

**ORDER FORM  
for  
2024-2025  
PRESBYTERIAN PLANNING CALENDARS**

CHURCH \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CONTACT PERSON \_\_\_\_\_  
PHONE (\_\_\_\_) \_\_\_\_\_  
EMAIL ADDRESS \_\_\_\_\_

# of *Planning Calendars* ordered for 2024-2025  
@ \$10.50 PER COPY \_\_\_\_\_

TOTAL COST \$ \_\_\_\_\_

*In order to have them available for distribution at the  
September meeting of Presbytery (since they begin on  
September 1, 2024)*

**ORDER AND PAYMENT MUST BE RECEIVED BY:**

**AUGUST 2, 2024**

Please enclose this order form

Make check payable and mail to:

REDSTONE PRESBYTERY  
1004 MT. PLEASANT ROAD  
GREENSBURG, PA 15601

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
<b>INCOME</b>				
<b>CONTRIBUTION INCOME</b>				
<b>UNRESTRICTED</b>			\$320,000.00	
Church Comm/Lgr Church	26,438.73	98,407.67	0.00	0.00%
Pd to Prior Yr Commitment	0.00	151.00	0.00	0.00%
Individ Comm/Lgr Church	0.00	1,489.50	0.00	0.00%
Presbyterian Fdn Cont	0.00	263.14	0.00	0.00%
<b>Subtotal Unrestricted</b>	<b>26,438.73</b>	<b>100,311.31</b>	<b>320,000.00</b>	<b>31.35%</b>
<b>TEMPORARILY RESTRICTED</b>			50,000.00	
Addictions Ministry	0.00	122.27	0.00	0.00%
Pine Springs Camp	100.00	600.00	0.00	0.00%
Resource Center	0.00	526.45	0.00	0.00%
PDA - Directed	50.00	426.50	0.00	0.00%
Sudan Projects	0.00	5,310.07	0.00	0.00%
PMA - Directed	1,520.33	3,444.32	0.00	0.00%
Synod Mission	900.00	900.00	0.00	0.00%
I.P.L.F.	500.00	4,000.00	0.00	0.00%
<b>Subtotal Temporarily Restricted</b>	<b>3,070.33</b>	<b>15,329.61</b>	<b>50,000.00</b>	<b>30.66%</b>
<b>Subtotal Contribution Income</b>	<b>29,509.06</b>	<b>115,640.92</b>	<b>370,000.00</b>	<b>31.25%</b>
<b>INTEREST INCOME</b>				
Investment Interest	0.00	0.00	5,000.00	0.00%
PILP Interest	32.13	32.13	0.00	0.00%
<b>Subtotal Interest Income</b>	<b>32.13</b>	<b>32.13</b>	<b>5,000.00</b>	<b>0.64%</b>
<b>MISCELLANEOUS INCOME</b>				
			7,000.00	
Preaching/Consulting	100.00	2,904.00	0.00	0.00%
Miscellaneous Income	50.00	100.00	0.00	0.00%
<b>Subtotal Miscellaneous Income</b>	<b>150.00</b>	<b>3,004.00</b>	<b>7,000.00</b>	<b>42.91%</b>
<b>RELEASE FROM RESTRICTIONS</b>				
<b>TEMP RESTRICTED RELEASE</b>				
RFR SCLD	0.00	-1,309.85	0.00	0.00%
RFR Pine Springs Camp	0.00	-500.00	0.00	0.00%
RFR Resource Center	-500.00	-500.00	0.00	0.00%
RFR PDA - Directed	-226.50	-476.50	0.00	0.00%
RFR PMA - Directed	-1,520.33	-3,394.32	0.00	0.00%
RFR I.P.L.F.	-1,310.95	-3,997.11	0.00	0.00%
<b>Subtotal Temp Restricted Release</b>	<b>-3,557.78</b>	<b>-10,177.78</b>	<b>0.00</b>	<b>0.00%</b>
<b>Subtotal Release From Restrictions</b>	<b>-3,557.78</b>	<b>-10,177.78</b>	<b>0.00</b>	<b>0.00%</b>
<b>RELEASED FROM RESTRICTION</b>				
Released from restriction	3,557.78	10,177.78	0.00	0.00%
<b>TOTAL INCOME</b>	<b>29,691.19</b>	<b>118,677.05</b>	<b>382,000.00</b>	<b>31.07%</b>
<b>EXPENSES</b>				
<b>SHARED MINISTRY &amp; MISSION</b>				
<b>EQUIPPING LEADERSHIP</b>			\$6,000.00	

