Session and COM.
- Pastor states the anticipated date of the beginning of leave as well as the projected date that the Pastor will return.
- Time of Maternity leave begins with a physician's certification that the female Pastor can no longer perform her duties or the birth of the child.
- Time of Parental leave begins on the birth date of the child.

3.4 Foster/Adoption Leave

3.4.1 Definition

- Leave given for foster / adoption placement to allow time to bond with and adjust to their new family member.

3.4.2 Qualification / Eligibility

- Installed, Contracted, or Commissioned Pastors.
- Foster / adoptive child placement in the Pastor's home.

3.4.3 Terms

- Twelve (12) weeks at 100% of regular pay.
- Vacation time may be used to supplement adoption leave.
- Adoption Leave cannot be stacked with other types of policy leave for a longer leave.

3.4.4 Implementation

- Pastor specifically requests Foster / Adoption Leave at least 30 days' prior when the need for leave is foreseeable to Session and COM.
- Time of the leave begins on the date the child starts living with the Pastor or up to 14 days before the expected placement date if travel is required to complete the foster / adoption process.

3.5 Traumatic Leave

3.5.1 Definition

- Leave given for a tragic loss or traumatic event, including the death of an immediate family member (spouse, child, or another person for whom the pastor was the primary caregiver), a

catastrophic event in the life of the pastor or his/her immediate family, or other circumstance that would ordinarily disrupt a person's life and ability to function in their professional duties.

3.5.2 Qualification / Eligibility

- Installed, Contracted, or Commissioned Pastors.
- Qualifying family member (immediate family member of a Pastor).

3.5.3 Terms

- Twelve (12) weeks at 100% of regular pay.
- Traumatic Leave cannot be stacked with other types of policy leave for a longer leave.

3.5.4 Implementation

- Pastor specifically requests Traumatic Leave to Session and COM.
- If question arises concerning the necessity of the leave, the Pastor should provide certification to the Session from the appropriate counselor or mental health practitioner.

4. Additional Considerations

- a. It is anticipated that the Pastor will use family leave policy only when needed and will obtain the endorsement of the Session and the COM.
- b. Eligible benefits such as health, vision, etc. will be maintained during approved paid leave.
- c. Time periods for family/maternity/parental leave are intended to be an annual benefit and are not to be accrued.
- d. If a Pastor initiates dissolution within one year following family, maternity, parental, or adoption leave, any unused vacation time shall be credited against the prior leave.
- e. The Session is responsible for the ongoing work of the congregation during the Pastor's leave. Session should be ready to assist in arranging and to compensate for any necessary services provided by other pastors.
- f. A Sabbatical leave will be delayed one year from end of a family/maternity/parental leave.
- g. Study leave could be used for leave of absence if requested by a Pastor and approved by the COM.
- h. COM shall ensure that each church personnel committee, session and pastor is aware of the policy and provide the necessary guidance for implementing the policy.
- i. COM shall assist congregations in planning for a 12-week leave of their Pastor such as pulpit supply especially services in which sacraments are administered, alternative Sunday Worship services that don't require a supply pastor, connections with seminary students, and assistance with the honorarium for supply pastors.
- j. The Presbytery Paid Family Medical Leave policy shall be adopted by congregations as part of the terms of call.
- k. Policy statements are reviewed at least every 3 years and updated when appropriate.

Approved by the Presbytery of Redstone _____.

Attachment 1 - Disability Process



THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Beginning the Disability Process

You may apply for disability benefits if your physician has stated that you are unable to work for more than 90 consecutive days while recovering from an illness or injury.

Disability certification

The Board of Pensions must certify any disability. You may be considered disabled if

- you are unable to perform your regular work duties due to sickness or bodily injury, or
- after 24 consecutive months of a certified disability, due to sickness or bodily injury, you cannot perform any type of work for which you are suited by education, training, and/or experience.

