

# Presbytery Worship: The Kingdom of God is like...

Janet Adamovich  
Elder Robin Carr

Prelude  
Gathering  
The church is the place where the broken gather:  
**let us worship the One who reconciles us  
to one another and to God.**

The church is the place where sinners are welcome:  
**let us worship God who, with forgiving hands,  
shapes us into new people.**

The church is the place where the lost, the least,  
the forgotten, the ignored gather:  
**let us worship God who looks at us with the eyes of love.**

Prayer of the Day (unison)

**Holy One:**  
you anoint us with living water,  
so we may go to serve the world  
in these troubled days.  
You open our eyes  
so we will see everyone  
as our sisters and brothers.

**Seed Planter:**  
you place faith deep within us,  
so we can bear witness  
to your just and loving kingdom.  
Your love regulates our hearts,  
so we can welcome all  
in your name.

**Gentle Spirit:**  
when we cannot see the way,  
you take us by the hand  
so we can step forward, in faith,  
into the kingdom.  
You fill us with hope,  
so we can sing God's joy  
all of our days.

God in Community, Holy in One,  
hear us as we pray.

GOD'S COVENANT WITH ISRAEL

## \* 79 Light Dawns on a Weary World

1 Light dawns on a weary world when eyes be - gin to  
2 Love grows in a weary world when hun - gry hearts find  
3 Hope blooms in a weary world when crea - tures, once for -

see all peo - ple's dig - ni - ty. Light dawns on a  
bread and chil - dren's dreams are fed. Love grows in a  
lorn, find wil - der - ness re - born. Hope blooms in a

wea - ry world: the prom - ised day of jus - tice comes.  
wea - ry world: the prom - ised feast of plen - ty comes.  
wea - ry world: the prom - ised green of E - den comes.

Refrain G C G

The trees shall clap their hands; the dry lands, gush with springs;

the hills and moun - tains shall break forth with sing - ing!

We shall go out in joy, and be led forth in peace,

as all the world in won - der ech - oes sha - loni.

The musical notation is written on a single staff in G major (one sharp) and 4/4 time. It consists of three systems of music. The first system contains the first three lines of lyrics, with notes corresponding to the words. The second system contains the refrain lyrics, with notes corresponding to the words. The third system contains the final line of lyrics, with notes corresponding to the words. Chord symbols (G, D, C, Em) are placed below the staff at various points to indicate the harmonic structure.

\*Prayer of Confession/Assurance of Pardon

Elder Josh Scully

Why is it so easy to boast of our achievements,  
yet so hard to humbly come to God with the mistakes we make?  
This is the place where we stand in the presence  
of the One who longs to shape us into new people.  
So, let us ask our loving God to forgive us, as we pray, saying,

\*Unison Prayer

**We confess, God of Faith, that we ask about someone's  
background to see  
if they are like us, while you look at where their heart is  
grounded.  
We examine another's good looks or athletic prowess,  
while you take notice of how they reach out to those who are  
different.  
We gaze at the size of another's house or car or portfolio  
to judge how successful they are,  
and you observe whether or not they have faith the size of the  
smallest seed.**

**Forgive us, Anointing God, for looking at those around us with  
human eyes,  
and not seeing them as created in your image.  
As you shape us into new people, give us new eyes, new hearts,  
new lives  
to follow Jesus Christ, our Lord and Savior.**

\*Assurance of Pardon

This is the good news: no longer must we walk the old paths of sin  
and death. Christ has come to take our old ways on himself, and to fill  
us with new life in God.

**Now, we know we are forgiven;  
now, we know we are at peace;  
now, we can step forward in faith,  
to live with our God forever. Amen.**

\*Passing the Peace

*During the Passing of the Peace, you are invited to come forward and touch the waters of  
baptism and remember who and whose you are.*

\* SERVICE MUSIC

## 582 Glory to God, Whose Goodness Shines on Me

Capo 3: (G) (D) (G) (D) (G) (D) (Em) (D)

1 Glo - ry to God, whose good - ness shines on me,  
2 World with - out end, 7 with - out end. A - men.

(D) (G) (C) (G) (G) (Em7) (A7) (A7) (A7)  
F Bb Eb Bb Gm7 C7

and to the Son, whose grace has par - doned me,  
World with - out end, 7 with - out end. A - men.

(A7) (D) (F) (F#) (Bm)  
C7 F A Dm

and to the Spir - it, whose love has set me free.  
World with - out end, 7 with - out end. A - men.

(Bm7) (D) (Bdim7) (Em7) (Dm)(A7) (D)  
Dm7 F Ddim7 Gm7 Fm C7 F

As it was in the be - gin - ning, is now and ev - er shall be. A - men.

Prayer for Illumination

Scripture Readings:

Micah 6:6-8

Luke 10:25-37

Sermon: "I Have a Dream"

Rev. Lon Weaver

\* 762

When the Poor Ones  
*Quando el pobre*

Musical notation for the first line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with a Dm chord indicated below.

- 1 When the poor ones who have noth - ing share with strang - ers,
- 2 When at last all those who suf - fer find their com - fort,
- 3 When our joy fills up our cup to o - ver - flow - ing,
- 4 When our homes are filled with good - ness in a - bun - dance,

- 1 *Cuan - do el po - bre na - da tie - ne yañi re - par - te,*
- 2 *Cuan - do un hom - bre su - fre y lo - gra su con - sue - to,*
- 3 *Cuan - do cre - ce la ga - le - gri - a y nos i - man - da,*
- 4 *Cuan - do a - bun - da el bien y lle - na los ho - ga - res,*

Musical notation for the second line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords D7, Gm, C7, and F indicated below.

when the thirst - y wa - ter give un - to us all,  
 when they hope though e - ven hope seems hope - less - ness,  
 when our lips can speak no words oth - er than true,  
 when we learn how to make peace in - stead of war,  
*cuan - do un hom - bre pa - sa - sed y a - gua nos da,  
 cuan - do es - pe - ran - za no se can - sa des - pe - ran,  
 cuan - do di - cen nues - tros la - bios la ver - dad,  
 cuan - do un hom - bre don - de hay gue - rra po - ne ne paz,*

Musical notation for the third line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords E7 and Dm indicated below.

when the crip - pled in their weak - ness strength - en oth - ers,  
 when we love though hate at times seems all a - round us,  
 when we know that love for sim - ple things is bet - ter,  
 when each strang - er that we meet is called a neigh - bor,

*cuan - do el dé - til a su her - ma - no for - ta - le - ce,  
 cuan - do un ma - nos, aun - que el o - dio nos ro - de - e,  
 cuan - do a ma - nos el sen - tir de los sen - ci - llos,  
 cuan - do "her - ma - no" le lla - ma - mos al ex - tra - ño,*

*Refrain / Estribillo*

Musical notation for the refrain of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords Dm/C, Bb, A7, and Dm indicated below.

then we know that God still goes that road with us,  
*va Dios mis - mo en nues - tro mis - mo ca - mi - nar.*

Musical notation for the first line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords D7, Gm, A7, Dm, Gm, and Dm indicated below.

then we know that God still goes that road with us.  
*Va Dios mis - mo en nues - tro mis - mo ca - mi - nar.*

Presbytery Offering

*offering plates are available by the doors*

SERVICE MUSIC

\* 609

Praise God, from Whom  
All Blessings Flow

Musical notation for the first line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords D, A, D, G, D, Bm, E, A, D indicated below.