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

05/02/2024 01:51 PM

Page: 2

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
Equip Leadership - Shared	0.00	100.00	0.00	0.00%
Subtotal Equipping Leadership	0.00	100.00	6,000.00	1.67%
ENGAGING CONGREGATIONS	0.00	0.00	6,000.00	0.00%
ENABLING MINISTRY NETWORK			6,000.00	
En Min Net - Rest'd	0.00	555.31	0.00	0.00%
Subtotal Enabling Ministry Network	0.00	555.31	6,000.00	9.26%
SUDAN	0.00	0.00	16,000.00	0.00%
Sudan - Shared	0.00	1,358.00	0.00	0.00%
Subtotal Sudan	0.00	1,358.00	16,000.00	8.49%
PINE SPRINGS CAMP	0.00	0.00	35,000.00	0.00%
PSC - Shared	2,750.00	11,000.00	0.00	0.00%
PSC - Restricted	100.00	600.00	0.00	0.00%
Subtotal Pine Springs Camp	2,850.00	11,600.00	35,000.00	33.14%
SYNOD MISSION	0.00	0.00	3,000.00	0.00%
PRES MISSION AGENCY	0.00	0.00	27,000.00	0.00%
PMA - Shared	0.00	2,700.00	0.00	0.00%
PMA - Restricted	1,520.33	2,507.32	0.00	0.00%
Subtotal Pres Mission Agency	1,520.33	5,207.32	27,000.00	19.29%
PRES DISASTER ASSISTANCE	0.00	0.00	2,000.00	0.00%
PDA - Restricted	226.50	476.50	0.00	0.00%
Subtotal Pres Disaster Assistance	226.50	476.50	2,000.00	23.83%
RESOURCE CENTER	0.00	0.00	500.00	0.00%
CHRISTIAN ASSOCIATES	0.00	0.00	1,500.00	0.00%
Subtotal Shared Ministry & Mission	4,596.83	19,297.13	103,000.00	18.74%
<b>COMMITTEE EXPENSES</b>				
<b>COUNCIL</b>				
Council Expenses	0.00	780.13	750.00	104.02%
Presbytery Mtg Expense	0.00	0.00	750.00	0.00%
Worship Expenses	0.00	25.00	0.00	0.00%
Christian Associates	0.00	625.00	0.00	0.00%
Website	123.98	123.98	200.00	61.99%
COMMUNICATION EXPENSES			300.00	
CE - Shared	55.12	371.95	0.00	0.00%
Subtotal Communication Expenses	55.12	371.95	300.00	123.98%
Subtotal Council	179.10	1,926.06	2,000.00	96.30%
COMMITTEE ON MINISTRY				
COM - Committee Expense	100.00	675.00	500.00	135.00%
COMMITTEE ON PREPARATION				
CPM - Committee Expense	0.00	0.00	3,000.00	0.00%
Subtotal Committee Expenses	279.10	2,601.06	5,500.00	47.29%

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

05/02/2024 01:51 PM

Page: 3

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
<b>OPERATIONS</b>				
<b>LEGAL AND AUDITING</b>				
Audit	0.00	7,000.00	7,000.00	100.00%
PCUSA Meetings	0.00	250.00	3,000.00	8.33%
Property/Comp. Insurance	1,351.75	4,055.25	3,600.00	112.65%
Worker's Compensation	83.00	743.00	821.00	90.50%
Telephone	282.98	1,132.13	3,600.00	31.45%
Postage	0.00	530.30	1,000.00	53.03%
Office Supplies	1,594.22	3,196.15	10,000.00	31.96%
<b>RESOURCE CENTER</b>				
RC - Restricted	500.00	500.00	0.00	0.00%
<b>LEASES</b>				
Copier Lease	177.77	711.08	0.00	0.00%
Subtotal Leases	177.77	711.08	2,200.00	32.32%
Miscellaneous Expenses	392.38	392.38	0.00	0.00%
<b>SERVICE FEES</b>				
Bank Fees	0.00	57.04	0.00	0.00%
<b>UTILITIES</b>				
Gas	496.98	1,106.44	2,100.00	52.69%
Electric	123.93	471.25	1,200.00	39.27%
Water	0.00	71.36	300.00	23.79%
Sewage	0.00	133.44	300.00	44.48%
Trash Collection	57.83	231.32	700.00	33.05%
Subtotal Utilities	678.74	2,013.81	4,600.00	43.78%
<b>MAINTENANCE</b>				
Custodial Services	0.00	0.00	1,500.00	0.00%
Yard Maintenance	0.00	0.00	1,000.00	0.00%
Parking Lot Maintenance	0.00	506.25	1,000.00	50.63%
Building Maintenance	450.00	450.00	1,000.00	45.00%
Subtotal Maintenance	450.00	956.25	4,500.00	21.25%
Subtotal Operations	5,510.84	21,537.39	40,321.00	53.41%
<b>PRESBYTERY STAFF</b>				
<b>EXECUTIVE STAFF</b>				
<b>EXECUTIVE PRESBYTER</b>				
EP Salary	7,486.30	29,945.20	89,835.48	33.33%
EP - Board of Pensions	2,927.34	11,709.36	35,035.84	33.42%
EP - Continuing Education	0.00	0.00	1,500.00	0.00%
EP - Travel	0.00	0.00	4,750.00	0.00%
EP Travel - Shared	0.00	540.69	0.00	0.00%
EP Travel - Restricted	0.00	1,309.85	0.00	0.00%
Subtotal Ep - Travel	0.00	1,850.54	4,750.00	38.96%
EP - Prof. Expense Shared	82.04	558.92	1,500.00	37.26%
Subtotal Executive Presbyter	10,495.68	44,064.02	132,621.32	33.23%
<b>ASSOCIATE STATED CLERK</b>				
ASC - Salary	0.00	375.00	0.00	0.00%

