



2025 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

November 22, 2025
9:00 a.m.



Newlonsburg
Presbyterian Church,
Murrysville
and
ZOOM VIDEO CONFERENCING
MEETING

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

**Directions to
Newlonsburg Presbyterian Church
4600 Old William Penn Highway., Murrysville, PA 15668
724.327-0061**

From Toll66/22 cloverleaf

Head WEST on 22 toward Murrysville.
At 7th light, turn RIGHT (Walnut Hollow Plaza/Rite-Aid) on Cline Hollow Rd.
At STOP sign Turn LEFT onto Old Wm Penn Hwy.
Proceed through blinking light. Pass school complex and doctor's office.
Newlonsburg driveway is between 2 yellow diamond road signs.

From Monroeville/Turnpike Exit 57

Head East on Rte 22 toward Murrysville
At 6th light turn LEFT (Wendy's/ Welcome to Murrysville sign) on Old Wm Penn Hwy
Proceed through stop light, proceed a little more than a mile (First Presby will be on your left),
Proceed through a 4-way stop sign. Church on your left.
Use 2nd driveway beyond church sign.

From rte 380 west

Turn RIGHT at Cooper's RVs as you come toward Holiday Park.
Make an almost immediate LEFT (by McElwhinney's auto repair) onto Saltsburg Rd.
Make First RIGHT onto Sardis Rd.(There is a yellow diamond intersection sign and a small sign for the municipal offices)
Proceed several miles past municipal building and school to 2nd STOP sign.
At 2nd stop sign turn LEFT onto School Rd. (huge oak tree on left corner and 2 large houses)
Proceed nearly 2 miles to blinking light.
Turn RIGHT onto Old Wm Penn Hwy. Proceed past school complex and doctor's office.
Newlonsburg driveway is between 2 yellow diamond road signs.

GENERAL INSTRUCTIONS FOR THE MEETING

- The offering for this meeting will go to the Alaska Community Foundation.

To make your Offering through online contributions go to www.redstonepresbytery.org and click on the green "GIVE NOW" link on the left of the page.

You will need to login - or create a profile if you don't already have one - and then designate your offering in the space(s) provided. You may also mail your Offering to the Presbytery office at 1004 Mt. Pleasant Road, Greensburg, PA 15601. Please designate "Western Alaska Disaster Relief" on the memo line.

- Presbyters are reminded to get "Prayer Requests" to the Clerk as soon as possible as they will be lifted up during the prayers in the Worship Service.
- New Business must be submitted to the Associate Stated Clerk in writing before the end of worship.

Newlonsburg Presbyterian Church, Murrysville
 In Person or Zoom meeting
 November 22, 2025

8:30- 9:00 a.m.	<ul style="list-style-type: none"> • <i>Registration and fellowship</i> • <i>Announcement Loop</i> 	<i>In Person/Online</i>
	<u>THE KINGDOM OF GOD IS LIKE...</u> <u>GATHERING IN WORSHIP AND WORK</u>	<i>In Person or Zoom</i>
9:00 a.m.	<p><u>Presbytery Gathering Convenes</u> CALL TO ORDER/A WORD OF WELCOME</p> <ul style="list-style-type: none"> • Formation of the Roll (any new business should be submitted to the Interim Stated Clerk in writing before the end of worship) • Seating of Corresponding Members • Introduction of 1st time commissioners 	<i>Sanctuary/Zoom</i> Elder Susan Keaney Rev. Cliff Foster
	<u>At Worship: The Kingdom of God is Like.... (Appendix A)</u>	
	<p><u>Gathering</u> Call to Worship -Prayer of the Day -Hymn – “Holy, Holy, Holy! Lord God Almighty!” -Prayer of Confession/ Assurance of Pardon -Passing the Peace -Hymn – “Glory to God Whose Goodness Shines on Me”</p>	
	<p><u>Ministry of the Word</u> -Sermon – “ God’s Sufficiency” -Hymn - “ Our God, Our Help in Ages Past”</p>	Rev. Ellie Johns-Kelly
	<p><u>Response</u> -Offering - Doxology – “Praise God, from Whom All Blessings Flow”</p>	
	<p><u>Sacrament - Lord’s Supper</u> -Hymn – “Come to the Table of Grace”</p>	
	<p><u>Sending</u> -Hymn – “Now Thank We All Our God”</p>	
	<u>AT WORK IN THE KINGDOM OF GOD</u> <u>CONTINUES.....</u>	