Praise God, from whom all bless - ings flow. Praise God, all crea - tures

Musical notation for the second line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords Bm, A, D, G, D, Bm, E, A, D indicated below.

high and low. Al - le - lu - ia, al - le - lu - ia! Praise

Musical notation for the third line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with a D chord indicated below.

God, in Je - sus ful - ly known: Cre - a - tor, Word, and Spir - it

Musical notation for the fourth line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords G, A, D, Em, A, Bm indicated below.

one. Al - le - lu - ia, al - le - lu - ia! Al - le -

Musical notation for the fifth line of the song, including a treble clef, a key signature of one sharp (F#), and a 3/4 time signature. The melody is written on a single staff with chords Em, D, G, A, Em, G, A, D indicated below.

lu - ia, al - le - lu - ia, al - le - lu - ia!

\*Prayer of Dedication

## \* The Church's One Foundation 321

Rev. Becka Abbott

Lord's Supper

## Invitation

## Great Thanksgiving

The Lord be with you. **And also with you.**

Lift up your hearts. **We lift them up to the Lord.**

Let us give thanks to the Lord our God. **It is right to give our thanks and praise.**

...Therefore we praise you, joining the song of the universal church and the heavenly choir:

**Holy, holy, holy Lord, God of power and might, heaven and earth are full of your glory. Hosanna in the highest. Blessed is the One who comes in the name of the Lord. Hosanna in the highest.**

Great is the mystery of faith.

**Christ has died, Christ is risen, Christ will come again.**

## Lord's Prayer

Breaking of the Bread

Sharing of the Bread and Cup

*Please come forward to receive communion. Sealed gluten free communion will be available. For those who wish to remain seated, a server will come to your pew.*

*Members of the Healing Prayer Network will be stationed in the back of the sanctuary during communion for individual prayer and anointing.*

Prayer after Communion

*At the close of the meeting: the Benediction will be offered by Rev. Becka Abbott*

1 The church's one foundation is Jesus Christ her Lord.  
 2 Elect from every nation, yet one o'er all the earth,  
 3 Though with a scornful wonder this world sees her oppressed,  
 4 Mid toil and tribulation, and tumult of her war,  
 5 Yet she on earth has union with God, the Three in One,

She is his new creature by water and the word.  
 her charter of salvation: one Lord, one faith, one birth,  
 by which she rents a sun-dew, by her enemies distressed,  
 she waits the consummation of peace for evermore:  
 and mystic communion with those whose rest is won:

From heaven he came and sought her to be his holy bride.  
 One holy name she blesses, partakes one holy food,  
 yet saints their watch are keeping; their cry goes up: "How long?"  
 till with the vision glorious her long-eyes are blest,  
 O happy ones and holy! Lord, give us grace that we,

With his own blood he bought her, and for her life he died.  
 and to one hope she presses, with every grace endued.  
 And soon the night of weeping shall be the morn of song.  
 and the great church victorious shall be the church at rest.  
 like them, the meek and lowly, may live eternaly.

*Notes and Copyright Information*

Today's printed liturgy (Gathering, Prayer of the Day, and Confession) is from *Lectionary Liturgies* by Thom M. Shuman, for Proper 6B/Ordinary 11B in 2015.

GOD'S COVENANT WITH ISRAEL

## 79 Light Dawns on a Weary World

This is a hymn whose tune came first. Upon hearing it, the author recalled the watered garden of Isaiah 58:11, which in turn led to Isaiah 55:12, paraphrased in the refrain. Then came the stanzas, organized around their first two words: Light dawns, Love grows, Hope blooms.

TEXT: Amy Louise Bringle, 2001

MUSIC: William P. Rossar, 2000

Text © 2002 GIA Publications, Inc.

Music © 2000 William P. Rossar (author, GIA Publications, Inc.)

TABLE OF PRACTICE

7.6.6, 7.8 with refrain

### SERVICE MUSIC

## 582 Glory to God, Whose Goodness Shines on Me

TEXT: Trad. liturgical text; adapt. Paul M. Vasile, 2008

MUSIC: Paul M. Vasile, 2008

Text Adapt. and Music © 2008 Paul M. Vasile

GLORY TO GOD (Vasi)

### JUSTICE AND RECONCILIATION

## 762 When the Poor Ones Cuando el pobre

Drawing on the parable revealing Christ's presence in "the least of these" (Matthew 25:31–46), the stanza here give examples (the "when") while the refrain affirms the promise (the "then"). The journey imagery of the refrain may be based on the Emmanuel story (Luke 24:13–35).

TEXT: José Antonio Olivar and Miguel Manzano, 1970; trans. George Lockwood, 1980, alt.

MUSIC: José Antonio Olivar and Miguel Manzano, 1970; arr. Alvin Schumatz, 1971

Text and Music © 1971 José Antonio Olivar and Miguel Manzano (Published by OCP)

EL CA

12:11, 12 with

### SERVICE MUSIC

## 609 Praise God, from Whom All Blessings Flow

TEXT: Brian Wren, 1989

MUSIC: Gesellige Kirchengesang, 1623; harm. Hal H. Hopson, 1998

Text © 1989 Hope Publishing Company

Music Harm. © 1998 Hope Publishing Company

LASSI UNS ERREUEN

LM with alleluia

(alternate harmonization, 10)

## The Church's One Foundation 321

THE CHURCH

This hymn was one of twelve written by an English curate to affirm the articles of the Apostles' Creed with biblical allusions such as 1 Corinthians 3:11 here. Though not created for this text, the tune was joined to it in 1865, and the two have been inseparable ever since.

TEXT: Samuel John Stone, 1865, alt.

MUSIC: Samuel Sebastian Wesley, 1864

AURELIA

7.6.7, 6.D



**2024 Presbytery Statistical Report**



**Presbytery** Redstone  
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**Web Site** [redstonepresbytery.org](http://redstonepresbytery.org)

<b>Membership</b>			
Prior Active Members	7952	Adjusted membership	7811
<b>Gains</b>		<b>Losses</b>	
Certificate	82	Certificate	25
Youth Professions	44	Deaths	187
Professions & Reaffirmations	93	Deleted for any Other Reason	321
<b>Total Gains</b>	<b>219</b>	<b>Total Losses</b>	<b>533</b>
<b>Total Ending Active Members</b>	<b>7497</b>		

<b>Baptisms</b>		Average Weekly Worship Attendance	2270
Presented by Others	65	Friends of the Congregation	546
At Confirmation	3	Ruling Elders on Session	431
All Other	6	Do you have Deacons? Yes / No	34 / 16

<b>Age Distribution of Active Members</b>		<b>People with Disabilities</b>	
17 & Under	202	Hearing impairment	266
18 - 25	419	Sight impairment	98
26 - 40	835	Mobility impairment	292
41 - 55	1052	Other impairment	349
56 - 70	1641		
Over 70	1872	<b>Gender Distribution</b>	
<b>Total Age Distribution</b>	<b>6021</b>	Women	3428
		Men	2433
		Non-Binary	33