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

05/02/2024 01:51 PM

Page: 4

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
Subtotal Associate Stated Clerk	0.00	375.00	1,500.00	25.00%
Subtotal Executive Staff	10,495.68	44,439.02	134,121.32	33.13%
<b>ADMINISTRATIVE SUPPORT</b>				
<b>ADMINISTRATIVE ASST</b>				
AA - Salary	0.00	9,244.26	43,262.98	21.37%
AA - Board of Pensions	0.00	3,298.77	0.00	0.00%
Subtotal Administrative Asst	0.00	12,543.03	43,262.98	28.99%
<b>ADM OPERATIONS MGR</b>				
AOM - Salary	1,730.00	4,030.00	0.00	0.00%
<b>BOOKKEEPER</b>				
BK - Salary	450.00	450.00	5,400.00	8.33%
<b>RECORDING CLERK</b>				
RC - Salary	0.00	600.00	1,500.00	40.00%
Subtotal Administrative Support	2,180.00	17,623.03	50,162.98	35.13%
<b>EMPLOYER PAID FICA TAXES</b>				
Employer Paid FICA Taxes	739.49	3,398.13	8,000.00	42.48%
Subtotal Presbytery Staff	13,415.17	65,460.18	192,284.30	34.04%
<b>APPORTIONMENTS</b>				
GA Per Capita	6,736.67	26,946.68	80,840.00	33.33%
Synod Per Capita	1,718.50	6,874.00	20,622.00	33.33%
Subtotal Apportionments	8,455.17	33,820.68	101,462.00	33.33%
<b>RESTRICTED EXPENSE</b>				
Peace and Global Witness	0.00	1,000.00	0.00	0.00%
I.P.L.F.	1,310.95	3,997.11	0.00	0.00%
Subtotal Restricted Expense	1,310.95	4,997.11	0.00	0.00%
<b>TOTAL EXPENSES</b>	<b>33,568.06</b>	<b>147,713.55</b>	<b>442,567.30</b>	<b>33.38%</b>
<b>TRANSFER ACCOUNTS</b>				
<b>TRANSFER FROM OTHER FUNDS</b>				
Investment Income	\$1,962.10	\$1,962.10	\$60,000.00	3.27%
<b>TOTAL TRANSFERS</b>	<b>1,962.10</b>	<b>1,962.10</b>	<b>60,000.00</b>	<b>3.27%</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>-\$1,914.77</b>	<b>-\$27,074.40</b>	<b>-\$567.30</b>	<b>4,772.50%</b>

**Redstone Presbytery**  
**Commitment to Larger Church**  
**April 30, 2024**

	<b>2024 PLEDGE</b>	<b>TOTAL PAID</b>	<b>% Payup as of 4/30/2024</b>	<b>Unpaid Pledge Balance</b>
Adah, Palmer		249.99		(249.99)
Apollo, Poke Run	3,660.00	1,830.00	50%	1,830.00
Avonmore	1,000.00	587.00	59%	413.00
Belle Vernon, First	4,500.00	2,250.00	50%	2,250.00
Belle Vernon, Harmony	1,200.00	400.00	33%	800.00
Belle Vernon, Marion	2,400.00	1,600.00	67%	800.00
Belle Vernon, Rehoboth	3,000.00	1,000.00	33%	2,000.00
Bolivar	1,500.00	500.00	33%	1,000.00
Brownsville, Calvin				-
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver		132.00		(132.00)
Cresson		750.00		(750.00)
Dawson, Tyrone				-
Delmont				-
Derry	1,000.00	250.00	25%	750.00
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill	1,062.00			1,062.00
Ebensburg		673.84		(673.84)
Fairchance				-
Farmington				-
Fayette City, First				-
Fayette City, Little Redstone		2,500.00		(2,500.00)
Greensburg, First	31,000.00	10,333.32	33%	20,666.68
Greensburg, Maplewood	6,000.00	2,000.00	33%	4,000.00
Greensburg, Westminster	6,000.00	2,000.00	33%	4,000.00
Irwin, First		8,333.32		(8,333.32)
Irwin, W. Hempfield	3,000.00		0%	3,000.00
Jeannette	2,400.00	600.00	25%	1,800.00
Johnstown, Bethany	1,680.00	840.00	50%	840.00
Johnstown, First		1,800.00		(1,800.00)
Johnstown, Second		1,100.00		(1,100.00)
Johnstown, Westmont	16,000.00	4,000.00	25%	12,000.00
Lake Lynn	800.00			800.00
Latrobe, Main St.		8,840.00		(8,840.00)
Latrobe, Spring St.		3,000.00		(3,000.00)