	<p><u>Reports</u> <u>Interim Stated Clerk</u>- Pages 6-8</p> <ul style="list-style-type: none"> • Consent Agenda <p><u>Mission</u></p> <ul style="list-style-type: none"> • Network • Mission – (Second Reading) Proposed Overtures – Pages 9-14 • Pine Springs Camp – Pages 15-16 • Haiti <p><u>Matthew 25 Team</u></p> <ul style="list-style-type: none"> • Letters to House of Representative – Appendix B <p><u>Budget and Finance</u></p> <ul style="list-style-type: none"> • Treasurer’s Report – Page 17 • 2026 Budget (Second Reading) – Pages 18-20 <p><u>Synod Commissioners</u></p> <p><u>Nominating Committee</u>- Page 21</p> <ul style="list-style-type: none"> • 2026 Vice Moderator • Standing Committees • 2026 GA Commissioner <p><u>Council</u> – Pages 22-24</p> <ul style="list-style-type: none"> • Set aside the Presbytery Manual to enable Presbytery to reduce the size of the COM. <p><u>Committee on Ministry</u>- Pages 25-28</p> <ul style="list-style-type: none"> • Correction to the 2026 Terms of Call Worksheet – Appendix C <p><u>Interim Executive Presbyter</u> – Pages 29-30</p> <p><u>Reflections from our Moderator</u></p>	<p>Rev. Cliff Foster</p> <p>Rev. Sylvia Carlson</p> <p>Greg Davis Rev. Curtis Paul</p> <p>Rev. Brenda Barnes</p> <p>Elder John Dickson</p> <p>Audrey Cottle Susan Nesti Rev. Cliff Foster</p> <p>Glenn Hart</p> <p>Len Morgan</p> <p>Rev. Dr. Lon Weaver</p> <p>Rev. Dr. Lon Weaver</p> <p>Elder Susan Keaney</p>
	<p><u>Resolution of Thanks</u> <u>Adjournment</u> <u>Benediction</u></p> <p>“A Brighter Future for Your Church” – Appendix D</p> <p><u>The next stated meeting of the Presbytery of Redstone will take place on January 24 2026, 1:00 p.m. by Zoom or Inperson. Location TBD.</u></p>	<p>Elder Susan Keaney</p> <p>Article By Rev. Jim Farrer</p>

By God's grace,
Communicate the Word,
Carry on the Work,
Change the World!

INTERIM STATED CLERK’S REPORT:

1. During the period since the last regularly stated Presbytery meeting, all correspondence that was received was responded to and/or appropriately routed for review and response to the appropriate entity of Presbytery.

Stated Clerk Correspondence Log

Date Received	Received From	Content	Action
November 10, 2025 - mail	Fayette City, Little Redstone	2025 Commissioned Pastor Agreement for Joshua Scully	COM & File
November 5, 2025 - email	New Florence, Trinity	Waiver Request for Tricia Betz; John Shearman; Marcia Tomalson	COM & File
November 4, 2025 - email	Johnstown, First	Covenant Pastor Agreement for Danielle Kendig	COM & File
November 4, 2025 - email	New Salem Presbyterian	Waiver Request for Roxanne Gmutsa	COM & File
November 3, 2025 - mail	New Alexandria, Community United	Waiver Request for 1 year for Margaret Graham	COM & File
October 27, 2025 - mail	Lower Burrell, Grace Community	Roof Repairs to the Church	Council & File
October 23, 2025 - email	Johnstown, Westmont	Covenant Pastor Agreement - Ken Foust	COM & File
October 22 2025 - mail	Rev. Dr. Mitch Wall	Letter and pamphlet to be added to pulpit supply	COM & File
October 20, 2025 - mail	Greensburg, Westminster	Interim Pastor Contract for John Simpson	COM & File
October 16, 2025 - Inperson	Belle Vernon, First	11.1.25 - 11.1.26 Interim Pastor Contract for Rick Sweeney	COM & File
October 14, 2025 - inperson	Belle Vernon, First	Mission Study & Financial Statements to call a Congregational Meeting to elect a PNC	COM & File
October 8, 2025 - email	Rev. Geoff Rach	Received FBI Fingerprint Clearance, State Police Clearance	File
September 26, 2025 - mail	Delmont	Interim Pastor’s Contract for Anthony Catullo	COM & File