<b>Youth in Congregation</b>			
Age 4 and under	142	Middle School (6th – 8th grade)	154
Elementary School (K-5th grade)	187	High School (9th – 12th grade)	155
		<b>Total Youth</b>	<b>638</b>

<b>Racial Ethnic</b>			
Asian/Pacific Islander/South Asian	12	Native American/Alaska Native/Indigenous	5
Black/African American/African	39	White	6218
Middle Eastern/North African	2	Multiracial	10
Hispanic/Latino-a	14		
		<b>Total Racial Ethnic</b>	<b>6300</b>

<b>Budgeted Income</b>	<b>6,095,876</b>		
<b>Budgeted Expense</b>	<b>7,699,006</b>		

<b>Receipts</b>			
Regular Contributions	6,329,793	Bequests	577,440
Capital Building Fund	558,362	Other Income	294,820
Investment Income	935,816	Subsidy or Aid	0

<b>Expenditures</b>			
Local Program	6,011,559	Investment Expenditures	427,642
Local Mission	334,221	Per Capital Apprt	221,278
Capital Expenditures	828,636	Other Mission	146,970

**2024 Presbytery Statistical Report**

Presbytery of Redstone  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2025

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
<b>INCOME</b>				
<b>CONTRIBUTION INCOME</b>				
<b>UNRESTRICTED</b>				
			\$308,000.00	
Church Comm/Lgr Church	25,378.32	42,172.58	0.00	0.00%
Individ Comm/Lgr Church	200.00	710.00	0.00	0.00%
Presbyterian Fdn Cont	0.17	250.38	0.00	0.00%
<b>Subtotal Unrestricted</b>	<b>25,578.49</b>	<b>43,132.96</b>	<b>308,000.00</b>	<b>14.00%</b>
<b>TEMPORARILY RESTRICTED</b>				
			45,000.00	
Resource Center	372.30	372.30	0.00	0.00%
PDA - Directed	3,963.36	5,781.36	0.00	0.00%
Sudan Projects	1,715.30	2,208.30	0.00	0.00%
PMA - Directed	326.66	326.66	0.00	0.00%
Synod Mission	300.00	300.00	0.00	0.00%
<b>Subtotal Temporarily Restricted</b>	<b>6,677.62</b>	<b>8,988.62</b>	<b>45,000.00</b>	<b>19.97%</b>
<b>Subtotal Contribution Income</b>	<b>32,256.11</b>	<b>52,121.58</b>	<b>353,000.00</b>	<b>14.77%</b>
<b>INTEREST INCOME</b>				
Investment Interest	0.00	0.00	4,000.00	0.00%
PILP Interest	0.00	32.48	0.00	0.00%
<b>Subtotal Interest Income</b>	<b>0.00</b>	<b>32.48</b>	<b>4,000.00</b>	<b>0.81%</b>
<b>MISCELLANEOUS INCOME</b>				
			5,000.00	
Miscellaneous Income	50.00	50.00	0.00	0.00%
<b>Subtotal Miscellaneous Income</b>	<b>50.00</b>	<b>50.00</b>	<b>5,000.00</b>	<b>1.00%</b>
<b>RELEASE FROM RESTRICTIONS</b>				
<b>TEMP RESTRICTED RELEASE</b>				
RFR PDA - Directed	-3,963.36	-5,781.36	0.00	0.00%
RFR PMA - Directed	-326.66	-326.66	0.00	0.00%
<b>Subtotal Temp Restricted Release</b>	<b>-4,290.02</b>	<b>-6,108.02</b>	<b>0.00</b>	<b>0.00%</b>
<b>Subtotal Release From Restrictions</b>	<b>-4,290.02</b>	<b>-6,108.02</b>	<b>0.00</b>	<b>0.00%</b>
<b>RELEASED FROM RESTRICTION</b>				
Released from restriction	4,290.02	6,108.02	0.00	0.00%
<b>TOTAL INCOME</b>	<b>32,306.11</b>	<b>52,204.06</b>	<b>362,000.00</b>	<b>14.42%</b>
<b>EXPENSES</b>				
<b>SHARED MINISTRY &amp; MISSION</b>				
EQUIPPING LEADERSHIP	\$0.00	\$0.00	\$4,000.00	0.00%
ENGAGING CONGREGATIONS	0.00	0.00	4,000.00	0.00%
ENABLING MINISTRY NETWORK	0.00	0.00	4,000.00	0.00%
SUDAN	0.00	0.00	16,000.00	0.00%
PINE SPRINGS CAMP	0.00	0.00	35,000.00	0.00%
PSC - Shared	5,500.00	5,500.00	0.00	0.00%
<b>Subtotal Pine Springs Camp</b>	<b>5,500.00</b>	<b>5,500.00</b>	<b>35,000.00</b>	<b>15.71%</b>
SYNOD MISSION	0.00	0.00	3,000.00	0.00%
PRES MISSION AGENCY	0.00	0.00	27,000.00	0.00%

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2025

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
PMA - Shared	2,600.00	2,600.00	0.00	0.00%
PMA - Restricted	326.66	326.66	0.00	0.00%
Subtotal Pres Mission Agency	2,926.66	2,926.66	27,000.00	10.84%
PRES DISASTER ASSISTANCE	0.00	0.00	2,000.00	0.00%
PDA - Restricted	3,963.36	5,781.36	0.00	0.00%
Subtotal Pres Disaster Assistance	3,963.36	5,781.36	2,000.00	289.07%
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	12,390.02	14,208.02	97,000.00	14.65%
<b>COMMITTEE EXPENSES</b>				
<b>COUNCIL</b>				
Council Expenses	0.00	0.00	750.00	0.00%
Presbytery Mtg Expense	0.00	500.00	2,500.00	20.00%
Website	0.00	0.00	200.00	0.00%
<b>COMMUNICATION EXPENSES</b>				
CE - Shared	59.36	283.97	0.00	0.00%
Subtotal Communication Expenses	59.36	283.97	300.00	94.66%
Subtotal Council	59.36	783.97	3,750.00	20.91%
<b>COMMITTEE ON MINISTRY</b>				
COM - Committee Expense	0.00	0.00	500.00	0.00%
<b>COMMITTEE ON PREPARATION</b>				
CPM - Committee Expense	0.00	0.00	1,000.00	0.00%
Subtotal Committee Expenses	59.36	783.97	5,250.00	14.93%
<b>OPERATIONS</b>				
<b>LEGAL AND AUDITING</b>				
Audit	0.00	0.00	7,200.00	0.00%
PCUSA Meetings	0.00	0.00	2,000.00	0.00%
Property/Comp. Insurance	0.00	1,488.75	4,100.00	36.31%
Worker's Compensation	0.00	0.00	821.00	0.00%
Telephone	294.79	589.58	3,300.00	17.87%
Postage	440.55	440.55	1,000.00	44.06%
Office Supplies	106.27	753.28	10,000.00	7.53%
<b>LEASES</b>				
Copier Lease	177.77	355.54	0.00	0.00%
Subtotal Leases	177.77	355.54	2,200.00	16.16%
Miscellaneous Expenses	109.77	109.77	0.00	0.00%
<b>SERVICE FEES</b>				
Bank Fees	15.34	31.54	0.00	0.00%
<b>UTILITIES</b>				
Gas	507.62	880.84	2,200.00	40.04%
Electric	125.41	236.00	1,300.00	18.15%
Water	0.00	68.50	400.00	17.13%
Sewage	70.22	70.22	400.00	17.56%
Trash Collection	41.60	81.60	800.00	10.20%