**Redstone Presbytery**  
**Commitment to Larger Church**  
**April 30, 2024**

	2024 PLEDGE	TOTAL PAID	% Payup as of 4/30/2024	Unpaid Pledge Balance
Leisenring	400.00		0%	400.00
Ligonier, Pleasant Grove	850.00	850.00	100%	-
Lower Burrell, Grace		2,333.32		(2,333.32)
Lower Burrell, Puckety	10,000.00	3,400.00	34%	6,600.00
Masontown				-
McClellandtown		1,300.00		(1,300.00)
Merrittstown, Dunlap's Ck.				-
Mt. Pleasant, Reunion		89.50		(89.50)
Murrysville, First		2,000.00		(2,000.00)
Murrysville, Newlonsburg	22,250.00	6,066.00	27%	16,184.00
Murrysville, Union	4,000.00	1,000.00	25%	3,000.00
N. Alexandria, Community	4,000.00	1,000.00	25%	3,000.00
N. Alexandria, Congruity	6,000.00	3,583.98	60%	2,416.02
New Florence, Bethel	3,000.00	750.00	25%	2,250.00
New Florence, Trinity	3,825.00	1,275.00	33%	2,550.00
New Kensington	4,900.00	841.66	17%	4,058.34
New Salem	2,000.00	971.00	49%	1,029.00
N. Huntingdon, New Hope	5,448.00	1,816.00	33%	3,632.00
Patton	4,620.00	4,620.00	100%	-
Revloc	1,800.00	600.00	33%	1,200.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel	800.00		0%	800.00
Smock, Pleasant View		2,500.00		(2,500.00)
Trafford, Level Green	5,925.00	2,926.24	49%	2,998.76
Uniontown, Tent				-
Uniontown, Third		941.00		(941.00)
Uniontown, Trinity	2,640.00	1,684.50	64%	955.50
Vanderbilt, E. Liberty	1,000.00	340.00	34%	660.00
West Newton, Sewickley	500.00	675.00	135%	(175.00)
W. Newton, Sewickley UP				-
West Newton, United				-
<b>Totals</b>	<b>170,660.00</b>	<b>98,407.67</b>		<b>72,252.33</b>

	Current Year
<b>ASSETS</b>	
<b>BANK ACCOUNTS</b>	
<b>CHECKING ACCOUNTS</b>	
1st Commonwealth Ckg	\$35,441.24
1st Commonwealth Ckg #2	1,744.31
Subtotal Checking Accounts	<u>37,185.55</u>
<b>SAVINGS ACCOUNTS</b>	
PILP Investment	10,000.00
Ameriprise Money Market	7,104.39
Petty Cash	250.00
Subtotal Savings Accounts	<u>17,354.39</u>
Subtotal Bank Accounts	<u>54,539.94</u>
<b>INVESTMENTS</b>	
E Johnston - New Covenant	353,547.22
Ameriprise Invest - PW	717,680.51
Subtotal Investments	<u>1,071,227.73</u>
<b>LOANS RECEIVABLE</b>	
Loans Receivable - PSC	-0.19
<b>FIXED ASSETS</b>	
<b>BUILDINGS</b>	
Presbytery Office	300,000.00
<b>EQUIPMENT</b>	
Office Equipment	136,800.00
Subtotal Fixed Assets	<u>436,800.00</u>
<b>OTHER ASSETS</b>	
Pine Springs Camp	<u>2,005,997.00</u>
<b>TOTAL ASSETS</b>	<u><u>\$3,568,564.48</u></u>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
<b>PAYROLL DEDUCTIONS</b>	
<b>TAXES PAYABLE</b>	
State Taxes Payable	-\$0.01
Local Taxes Payable	100.12
LST Taxes Payable	8.70
Subtotal Taxes Payable	<u>108.81</u>
Subtotal Payroll Deductions	<u>108.81</u>
<b>PASS THRU CONTRIBUTIONS</b>	
One Great Hour of Sharing	10.00
Peace and Global Witness	240.15
1% Theological Education	191.68
Subtotal Pass Thru Contributions	<u>441.83</u>

Presbytery of Redstone  
**Balance Sheet**  
Consolidated - April 2024

05/02/2024 02:21 PM

Page: 2

	Current Year
Subtotal Current Liabilities	550.64
<b>INTERFUND ADVANCES</b>	
Due to/from Other Funds	-458.99
<b>TOTAL LIABILITIES</b>	<b>91.65</b>
<b>NET ASSETS</b>	
<b>UNRESTRICTED</b>	
Unrestricted Net Assets	\$1,364,354.00
Unrest'd Net Assets - PSC	2,005,997.00
Subtotal Unrestricted	3,370,351.00
<b>TEMPORARILY RESTRICTED</b>	
Equipping Leadership	200.00
Encumbered EP Cont Ed	-500.00
Hooten Scholarship	1,298.00
Addictions Ministry	844.54
SCLD	10,040.50
Engaging Congregations	5,625.00
Pine Springs Camp	315.00
Enabling Ministry Network	1,620.52
Projector Fund	872.13
Resource Center	2,550.78
PDA - Directed	-50.00
Triennium	3,263.90
Sudan Projects	7,274.78
Peace and Global Witness	12,454.52
Communications	200.00
Ministry Student Aid	18,211.25
PMA - Directed	937.00
Minister's Assistance	-1,772.69
Synod Mission	900.00
I.P.L.F.	44,764.50
I.P.L.F. 2	8,121.10
Subtotal Temporarily Restricted	117,170.83
<b>PERMANENTLY RESTRICTED</b>	
Perm. Rest. Net Assets	80,951.00
<b>TOTAL EQUITY</b>	<b>3,568,472.83</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,568,564.48</b>