Applying for benefits

Follow these steps to apply for disability benefits:

- Call 800-773-7752 (800-PRESPLAN) to request a confidential intake interview with a Board Disability Specialist. This allows the Board to open a claim for you with Lincoln Financial Group, the disability medical case manager.
- Be prepared to provide your name, Social Security number, last day worked, phone number, employer and physician contact information, and job description. Ask any questions you may have about the disability claims process.
- Download the [disability information packet](#) from pensions.org, or ask for a copy by mail. Complete the packet and email (memberservices@pensions.org), fax (215-587-6215), or mail it [The Board of Pensions of the Presbyterian Church (U.S.A.), 2000 Market St., Phila., PA 19103-3298], with a copy of your job description, to your Disability Specialist at the Board.

If you are physically or mentally unable to complete the packet, a power of attorney or authorization form must be included with the completed packet or on file with the Board or Lincoln Financial, allowing a designee to act on your behalf.

Lincoln Financial will

- send you or your designee a form for the attending physician and a form to grant authorization to obtain and release medical records;
- notify you or your designee when your forms are received;
- contact the attending physician; and
- make a recommendation on your application for disability benefits.

Application time limit

If you are otherwise eligible, and you do not apply for the benefit when the disability begins, you may still apply if less than 12 months have elapsed since the disability began.

The Board will make a final determination on whether to certify you as disabled.

If you have questions about the claims process, call Lincoln Financial Group at 800-838-5290. For answers to Benefits Plan questions, call the Board at 800-773-7752 (800-PRESPLAN).

As of May 1, 2018, Liberty Life Assurance Company of Boston, the parent company of Liberty Mutual, became a wholly owned subsidiary of the Lincoln National Life Insurance Company, a Lincoln Financial Group company. As the transition to the Lincoln name takes place over the coming months, you may see references to Liberty Mutual, Liberty Mutual Benefits a Lincoln Financial Group Company, or Lincoln Financial Group. Please open and read all correspondence you receive about your benefits.

Redstone Presbyterian Women Spring Retreat Tuesday, May 7, 2024

Pine Springs Camp, Jennerstown, PA

Just north of Route 30 off Route 985

9:00 a.m. Registration and Continental Breakfast

9:30-2:30 Program for the day and a satisfying lunch

Closer Than the Next Heartbeat: Thoughts on Prayer

with Rev. Donna Havrisko. We'll explore how we can discern the voice of the Holy Spirit within us, and also the nature of grace in intercessory prayer. You've enjoyed years of Horizons Bible Study presentations at our Fall Gatherings with Donna, so you will want to be sure to join us at Pine Springs for this event.

The mission project will be to, again, supply the makings of S'mores for campers as they enjoy evenings around the campfire.

Pre-paid Reservations are very important – Please use the tear-off form below

Make check payable to:

PW of Redstone Presbytery: mail by Friday, April 26th

**To: Rev. Susan Blank, PW Treasurer,
4068 Bushy Run Road, Jeannette, PA 15644 – 724-523-6460**

2023 Redstone PW Spring Retreat

Church Name: _____

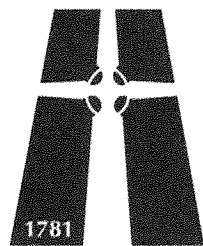
Number of persons attending: _____ @ \$20.00 each = _____ amount enclosed

Contact Person: _____ Phone _____

List of attendees: _____

Use back if needed

Please let us know if there are special dietary needs, eg. gluten free _____



Presbytery of Redstone

PRESBYTERIAN CHURCH (USA)

- Are you a Ruling Elder who wants to grow in your faith through going deeper in the Scriptures, theology, and worship?
- Do you desire to better serve in your own church or possibly another congregation through pastoral ministry and care?
- May God be calling you to proclaim God's Word from the pulpit or in other settings?

Inter-Presbytery Leadership Formation Program

Education and Enrichment for Ruling Elders

Training for possible particular pastoral service

Courses – New Testament, Old Testament, Reformed Theology, Reformed Worship/Sacraments

Workshops – pastoral ministry, church leadership, preaching, Presbyterian polity, variety of electives

Practicums – supervised experiences

NEW COHORT BEGINNING AUGUST 2024

Interested?

Contact

**Rev. Skip Noftzger; Redstone Presbytery
724.837.6737; executive@redstonepresbytery.org**