**Redstone Presbytery**  
**Commitment to Larger Church**  
**February 28, 2025**

	2025 PLEDGE	TOTAL PAID	% Payup as of 2/28/2025	Unpaid Pledge Balance
Adah, Palmer	500.00	500.00		-
Apollo, Poke Run	3,897.90	915.00	23%	2,982.90
Avonmore	1,000.00	324.50	32%	675.50
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	2,475.00	1,237.50	50%	1,237.50
Belle Vernon, Rehoboth	3,000.00	250.00	8%	2,750.00
Bolivar		250.00		(250.00)
Brownsville, Calvin				-
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver				-
Cresson	2,000.00	500.00		1,500.00
Delmont				-
Derry	1,000.00		0%	1,000.00
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill				-
Ebensburg	1,000.00			1,000.00
Fairchance				-
Farmington				-
Fayette City, Little Redstone	2,000.00	2,000.00		-
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	500.00	8%	5,500.00
Irwin, First	25,000.00	2,083.33		22,916.67
Irwin, W. Hempfield	3,000.00		0%	3,000.00
Jeannette	2,400.00		0%	2,400.00
Johnstown, Bethany	1,620.00	405.00	25%	1,215.00
Johnstown, First	6,000.00	600.00	10%	5,400.00
Johnstown, Second	2,000.00			2,000.00
Johnstown, Westmont	16,000.00	4,000.00	25%	12,000.00
Lake Lynn				-
Latrobe, Main St.	26,500.00	4,420.00		22,080.00
Latrobe, Spring St.				-

**Redstone Presbytery**  
**Commitment to Larger Church**  
**February 28, 2025**

	2025 PLEDGE	TOTAL PAID	% Payup as of 2/28/2025	Unpaid Pledge Balance
Leisenring	500.00		0%	500.00
Ligonier, Pleasant Grove				-
Lower Burrell, Grace	7,000.00	1,166.66		5,833.34
Lower Burrell, Puckety	10,000.00	1,700.00	17%	8,300.00
Masontown				-
McClellandtown	5,200.00			5,200.00
Merrittstown, Dunlap's Ck.	150.00			150.00
Mt. Pleasant, Reunion		65.00		(65.00)
Murrysville, First	12,000.00	2,000.00		10,000.00
Murrysville, Newlonsburg	23,040.00			23,040.00
Murrysville, Union	4,000.00	1,000.00	25%	3,000.00
N. Alexandria, Community	4,000.00		0%	4,000.00
N. Alexandria, Congruity	6,200.00	943.02	15%	5,256.98
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	4,757.00	408.33	9%	4,348.67
New Salem	2,000.00	298.00	15%	1,702.00
N. Huntingdon, New Hope	5,700.00	950.00	17%	4,750.00
Patton	3,465.00	3,465.00	100%	-
Revloc	1,800.00	300.00	17%	1,500.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel	900.00		0%	900.00
Smock, Pleasant View	10,000.00		0%	10,000.00
Trafford, Level Green	5,925.00	1,722.08	29%	4,202.92
Uniontown, Tent				-
Uniontown, Third		328.00		(328.00)
Uniontown, Trinity	2,700.00	132.00	5%	2,568.00
Vanderbilt, E. Liberty	1,000.00	255.00	26%	745.00
West Newton, Sewickley	540.00		0%	540.00
W. Newton, Sewickley UP				-
West Newton, United				-
<b>Totals</b>	<b>266,294.90</b>	<b>42,172.58</b>		<b>224,122.32</b>

*Presbytery of Redstone*  
**Income and Expense Statement**  
GENERAL FUND 01, February 2025

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
TOTAL TRANSFERS	0.00	0.00	66,000.00	0.00%
EXCESS INCOME/EXPENSES	<u>-6,718.07</u>	<u>\$4,389.76</u>	<u>\$931.00</u>	<u>471.51%</u>

*Presbytery of Redstone*  
**Income and Expense Statement**  
GENERAL FUND 01, February 2025

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Page: 3

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
Subtotal Utilities	744.85	1,337.16	5,100.00	26.22%
<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	825.00	975.00	1,000.00	97.50%
Building Maintenance	31.00	31.00	1,000.00	3.10%
Subtotal Maintenance	856.00	1,006.00	4,500.00	22.36%
IEP TRANSITION COSTS	0.00	0.00	3,000.00	0.00%
Subtotal Operations	2,745.34	6,112.17	43,221.00	14.14%
<b>PRESBYTERY STAFF</b>				
<b>EXECUTIVE STAFF</b>				
<b>EXECUTIVE PRESBYTER</b>				
EP Salary	3,588.33	3,588.33	89,000.00	4.03%
EP - Board of Pensions	0.00	0.00	36,000.00	0.00%
EP - Continuing Education	0.00	0.00	1,500.00	0.00%
EP - Travel	0.00	0.00	5,000.00	0.00%
EP - Prof. Expense Shared	0.00	7.53	1,500.00	0.50%
Subtotal Executive Presbyter	3,588.33	3,595.86	133,000.00	2.70%
<b>STATED CLERK/ASSOC CLERK</b>	0.00	0.00	5,000.00	0.00%
Subtotal Executive Staff	3,588.33	3,595.86	138,000.00	2.61%
<b>ADMINISTRATIVE SUPPORT</b>				
<b>ADM OPERATIONS MGR</b>				
AOM - Salary	1,747.20	3,489.20	22,713.00	15.36%
<b>BOOKKEEPER</b>				
BK - Salary	500.00	1,000.00	6,000.00	16.67%
<b>RECORDING CLERK</b>				
RC - Salary	0.00	93.60	500.00	18.72%
Subtotal Administrative Support	2,247.20	4,582.80	29,213.00	15.69%
<b>EMPLOYER PAID FICA TAXES</b>				
Employer Paid FICA Taxes	446.43	625.12	9,100.00	6.87%
Subtotal Presbytery Staff	6,281.96	8,803.78	176,313.00	4.99%
<b>APPORTIONMENTS</b>				
GA Per Capita	14,366.66	14,366.66	86,200.00	16.67%
Synod Per Capita	3,180.84	3,180.84	19,085.00	16.67%
Subtotal Apportionments	17,547.50	17,547.50	105,285.00	16.67%
<b>RESTRICTED EXPENSE</b>				
I.P.L.F.	0.00	358.86	0.00	0.00%
<b>TOTAL EXPENSES</b>	39,024.18	47,814.30	427,069.00	11.20%
<b>TRANSFER ACCOUNTS</b>				
<b>TRANSFER FROM OTHER FUNDS</b>				
Investment Income	\$0.00	\$0.00	\$66,000.00	0.00%