## REDSTONE ANTI RACISM POLICY

### INTRODUCTION

***“In each time and place there are particular problems and crises through which God calls the church to act. The church, guided by the Spirit, humbled by its own complicity and instructed by all attainable knowledge, seeks to discern the will of God and learn how to obey in these concrete situations.”***

**(“The Confession of 1967,” Part II, “The Ministry of Reconciliation,” Section, A, “The Mission of the Church,” Paragraph 4, “Reconciliation in Society.” In Book of Confessions)**

The Presbytery of Redstone follows Jesus in the mission of God’s reign where love and justice are the norm. The Lord Jesus Christ requires our action. We oppose racism in all its forms as inherently antithetical to Jesus Christ and to the image of God found in all humanity.

As the pinnacle of God’s good creation, human beings were formed as the very image of God. All of humanity bears that image regardless of race, gender, or other distinctions. As God’s image, we were given the responsibility to love God exhibited specifically in our care for each other and for the earth. Cultures, institutions, and societal structures were and are expected to love and serve God and neighbor intending to develop the world for God’s glory and honor. While we fully affirm our unity in God’s family, we also value differences resulting from culture, race, and nationality. Jesus Christ is the God of all races, all nations, all peoples; no single group, faction, or country defines Jesus Christ. God’s people come from every tribe, race, and nation.

Yet, we know our story reflects our fallen nature and our rebellion against God. This fracture negatively marks all the relationships we have and all the structures and institutions we build. Our relationships with each other are broken, characterized by our own misuse of power in practices and policies. Our institutions have been developed and maintained to serve primarily our own preferred groups. The sin that separates us from God separates us one from another. Within our own history, such brokenness has often been organized around and based on race. Even in our own day, we carry the effects of such differentiation based upon race in connections to status and power.

Thanks be to God that despite our sin the Lord loves us. By God’s grace, in the sacrificial work of Jesus Christ, the Holy Spirit calls us to love and serve both God and neighbor. By the Word and the Spirit, the power of sin and death with all its expressions in brokenness and injustice is and will be conquered. The good news of Jesus Christ is that God’s grace-filled promise draws us into covenantal fellowship with God and God’s multi-ethnic family where barriers are broken down. Through this promise, Christ calls and entrusts us with the ministry of reconciliation to God and to one another. As communities of faith, hope, love, and witness, the Holy Spirit calls us to demonstrate that God’s reign has come and is coming. These expressions of transformation include our relationships with each other, nurture of faithful discipleship, and advocacy for the public good.

**“God’s redeeming work in Jesus Christ embraces the whole of [humanity]’s life: social and cultural, economic and political, scientific and technological, individual and corporate...It is the will of God that [the Lord’s] purpose for human life shall be fulfilled under the rule of Christ and all evil shall be banished from [God’s] creation.**

**With an urgency born of this hope, the church applies itself to present tasks and strives for a better world. It does not identify limited progress with the kingdom of God on earth, nor does it despair in the face of disappointment and defeat. In the steadfast hope, the church looks beyond all partial achievement to the final triumph of God.”**

**(“The Confession of 1967”, Part III, “The Fulfillment of Reconciliation”, 9.54, 9.55 in The Book of Confessions (adapted to be inclusive))**

Therefore, by God’s grace, in following Jesus, we offer ourselves in humble service both in policy and in practice to learn from others, to aspire to speak in the name of the Lord Jesus and to act faithfully so that the good news in all its fullness may be made known.

### **PURPOSE**

Although no policy is perfect or complete for every scenario, we seek to declare and make clear our expectations of one another in addressing past and ongoing grievances based upon racism. In so doing, we seek to ensure that our ministries create opportunities for belonging within God’s people and are free from discrimination and support an environment where God’s people of different race, tribe and culture may be both beneficiaries and suppliers of God’s grace to one another.

Through the following, we bind ourselves to faithful behavior and practices that will bring honor and glory to God and will support and encourage the entire body of Christ.

### **POLICIES**

- The Presbytery of Redstone is committed to providing, supporting, and maintaining an environment that:
  - Creates belonging and is inclusive of presbyters from different races, which include not only their background but also family, culture, and history.
  - Recognizes and embraces the value and benefits of cultural differences within the body of Christ.
  - Promotes respect and fair and equitable treatment for presbyters within all ministries associated with the Presbytery of Redstone.
  - Proactively attempts to address any policies, practices, cultures, and ideas that might perpetuate racial inequity.
  - Ensures that presbyters are free from discrimination, vilification, or stereotyping.