2. The list of proposed presbytery meeting dates for the 2026 calendar year approved by the Council are presented below. We welcome invitations to serve as meeting host for any of these meetings.
 - o January 24 – TBD
 - o March 24 – TBD
 - o May 26 – TBD
 - o September 22 – TBD
 - o November 17 – TBD

3. Review of the 2024 Session minutes and Church Registers has been completed and submitted to the COM (Appendix A). The minutes and the church registers of the following congregations were not reviewed: Dunbar, First; Johnstown, Second; Ligonier, Pleasant Grove; Merritstown, Dunlaps Creek; Uniontown, Tent; West Newton, Sewickley United.

CONSENT AGENDA:

The Interim Stated Clerk of the Presbytery, Rev. Cliff Foster, presents the following Consent Agenda:

From Executive Committee

1. Following the review of the Moderator, Vice-Moderator, Stated Clerk and Interim Stated Clerk, it is **recommended** that the minutes of the Presbytery meeting of the September 23, 2025, be approved.

From the Council

1. Council **recommends** that the Financial and Treasurer's Reports presented to the Council and the Presbytery be received and filed for audit. (Financials located at the end of the Consent Agenda)
2. Council **recommends** that the Interim Executive Presbyter, Treasurer, Mission, and Pine Springs Camp reports presented to the Presbytery be received and filed.
3. Council **recommends** that the written reports of all committees, networks and task forces be received and filed.

From the Committee on Ministry

1. The Committee on Ministry **recommends** that Presbytery grant the request from the Trinity Presbytery of New Florence to waive the rotation of service for Tricia Betz, Ruling Elder; John Sherman, Ruling Elder; Marcia Tomalson, Ruling Elder.
2. The Committee on Ministry **recommends** that Presbytery grant the request from the New Salem Presbytery to waive the rotation of service for Roxanne Gmutza, Ruling Elder.
3. The Committee on Ministry **recommends** that Presbytery grant the request from the Community United Presbytery of New Alexandria to waive the rotation of service for 1 year (2026) for Margaret Graham, Ruling Elder.

From the Committee on Preparation for Ministry

From the Nominating Committee

From the Committee on Representation

Presbytery of Redstone
Income and Expense Statement
 Consolidated - October 2025

11/05/2025 01:19 PM

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
INCOME				
CONTRIBUTION INCOME	\$21,917.13	\$265,918.03	\$353,000.00	75.33%
INTEREST INCOME	32.57	129.12	4,000.00	3.23%
INT & DIV UNRESTRICTED	1,275.58	16,197.33	0.00	0.00%
MISCELLANEOUS INCOME	2,000.00	7,075.49	5,000.00	141.51%
GAINS	18,348.02	118,318.14	0.00	0.00%
RELEASE FROM RESTRICTIONS				
TEMP RESTRICTED RELEASE	-2,737.00	-27,128.25	0.00	0.00%
Subtotal Release From Restrictions	-2,737.00	-27,128.25	0.00	0.00%
RELEASED FROM RESTRICTION	2,737.00	21,357.12	0.00	0.00%
TOTAL INCOME	43,573.30	401,866.98	362,000.00	111.01%
EXPENSES				
SHARED MINISTRY & MISSION	\$6,787.00	\$65,489.35	\$97,000.00	67.51%
COMMITTEE EXPENSES				
COUNCIL	65.72	5,298.19	3,750.00	141.29%
COMMITTEE ON MINISTRY	0.00	0.00	500.00	0.00%
COMMITTEE ON PREPARATION	0.00	0.00	1,000.00	0.00%
Subtotal Committee Expenses	65.72	5,298.19	5,250.00	100.92%
OPERATIONS	5,544.21	52,840.30	43,221.00	122.26%
PRESBYTERY STAFF				
EXECUTIVE STAFF	9,231.95	82,347.62	138,000.00	59.67%
ADMINISTRATIVE SUPPORT	2,590.40	23,366.40	29,213.00	79.99%
EMPLOYER PAID FICA TAXES	747.20	6,741.15	9,100.00	74.08%
Subtotal Presbytery Staff	12,569.55	112,455.17	176,313.00	63.78%
APPORTIONMENTS	8,773.75	87,737.50	105,285.00	83.33%
RESTRICTED EXPENSE	500.00	1,329.86	0.00	0.00%
TOTAL EXPENSES	34,240.23	325,150.37	427,069.00	76.14%
TRANSFER ACCOUNTS				
TRANSFER TO OTHER FUNDS	-\$1,275.58	-\$65,009.56	\$0.00	0.00%
TRANSFER FROM OTHER FUNDS	1,275.58	65,009.56	66,000.00	98.50%
TOTAL TRANSFERS	0.00	0.00	66,000.00	0.00%
EXCESS INCOME/EXPENSES	\$9,333.07	\$76,716.61	\$931.00	8,240.24%