Mark your Calendars for the following PSC Events

<b>MARCH 8</b>	<b>Seminar Series</b> for Parents and Youth Leaders   Canonsburg United Presbyterian Church
<b>MARCH 23</b>	<b>PSC Skates</b> Free Ice Skating   Printscape Arena at Southpointe from 2-4 pm
<b>MARCH 24</b>	<b>Early Bird Deadline</b> Register for Overnight Camp before March 24 to receive \$30 discount
<b>MARCH 28-30</b>	<b>Men's Catalyst</b> Adult Backpacking Trip on the Laurel Highlands Trail (16-17 year olds may come with parent/mentor)
<b>APRIL 4-5</b>	<b>Women in the Woods</b> Spring Women's Retreat (for ages 18+)
<b>APRIL 12</b>	<b>Camp Visit Day</b> NEW! Bring a friend to get a tour of camp and meet other PSC campers! Arrival Time #1 at 10   Arrival Time #2 at 11:30
<b>APRIL 25-27</b>	<b>Women's Catalyst</b> Adult Backpacking Trip on the Laurel Highlands Trail (16-17 year olds may come with parent/mentor)
<b>MAY 10</b>	<b>Work Day</b> Any age! Any skill level! Work projects for all! Help us get camp ready!
<b>MAY 12</b>	<b>25th Annual Golf Outing</b> Golf at Arnold Palmer's Latrobe Country Club and help kid's come to camp!

→ PINESPRINGS.ORG      814-629-9834      INFO@PINESPRINGS.ORG



## Pine Springs Camp Redstone Presbytery Report 2/25

### Summer Camp

- Currently-449 registrations (tracking a little behind last year)
- Week 7 with Grandmas, Moms ad Tots is getting full

### Recruiting Campers and Staff

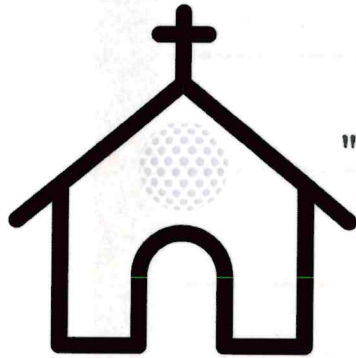
- Will are busy going to churches and talking to parents and campers but still have open times to fill
- Please reach out to Mike Hurley to set up a church visit by emailing [mike@pinesprings.org](mailto:mike@pinesprings.org)

### This Is My Place....

We are starting to roll out a "This Is My Place!" campaign about camp. Be looking for a series of videos, posts and other social media where campers will share their story about why Pine Springs Camp is their place! Check out our first one here. <https://www.facebook.com/reel/9455927484429251>

### 25 AMEN CORNER CHURCH SPONSORS NEEDED

Please consider your church making at least a \$100 gift to sponsor our 2025 Scholarship Golf Outing. It is a big year for our event as we will celebrate our 25<sup>th</sup> Annual outing that has helped thousands of families and campers come to camp. Please contact Greg at [greg@pinesprings.org](mailto:greg@pinesprings.org) if you are interested in being a sponsor. We will also hand out Amen Corner Signage at the next Presbytery Meeting if you are interested in picking one up.



**BECOME AN  
"AMEN CORNER"  
SCHOLARSHIP  
SPONSOR**

**Show your church's support of PSC by  
donating \$100 or more to our golf outing! We  
will recognize your church on the course and  
all funds will help kids come to camp!**

**PLEASE CONTACT GREG AT 724-961-2573 OR  
EMAIL AT [GREG@PINESPRINGS.ORG](mailto:GREG@PINESPRINGS.ORG)**



## Pine Springs Camp Redstone Presbytery Report 2/25

Women in the Woods (Spring Edition)  
Friday, April 4th to Saturday April 5th, 2025



WOMEN IN THE WOODS

### Celebrating New Life: An Easter Message

Have you ever had the nagging feeling that you just don't give Easter its proper place in your life? Do you rush through Lent and arrive on Easter morning not nearly as focused on the miracle of the resurrection as you wish you were? How can we do better at celebrating the foundational, defining event of the Christian faith?

Join us for a special Easter retreat this spring at Women in the Woods. Come and enjoy space created for you to contemplate the life, death and resurrection of Jesus Christ and what it means for your life and our world. We will spend time in study and song, silence and conversation, prayer and laughter.

Retreat Facilitators:

Join three WITW veterans, Ellie Davis, Sharon Woomeer and Elise Sutter for a retreat that is designed to refresh and remind you of your new life in Christ. We will enjoy traditional seminars, fun workshops, contemplative hikes and a special communion service.

### RETREAT DETAILS:

#### COST:

Individual: \$95

Group Rate: \$85 (For 5 or more women)

Commuter: \$75 (This rate includes everything except overnight accommodations)

Arrival: April 4th, anytime after 6 pm

Departure: April 5th at 7:00 pm

REGISTER AND MORE INFORMATION: <https://www.pinesprings.org/women-in-the-woods-spring>



# CAMP VISIT DAY

**APRIL 12, 2025**

**Morning Tour**

Registration from 10-10:20

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**Afternoon Tour**

Registration from 11:30-11:50

Take a tour and experience  
what a day in the life of a  
PSC camper looks like!

For more information and to register for this event go to <https://www.pinesprings.org/camp-visitation-day>

## 24-D — G-2.0504b

### PASTORAL RELATIONSHIPS

#### G-2.0504b TEMPORARY PASTORAL RELATIONSHIPS (POL-05)

The 226th General Assembly (2024) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall Section G-2.0504b, Temporary Pastoral Relationships, be amended as follows:**  
(Deleted text is in ~~strike through~~; added text is in *italics*.)

...

**Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed ~~twelve~~ *thirty-six* months in length, which is renewable with the approval of the presbytery. ...**

#### Background and Rationale

An increasing number of congregations are being served by temporary pastors. Extending the specified period of service from 12 to 36 months will provide these congregations a stronger sense of stability. It would save both sessions and presbyteries considerable time and paperwork if they did not have to renegotiate a contract every year, giving them more time to attend to the tasks of interim/transitional ministry rather than continuous contract negotiation. Finally, given that the average time that it takes a congregation to move from the end of one pastoral relationship to the start of another pastoral relationship is longer than 12 months, the church should be able to make provision for temporary pastor contracts that are longer than 12 months.

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

The Advisory Committee on the Constitution advises the 226th General Assembly (2024) to approve POL-05. The Advisory Committee on the Constitution advises the Assembly that POL-05 identifies a helpful improvement in the language by retaining a specific standardized time length for temporary pastoral relationships, as well as providing a practical time length in response to the current missional context.

The Assembly Committee on Polity approved Item POL-05, 34/0. The 226th General Assembly (2024) approved Item POL-05, 397/8.