- The Presbytery of Redstone will promote equal opportunity, anti-discrimination, cultural awareness and cross-cultural competency in its leadership structures, policies, and practices.
  - In the discernment and nomination of future leaders within our structures, particular attention will be paid to seeking out representation of possible candidates for ruling and teaching elders from non-majority groups wherever possible.
  - The Committee on Representation will review annually the leadership within the presbytery regarding not only gender, age, and role, but consideration of race and ethnicity as well.
  - Meetings, worship services and gatherings of the presbytery will be conducted in ways that are culturally safe, respectful, and inclusive of diverse cultures and experiences.
  
- The Presbytery of Redstone will not tolerate direct or indirect discrimination, vilification or harassment based upon race under any circumstances. Even if unintentional, such behaviors will be addressed through appropriate means.
  - One-time Interactions between presbyters that include unwelcome remarks or jokes about race or demeaning statements should be addressed and resolved by those persons involved. If the person affected desire s/he may request a support person to be present for that meeting.
  - Patterns of behavior that persist over time or serious one-time incidents may need to be addressed through existing structures and procedures including, but not limited to the following.
    - A written protest to the committee, network, or task force of the Presbytery responsible for the alleged discrimination or bias based upon race in policies or practices.
    - An allegation of an offense by a particular individual may be submitted as a written statement with supporting information to the Associate 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.

## RESPONSIBILITIES

- All presbyters have a responsibility to uphold and act based upon discipleship that recognizes the mosaic of Christ's church. This includes taking personal responsibility for personal and professional conduct as well as identifying and bringing attention to appropriate people possible instances of cultural insensitivity or racism.

- The Council of the Presbytery of Redstone will raise awareness and cross-cultural competence through anti-racism policies, regular education opportunities, and programs.
- The Committee on Ministry will raise awareness to ensure that congregation pastoral searches, ministry practices and conduct are appropriate based upon this policy.
- The Presbytery staff and Committee chairpersons will receive any grievances and take appropriate action to ensure that the ministry environment and practices of the presbytery are free from racial discrimination, vilification, or harassment.
- The Associate Stated Clerk will receive any written complaints where an allegation of disciplinary misconduct has or is occurring and ensures the appropriate disciplinary process is followed.

#### **LINKS TO OTHER POLICIES**

- [Redstone Presbytery Council Statement—“For Such a Time as This”](#)
- [Redstone Presbytery Harassment Policy and Procedures](#)
- [Redstone Presbytery Ethical Conduct Policy](#)

Dear Council Members :

In approaching the end of twelve years of service as your Executive Presbyter, I have come to the conviction that the Lord is calling me to retire from this particular call. I do not believe we ever “retire” from discipleship, so I do not know what God has in store for me next. Yet, now is the time to be open to what that might be. Consequently, I would ask that you accept my retirement effective the beginning of 2025 and with my last day of service as Executive Presbyter on December 31, 2024.

I have been privileged to serve in ministry alongside each of you and countless others in congregations, within committees, in networks and among partner organizations. We have sought to faithfully follow the Lord Jesus Christ as we navigated the changing landscape of church structures, There have been times of great celebration. There have been experiences of negotiating and working through differences. There has been the need to find new ways to be the body of Christ as Presbyterians in this region. Through them all, it has been my joy to serve in this way for, with and beside you for the sake of Jesus Christ and Christ’s mission.

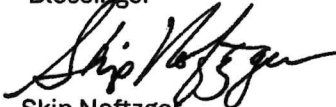
Over the next many months, I will continue to not only fulfill my calling and responsibilities but also seek to prepare the ways for transitions in leadership. During this time of transition, I will be happy to serve with background information and context when needed for the current leadership of the Presbytery as they plan and prepare for new administrative and spiritual leadership. I will also be available to be a resource to consult if requested by any successors called to serve after my departure.

I am sure that there will be ample time throughout this year in order for me to express this personally, but I want each of you to know how thankful I am for the opportunity to serve the Lord alongside of you. I have been the beneficiary of your wisdom, your servant leadership and your kindness. After a long career in higher education, I wondered how I would “fit” in the leadership of ecclesiastical structures. During this time, as the Presbytery of Redstone, you have been willing to welcome me as we have taken the journey together in following Christ not only upon traditional paths, but venturing out in making new trails that lead to God’s kingdom coming on earth as it is in heaven.

Early in my tenure, I introduced a call/response liturgy which we have often read or recited in presbytery meetings. Grounded in the mission of Redstone Presbytery, nevertheless it calls us forth with our focus not merely upon our task, but upon the ultimate goal of God’s glory. That has and remains not only the goal of my service among you, but my life. As we go forward in different callings, yet it will remain my prayer for myself, for the Presbytery of Redstone and for each of you that it is and shall be our primary aim for which we have been created and are and will be redeemed.

**Soli Deo Gloria!**

Blessings.