For the full report on POL-05 go to  
<https://www.pc-biz.org/search/3001129>



## 24-E — G-2.0504b

### PASTORAL RELATIONSHIPS

#### G-2.0504b TEMPORARY PASTORAL RELATIONSHIPS (POL-08 2)

The 226th General Assembly (2024) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0504b in the Form of Government be amended as follows?**

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

#### **G-2.0504b            Temporary Pastoral Relationships**

**Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of the Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.**

**Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister of the Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co- pastor, or associate pastor.**

***When the temporary pastoral relationship ends, no non-disclosure agreement shall be allowable.***

***A non-disclosure agreement, also known as a confidentiality agreement, is an agreement that outlines confidential material, knowledge, or information that is to remain confidential. Such an agreement binds the party or parties who have signed it and prevents them from discussing any information included in the contract with anyone not authorized by the agreement.***

#### **Background and Rationale**

In the vows we take at ordination, we (ruling elders, teaching elders, and deacons) promise to serve one another, God, and God's church with love (W-4.0404). Non-disclosure agreements indicate the opposite has happened, and tend to engender speculation rather than truth-seeking. While there are specific instances when police or a court may forbid the sharing of information, those circumstances would not require any non-disclosure agreement for the parties specified so the ruling can be honored without any agreement. Similarly, a proper order of a permanent judicial

commission (PJC) would also take precedence over any such agreement entered into by the parties, and this would in no way preclude a PJC from making its own determination.

As pertains to a church and a pastor, a non-disclosure agreement invites speculation that is typically a disservice to all parties. The dissolution of pastoral relationships is similar to divorce in that the absence of information often results in speculation of the circumstances that can be far worse than the actual circumstance and can brand a pastor with erroneous behavior or brand a congregation as damaging to pastors. Further, if the dissolution involved a traumatic event from inappropriate behavior either on the part of a pastor or members of the congregation, the non-disclosure agreement would prevent the congregation from processing the collective trauma appropriately, so they would be unlikely to put it behind them. Dysfunction in the congregation as a result of unprocessed trauma typically carries over to negatively affect the next pastoral relationship.

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

**The Advisory Committee on the Constitution advises the 226th General Assembly (2024) to approve Item POL-08, with amendment.**

The overture seeks to amend two sections of the Constitution, G-2.0901 and G-2.0504b, by prohibiting non-disclosure agreements at the dissolution of installed and temporary pastoral relationships. There have been numerous General Assembly Permanent Judicial Commission (GA PJC) decisions against contractual non-disclosure agreements, also called “Confidentiality Statements” or “Confidentiality Agreements.” The Advisory Committee on the Constitution advises the General Assembly that Item POL 08 identifies a helpful improvement by making explicit in the *Book of Order* a principal prohibition against such contracts. (See GA PJC (1990, 202-1, Baumann v. Bellefield Church); GA PJC (2006, 217-1, Hope, et al. v. Pby of San Francisco); GA (1998, 165, 16.0199, Req. 98-4).)

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

The Advisory Committee on Social Witness Policy (ACSWP) advises that the 226th General Assembly (2024) **approve POL-08.**

The policy statement “God’s Work in Our Hands” (1995) says:

“The glory of God shines in God’s own first work of creation before it shines in any work of our hands. It can shine in every fragment of faithful human work done in response to the One in whose image we are created. As the Creator God continues to create, we can participate through our work. By working with integrity and responsibility toward all our neighbors and all of creation; by treating other workers and ourselves with respect, compassion, and gratitude and by seeking forgiveness from God for the imperfections in our work; we bring ourselves and our work to God as an offering. This we understand to be good work, pleasing to God.”

It is not infrequent for calls between congregations and ministers, educators, and other church employees to end in acrimony. The practice of requiring non-disclosure agreements as a

condition of severance precludes the opportunity for the light of God's glory to shine on every fragment of faithful human work, inhibits treating one another with respect and compassion, and prohibits individuals and congregations from authentically seeking forgiveness from God for the imperfections in our work.

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The Assembly Committee on Polity amended the overture language following advice from the ACC and then approved Item POL-08 2, 40/0. The 226th General Assembly (2024) approved Item POL-08 2, 393/11.

For the full report on POL-08, go to  
<https://www.pc-biz.org/search/3001169>



## 22-G — 2.0901

### DISSOLUTION OF PASTORAL RELATIONSHIPS

#### G-2.0901 CONGREGATIONAL MEETING (POL-08 1)

The 226th General Assembly (2024) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0901 in the Form of Government be amended as follows?**

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

**An installed pastoral relationship may be dissolved only by the presbytery. Whether the minister of the Word and Sacrament, the congregation, or the presbytery initiates proceedings for dissolution of the relationship, there shall always be a meeting of the congregation to consider the matter and to consent, or decline to consent, to dissolution. *No non-disclosure agreement shall be allowable.***

*A non-disclosure agreement, also known as a confidentiality agreement, is an agreement that outlines confidential material, knowledge, or information that is to remain confidential. Such an agreement binds the party or parties who have signed it and prevents them from discussing any information included in the contract with anyone not authorized by the agreement.*

#### **Background and Rationale**

In the vows we take at ordination, we (ruling elders, teaching elders, and deacons) promise to serve one another, God, and God's church with love (W-4.0404). Non-disclosure agreements indicate the opposite has happened, and tend to engender speculation rather than truth-seeking. While there are specific instances when police or a court may forbid the sharing of information, those circumstances would not require any non-disclosure agreement for the parties specified so the ruling can be honored without any agreement. Similarly, a proper order of a permanent judicial commission (PJC) would also take precedence over any such agreement entered into by the parties, and this would in no way preclude a PJC from making its own determination.

As pertains to a church and a pastor, a non-disclosure agreement invites speculation that is typically a disservice to all parties. The dissolution of pastoral relationships is similar to divorce in that the absence of information often results in speculation of the circumstances that can be far worse than the actual circumstance and can brand a pastor with erroneous behavior or brand a congregation as damaging to pastors. Further, if the dissolution involved a traumatic event from inappropriate behavior either on the part of a pastor or members of the congregation, the non-disclosure agreement would prevent the congregation from processing the collective trauma appropriately, so they would be unlikely to put it behind them. Dysfunction in the congregation as a result of unprocessed trauma typically carries over to negatively affect the next pastoral relationship.

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

The Advisory Committee on the Constitution advises the 226th General Assembly (2024) to approve Item POL-08, with amendment.

The overture seeks to amend two sections of the Constitution, G-2.0901 and G-2.0504b, by prohibiting non-disclosure agreements at the dissolution of installed and temporary pastoral relationships. There have been numerous General Assembly Permanent Judicial Commission (GA PJC) decisions against contractual non-disclosure agreements, also called “Confidentiality Statements” or “Confidentiality Agreements.” The Advisory Committee on the Constitution advises the General Assembly that Item POL-08 identifies a helpful improvement by making explicit in the *Book of Order* a principal prohibition against such contracts. (See GA PJC (1990, 202-1, Baumann v. Bellefield Church); GA PJC (2006, 217-1, Hope, et al. v. Pby of San Francisco); GA (1998, 165, 16.0199, Req. 98-4).)

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

The Advisory Committee on Social Witness Policy (ACSWP) advises that the 226th General Assembly (2024) approve POL-08.