Skip Noftzger  
Executive Presbyter

Benefits plan changes in 2025 are related to medical costs. Spouse and/or family coverage will be a separate cost(market) from the pastor’s medical care(percentage) A summary of the structure for benefits plan options is below.

Installed pastors are required to be in either the congregational pastors or transitional pastors participation plan. The transitional plan is only available through 2027.

The Committee on Ministry has reviewed the changes and implications, will be making recommendations to pastors/churches and be willing to assist in the conversations this summer to ensure adequate medical coverage in 2025 and beyond.

***Congregational Pastors Package:*** full health care and defined benefit pension as required by the PC(USA) Book of Order for installed teaching elders. This benefit will be offered to commissioned pastors sanctioned for congregational ministry by their presbytery.

- Preferred provider organization (PPO) medical coverage for the pastor based upon a percentage
- Required non-contributory (dues paid by the church) coverage for minister at 16% (*Note there is the additional 10% for Pension, Death and Disability insurance (DDT), Temporary Disability, and Employee Assistance Program (EAP) to this percentage.*)
- Medical coverage for spouse and/or family members on a contributory (dues paid by church and/or member) basis.

***Covenant Package (replaces Minister’s Choice):*** pension, death and disability insurance provided on a non-contributory (paid by church or employer) basis for all employees of church or church-related employees working 20 hours or more per week.

- 10% effective salary paid by employer for Pension, DDT, Temp. Disability, and EAP

***Transitional Pastors Participation Package:*** designed as a subsidized bridge to the Congregational Pastors Package, it replicates the existing Pastor’s Participation plan until it is phased out in 2027. Full family medical coverage paid by the church based upon a percentage of effective salary. Available only for teaching elders who are enrolled in Pastor’s Participation prior to the end of 2024. (Note there is the additional 10% for Pension, DDT, Temp. Disability, and EAP beyond percentages below).

- 33% Medical 2025
- 37% Medical 2026 (at least, estimated)
- 41% Medical 2027 (at least, estimated)

If a Pastor changes plans in 2025 leaving Transitional Pastors Participation, that plan will not be an option for that Pastor the following year since it is being phased out.

## Statement of Faith – Regina Sturiale

---

1. I believe in one triune God who is one essence in three Persons. I believe that our triune God  
2. created the universe *ex nihilo*. Thus, the Father, the Son, and the Holy Spirit were all equal  
3. participants in creating the universe, yet each of the three divine Persons had particular roles  
4. which are also collective. I believe the Father sends the Spirit who, capitalizing on the  
5. incarnational work of the Son, applies the holiness, the power, and the insights of divinity to our  
6. current earthly human experiences. Consequently, the earth and all that is created by God will be  
7. taken in redemptive directions as God sees fit to accomplish, and in timeframes that suit God's  
8. divine purposes.

9. I believe Jesus Christ was conceived by the Holy Spirit, became incarnate being born of the Virgin  
10. Mary. I believe Jesus Christ to be both God the Son and Jesus of Nazareth. He was fully human  
11. and divine and in possession of two natures. He is The Word of God, and He was given His gifts by  
12. the Holy Spirit while He took the form of a human on earth to fulfill his messianic vocation. Thus,  
13. His gifts and His purpose were to fulfill the requirements for the salvation of humankind – in His  
14. human form, under the guidance of the Father and the Holy Spirit, Jesus Christ's life and ministry  
15. were focused on teaching and preparation of His disciples for their callings post-resurrection. I  
16. believe that, in death, Jesus Christ bore the wrath incurred by humanity's sin and that His blood  
17. was shed for our full redemption, and thereby able to reconcile humankind to God through Jesus  
18. Christ. Christ was then resurrected which ensures our regeneration and justification.

19. I believe the Church is a community of believers which spans time and location. I believe the  
20. Church is both visible and invisible. The invisible church consists of those who have been justified  
21. by faith in Jesus Christ – it is the Church as God alone perfectly observes and knows it. The  
22. indwelling of the Holy Spirit in each believer invokes that change, though it may only be seen  
23. superficially. Though physical attendance in worship is visible, I believe only God can know who the  
24. true believers are. I believe the Church is called to be vital in fulfilling the "Great Ends of the  
25. Church," which are:

- a) The proclamation of the gospel for the salvation of humankind;
- b) The shelter, nurture and spiritual fellowship of the children of God;
- c) The maintenance of divine worship;
- d) The preservation of the truth;
- e) The promotion of social righteousness, and the
- f) The exhibition of the kingdom of heaven to the world" (*Book of Order*, 2017–19, F-1.0304),

26. I believe that indicators of "true" churches are the teaching of the Holy Bible and the  
27. administration of the sacraments.

28. I believe that "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and  
29. training in righteousness" (2 Timothy 3:16 NIV). To clarify, I believe that God orchestrated the  
30. results of the process of bringing Scripture into existence in order to ensure that desired result.