In the policy statement “God’s Work in Our Hands” (1995), it is stated:

“The glory of God shines in God’s own first work of creation before it shines in any work of our hands. It can shine in every fragment of faithful human work done in response to the One in whose image we are created. As the Creator God continues to create, we can participate through our work. By working with integrity and responsibility toward all our neighbors and all of creation; by treating other workers and ourselves with respect, compassion, and gratitude and by seeking forgiveness from God for the imperfections in our work; we bring ourselves and our work to God as an offering. This we understand to be good work, pleasing to God.”

“The glory of God shines in God’s own first work of creation before it shines in any work of our hands. It can shine in every fragment of faithful human work done in response to the One in whose image we are created. As the Creator God continues to create, we can participate through our work. By working with integrity and responsibility toward all our neighbors and all of creation; by treating other workers and ourselves with respect, compassion, and gratitude and by seeking forgiveness from God for the imperfections in our work; we bring ourselves and our work to God as an offering. This we understand to be good work, pleasing to God.”

It is not infrequent for calls between congregations and ministers, educators, and other church employees to end in acrimony. The practice of requiring non-disclosure agreements as a condition of severance precludes the opportunity for the light of God’s glory to shine on every fragment of faithful human work, inhibits treating one another with respect and compassion, and prohibits individuals and congregations from authentically seeking forgiveness from God for the imperfections in our work.

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The Assembly Committee on Polity amended the overture language following advice from the ACC and then approved Item POL-08 1, 40/0. The 226th General Assembly (2024) approved Item POL-08 1, 393/11.

For the full report on POL-08, go to  
<https://www.pc-biz.org/search/3001169>



## 24-K – D-7.0501

### INVESTIGATION

#### **D-7.0501 REFERRAL TO INVESTIGATING COMMITTEE (POL-02)**

The 226th General Assembly (2024) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

#### **Shall D-7.0501 Referral to Investigating Committee be amended as follows:**

(Added text is in *italics*.)

**When a clerk of session or the stated clerk of a presbytery receives an allegation, without undertaking further inquiry, that clerk shall then report to the council only that an offense has been alleged without naming the *person accused* or the nature of the alleged offense and shall refer the statement of allegation promptly to an investigating committee, which shall conduct an inquiry as defined below. Pursuant to G-4.0302, the clerk shall report to civil legal authorities any knowledge of harm, or risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or adult lacking mental capacity. The clerk of session or stated clerk shall also inform the accuser of the disciplinary process and their rights and responsibilities in the process.**

#### **Background and Rationale**

*Editor's note: The original rationale was written for language which was significantly amended by the General Assembly. This edited rationale is limited to those sections of the rationale which apply to the approved proposed amendments.*

The context for D-7.0501 is the procedure by which submission of a formal accusation of a disciplinary offense prompts the council of a church or presbytery to form an investigating committee and commence the disciplinary process of the *Book of Order*.

Disclosing relevant information as our primary moral obligation follows in G-4.0302, the Mandatory Reporting provision. Here is the explicit mandate to take positive action to protect vulnerable people by disclosing information to authorities. It reiterates the primary moral value which prioritizes protecting people at risk. G-4.0302 makes clear the substantive basis for disclosing: "...knowledge of harm, or the risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity..." Knowledge is essential to being able to act preventively.

The second part of the moral and polity framework is our obligation which is implicit in Chapter 7 of the Book of Order Disciplinary Process. D-7.0201a. and D-7.1501b. both address accountability in circumstances when a person "knew, or reasonably should have known of the reasonable risk of sexual abuse of another... [and] failed to take reasonable steps to minimize the risk." The moral commitment in Chapter 7 is that we are responsible for recognizing a risk and that once we know, we are obligated to act to reduce the possibility of harm.

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

*Editor's note: The Advisory Committee on the Constitution advised that the 226th General Assembly (2024) disapprove the original recommendation of Item POL-02. The committee amended the original recommendation. This edited advice is limited to those sections of the advice which apply to the approved proposed amendments.*

The *Book of Order* includes provisions designed to protect the vulnerable, such as requirements for administrative leave or other restrictions when there has been an allegation of sexual abuse (D-7.09), and requirements for sexual misconduct and child and youth protection policies (G-3.0106). The confidentiality provisions for the exercise of pastoral care state explicitly that confidentiality is not to be used to keep secret allegations of abuse and mandate reporting to ecclesiastical and civil authorities, especially in a situation where an individual “reasonably believes that there is a risk of future physical harm or abuse” (G-4.0302).

The Assembly Committee on Polity amended the original Recommendation significantly then approved Item POL-02, 37/0. The 226th General Assembly (2024) approved Item POL-02, 401/4.

For the full report on POL-02, go to <https://www.pc-biz.org/search/3001123>

## 24-L — D-7.0902b

### ALLEGATIONS OF SEXUAL ABUSE

#### D-7.0902b ADMINISTRATIVE LEAVE (POL-04)

The 226th General Assembly (2024) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall D-7.0902B Administrative Leave be amended as follows:**

(Added text is in *italics*.)

**Regardless of the employment status of the minister of the Word and Sacrament, the members designated in accordance with D-3.0102, shall determine as quickly as possible, after receiving the written allegations and providing the accused an opportunity to be heard, whether the risk to a congregation and/or to other potential victims of abuse requires *paid* administrative leave or other restrictions upon the minister's service when considered in light of the nature and probable truth of the allegations. Such *paid* administrative leave or restrictions will continue until either the matter is resolved in one of the ways prescribed in the disciplinary process or until the leave or restrictions are altered or removed by members of the commission. *The cost shall be borne by the employing entity whenever possible or be shared by the presbytery as necessary.***

#### **Background and Rationale**

This amendment would preserve the due process rights of all ministers of the Word and Sacrament accused of sexual misconduct without diminishing the protections afforded to the alleged or potential victims of that misconduct.

Since the imposition of administrative leave was first authorized on July 3, 2005, until the adoption of Church Discipline on July 9, 2023, all ministers and presbyteries throughout the denomination were subject to a single, standard process when allegations of sexual misconduct were received. That process provided presbyteries the necessary mechanism for imposing administrative leave while requiring that the leave be paid.

The imprecision and ambiguity of the current language in D-7.0902 fails to provide a standard process applicable throughout the denomination. The text of D-7.0902 fails to define the administrative leave as either paid or unpaid. The conspicuous omission or deletion of “paid administrative leave” from the text of D-10.0106 in the Church Discipline, and the substitution of simply “administrative leave” in D-7.0902, lead to at least two plausible interpretations: first, that all administrative leave is to be unpaid, and second, that each presbytery can set its own policy as to whether the leave is to be paid or unpaid. Such imprecision and ambiguity do not provide an acceptable constitutional standard to be applied equally to all ministers of the Word and Sacrament.

**I. Unpaid Administrative Leave is Improper.** If the drafters' intent was that all administrative leave is to be unpaid, that result unfairly and improperly deprives ministers of the Word and Sacrament of vital due process protections.

**A. Unpaid Leave Undercuts the Presumption of Innocence.** The imposition of unpaid administrative leave within days of receipt of allegations, before even an investigative committee has been appointed, is completely inconsistent with and dramatically undercuts the presumption of innocence set forth in D-8.0201.c. Not only is a minister stripped of all ecclesiastical authority, but the presbytery immediately deprives the minister of any right to compensation as set forth in the terms of call to which the minister and congregation have agreed and which the presbytery approved.

**B. Diminished Standard of Proof.** The current language in D-7.0902.b. allows the forfeiture of all compensation based upon a demonstrably lower standard of proof than that required for an ultimate finding of guilt. D-7.0902.b. allows the imposition of administrative leave based on the "probable truth of the allegations." D-8.0902 allows a finding of guilt only "when a comparison and consideration of all the evidence compels an abiding conviction that the material facts necessary to prove the charge are true." Relying on phraseology from the Rules of Discipline, those standards of proof would have been probable cause and beyond reasonable doubt. Regardless of the phraseology incorporated into Church Discipline, the quantum of proof required under D-7.0902.b. is dramatically less than that in D-8.0902.

**C. Pretrial Forfeiture of Compensation is Punitive.** "[T]he exercise of church discipline is one for building up the body of Christ, not for destroying it, for redeeming, *not for punishing.*" D-1.01 (Emphasis added). The forfeiture of all compensation within days of receipt of allegations, before an investigation or trial, is tantamount to punishment before an adjudication of guilt and is contrary to the constitutional objectives.

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

The Advisory Committee on the Constitution advises the 226th General Assembly (2024) to approve Item POL-04.

Section D-7.0902 provides a process for determining whether administrative leave should be required when an allegation of sexual abuse has been received against a minister of the Word and Sacrament. When the Rules of Discipline were updated in 2022, Section D-7.0902 of Church Discipline replaced D-10.0106. The former D.10.0106 expressly required administrative leave to be "paid." The word "paid" is missing from the new D-7.0902. Section D-7.0902 is equally silent on whether administrative leave should be unpaid. It is simply silent.

The Advisory Committee on the Constitution agrees with the rationale offered in support of reinserting the requirement that administrative leave be paid and believes that the omission of the word "paid" was an oversight. POL-04 also inserts clarifying language, "The cost shall be borne by the employing entity whenever possible or be shared by the presbytery as necessary." The Advisory Committee on the Constitution has no objection to the clarifying language and believes it could be helpful to the church.

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### **PINE SPRINGS CAMP**

**Let's get away for a day of rest; renewal and fellowship in the beautiful setting of our camp facility. It is a great opportunity for us to be together as pastors and colleagues in this ministry that God has called us in this region of God's Church (Redstone Presbytery). Whether joining together in fun activities or seeking the solace of a walk in the woods; this is an opportunity for each of us to refocus and relax.**

**We will be enjoying a picnic lunch together provided by the Camp; so let us know that you are planning on being there and if you have any special dietary needs.**

**Call (724.837.637) or  
email [secretary@redstonepresbytery.org](mailto:secretary@redstonepresbytery.org)  
to let us know you are coming**





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### **Understanding Change** by Jim Farrer

Pioneer church consultant Lyle E. Schaller, who consulted with more than 6,000 congregations, declared in his book *Strategies for Change*: “The need to initiate and implement planned change from within an organization...is the number-one issue today for most congregations...” (p.10).

### **Change is disruptive.**

Psychiatrist Dr. Karl Menninger, founder of the famous clinic which bears his name in Topeka, Kansas, observes: “All of us on the staff (900) are convinced that all change is experienced by all people as a loss and is followed by anger.”

Management guru Peter Drucker in his book *Landmarks of Tomorrow* lists three risks in innovation and change: 1. It will make current practices and patterns of operation obsolete. 2. It will fail. 3. It will succeed and produce unforeseen consequences that will create new problems. These unintended consequences have been experienced in many lines of work. For example biologist Garrett Hardin observed: “You can never merely do one thing.”

### **A climate in which change can occur**

Several management leaders talk about four alliterative words. They are trust, time, talking and tolerance. Most horses and most people do not like to be surprised. Before the worn out blanket under the horse's saddle is replaced, the wise owner positions a new one in the stall to absorb the scent of the horse and the stable.

### **Frustration, confession and forgiveness**

Often a leader desires changes in the congregation. Sometimes this is because of the normal frustrations of dealing with self-centered, stubborn and sinful members. A wise counselor suggested that it is important to hold up a mirror to examine oneself as well. Does the image reveal those same kinds of tendencies?

William Bridges author of the book *Transitions* counsels: “Genuine beginnings depend on...inner realignment rather than on external shifts” (p.138). Before a breakthrough can happen in the congregation what changes may God first want to bring about in you?

### **The changed church leader**

One pastor shared an experience that turned his personal ministry around. He had never been a high achieving student. He later discovered he had a hyperactivity syndrome. However, as a pastor he had one basic focus: get prepared for Sunday. That he could do. About the same time, early in ministry, he was led to complete a spiritual gift inventory. It revealed that among his top gifts were teaching and to his shock...knowledge! This encouragement assured him that despite his lack of academic success his ministry would be blessed by the Lord.

Others have received a renewed sense of call and their “fit” through research and methods developed by Lavern Brown, Gordon Penfold and Gary Westra found in their recent book *Pastor Unique* and at [turnaroundpastor.com](http://turnaroundpastor.com).

### **Will a group change?**

In one established congregation at least five pastors tried to change the role of what the members called “The Deacons.” According to their denomination, deacons were to provide care for the poor, sick and shut-ins, but this group only wanted to receive the offering. How much time and energy had been invested in the re-education process to no avail? The answer is to add a new team for a new task.

### **Seasons when change may occur**

Many have observed change when a new pastor arrives. In addition, change in a congregation may occur rapidly when a number of members return with excitement and new ideas from a retreat. The world view and priorities of teens and adults are dramatically altered by taking a mission trip.

Consultants and professors Norman Shawchuck and Roger Heuser in *Leading the Congregation* (p.128) reveal themes of change during traditional church seasons. Changes in music, mood and our responses are thus appropriate.

Advent – preparation, expectation, hope  
Christmas – surprise, gift, joy  
Epiphany – light, witness, call  
Lent – reflection, repentance, increased commitment  
Easter – resurrection, new life  
Harvest – reaping, fruitfulness

For change to occur there is often a necessary but overlooked “season.” A four-year “Mainline Evangelism Study” revealed that the few congregations that had exciting success in reaching new adults with the Gospel had rediscovered prayer.

### **The Lord is in the business of change.**

Dozens of Bible verses are about change. The seeds of change may take time to bring forth fruit. In I Corinthians 3:6, Paul planted; Apollos watered; the Lord gave the increase.

The God of the Bible is emphatic: “I will make all things new.” Isaiah 43:19

Jim Farrer, honorably retired, served Redstone Presbytery and the Synod of the Trinity in Congregational Development and Evangelism. A broadly-trained consultant in church vitality and published author, he has instructed leaders from 19 denominations, having led seminars from coast-to-coast and at Jerusalem Seminary in October 2022. Previously he oversaw the serving of Holy Communion at the “largest Presbyterian gathering ever held in America.” Find Jim’s current and many archived articles at [biblicalleadership.com](http://biblicalleadership.com) along with articles from turnaround experts from many denominations.