31. I believe that baptism is a sacrament commanded for the Church by Jesus Christ, that water  
32. baptism is an outward symbol of the inward spiritual cleansing of baptism by the Holy Spirit, and  
33. that we may expect that the Holy Spirit will work extraordinarily alongside the sacrament of  
34. baptism. I believe in infant and adult baptism. I believe that infant baptism is a manifestation of  
35. God's choice for us to eventually empower our faith, discipleship, and salvation. Those who are not  
36. baptized in infancy may come to affirm their faith at different times in their lives and this is also an  
37. authentic manifestation of the sacrament. I believe the Holy Spirit works through baptism, and this

38. sacrament becomes a means of grace through which the Holy Spirit brings blessing to the person  
39. being baptized, and to the church. Baptism signifies the unity and belonging and oneness with  
40. Christ, the indwelling of the Spirit and membership in church. When we are baptized, we are  
41. adopted by the family of God, sisters and brothers – with Christ and with one another. Baptism is  
42. our “entrance into membership.”

43. I believe that the Lord’s Supper is a sacrament commanded to the Church by Jesus Christ. I  
44. believe that this sacrament memorializes Christ’s death and resurrection. I also believe that it is a  
45. tangible way to give thanks to God for all of His gifts. I believe this sacrament is only performed  
46. through the Holy Spirit, within a community of faith and in the presence of Jesus Christ. The Lord’s  
47. Supper is a communion of the bread of heaven and his blood which is the gift of life. If baptism is  
48. our entrance into the Church, then communion sustains us throughout our Christian life. I believe  
49. that it is a foreshadowing of the feast we will share with the Lord in heaven at the consummation  
50. of history.

51. I believe that worship and confession are additional means by which God extends grace to the  
52. church. I believe that each person is given spiritual gifts and that Christians are called not only to  
53. their own distinct purposes but also for God’s total function in the universe. I believe these  
54. callings shape our Reformed understanding of the Church. I believe this understanding is further  
55. reflected in our confessional statements, and particularly that my ministry should be one of  
56. reconciliation, modeling God’s love, equality, and inclusion between all men and women.

# Stories of Redstone

## 20 Years of Ministry Together



**Redstone Presbytery and the Presbyterian Evangelical Church in both Sudan and South Sudan celebrate twenty years of sharing ministry!**

As a partner in ministry, Redstone has supported critical disaster relief, pastor/evangelist education, economic development, women's ministries, and church planting. In return we have learned lessons about keeping the faith in the midst of disastrous economic, political and social conditions. Our partnership is one of mutual support and encouragement in sharing in the "great commission" of Christ to "go and make disciples of all nations." Having been called to this shared ministry, it has been our privilege to learn from our partners and to serve alongside of them in God's mission here and around the world. We invite all Redstone congregations to celebrate with us in prayer, mission engagement, and financial support through a designated Sunday in September, 2024. Join us in prayer for Sudan/South Sudan **God of all people, called by you to serve alongside our siblings in Sudan and South Sudan, we pray for peace where there is war, comfort amid grief, relief from suffering and provision for daily needs. We give thanks for our partnership where we learn from each other and serve you that your good news might be proclaimed in all nations. Amen.**

Communicate the Word... Carry on the Work... Change the World  
**Together!**

# Stories of Redstone

## 20 Years of Ministry Together



**Redstone Presbytery and the Presbyterian Evangelical Church in both Sudan and South Sudan celebrate twenty years of sharing ministry!**

As a partner in ministry, Redstone has supported critical disaster relief, pastor/evangelist education, economic development, women's ministries, and church planting. In return we have learned lessons about keeping the faith in the midst of disastrous economic, political and social conditions. Our partnership is one of mutual support and encouragement in sharing in the "great commission" of Christ to "go and make disciples of all nations." Having been called to this shared ministry, it has been our privilege to learn from our partners and to serve alongside of them in God's mission here and around the world. We invite all Redstone congregations to celebrate with us in prayer, mission engagement, and financial support through a designated Sunday in September, 2024. Join us in prayer for Sudan/South Sudan **God of all people, called by you to serve alongside our siblings in Sudan and South Sudan, we pray for peace where there is war, comfort amid grief, relief from suffering and provision for daily needs. We give thanks for our partnership where we learn from each other and serve you that your good news might be proclaimed in all nations. Amen.**

Communicate the Word... Carry on the Work... Change the World  
**Together!**

# Did you know?

**Thanks to everyone who filled out the communication survey. Sixty-one people responded. Here is what we found!**

- 82% of people said the website is the most helpful tool and they use it to get information, especially for meetings! The enews and Redstone Stories bulletin inserts are considered important by 62%. Only 6 people (10%) say our YouTube channel is helpful.
- Everyone surveyed said their church uses some form of social media.
- 63% of our congregations use social media to livestream the service. 40% post inspirational information or quotes.
- 70% of responders say they've attended a meeting via Zoom. 30% attend the meetings primarily on Zoom. The most feedback about Zoom was about not hearing the music.
- Over 60% of responders said they would like to get information like links to the meeting packet and the enews via text.
- At least half the people said they would like to learn more about using video and social media in ministry.