**Redstone Presbytery Commitment
to Larger Church October 31, 2025**

	2025	TOTAL	% Payup as of	Unpaid Pledge Balance
	PLEDGE	PAID	10/31/2025	
Adah, Palmer	500.00	500.00		
Apollo, Poke Run	3,897.90	2,863.95	73%	1,033.95
Avonmore	1,000.00	1,418.50	142%	(418.50)
Belle Vernon, First	4,500.00	3,375.00	75%	1,125.00
Belle Vernon, Harmony	1,200.00	500.00	42%	700.00
Belle Vernon, Marion	2,475.00	2,475.00	100%	
Belle Vernon, Rehoboth	3,000.00	2,250.00	75%	750.00
Bolivar		1,250.00		(1,250.00)
Brownsville, Calvin				
Brownsville, Ft. Burd				
Brownsville, Hopewell				
Colver		132.00		(132.00)
Cresson	2,000.00	2,000.00		
Delmont				
Derry	1,000.00	750.00	75%	250.00
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill	1,062.00			1,062.00
Ebensburg	1,000.00	1,036.08		(36.08)
Fairchance				
Farmington				
Fayette City, Little Redstone	2,000.00	2,000.00		
Greensburg, First	31,000.00	25,833.30	83%	5,166.70
Greensburg, Maplewood	6,000.00	5,000.00	83%	1,000.00
Greensburg, Westminster	6,000.00	5,000.00	83%	1,000.00
Irwin, First	25,000.00	20,833.30		4,166.70
Irwin, W. Hempfield	3,000.00	2,250.00	75%	750.00
Jeannette	2,400.00	1,800.00	75%	600.00
Johnstown, Bethany	1,620.00	1,620.00	100%	
Johnstown, First	6,000.00	4,800.00	80%	1,200.00
Johnstown, Second	2,000.00	1,000.00	50%	1,000.00
Johnstown, Westmont	16,000.00	12,000.00	75%	4,000.00
Lake Lynn				
Latrobe, Main St.	26,500.00	19,890.00		6,610.00
Latrobe, Spring St.	3,000.00	3,000.00		
Leisenring	500.00	500.00	100%	
Ligonier, Pleasant Grove				
Lower Burrell, Grace	7,000.00	5,833.30		1,166.70
Lower Burrell, Puckety	10,000.00	8,500.00	85%	1,500.00
Masontown	200.00	200.00		
McClellandtown	5,200.00	3,900.00		1,300.00
Merrittstown, Dunlap's Ck.	150.00			150.00
Mt. Pleasant, Reunion		1,145.00		(1,145.00)
Murrysville, First	12,000.00	10,000.00		2,000.00
Murrysville, Newlonsburg	23,040.00	18,846.00		4,194.00
Murrysville, Union	4,000.00	3,160.00	79%	840.00
N. Alexandria, Community	4,000.00	2,669.00	67%	1,331.00
N. Alexandria, Congruity	6,200.00	4,988.02	80%	1,211.98
New Florence, Bethel	3,000.00	2,250.00	75%	750.00
New Florence, Trinity	3,825.00	3,187.50	83%	637.50
New Kensington	4,757.00	3,579.69	75%	1,177.31
New Salem	2,000.00	1,321.00	66%	679.00
N. Huntingdon, New Hope	5,700.00	4,750.00	83%	950.00
Patton	3,465.00	3,465.00	100%	
Revloc	1,800.00	1,500.00	83%	300.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel	900.00		0%	900.00
Smock, Pleasant View	10,000.00	7,600.00	76%	2,400.00
Trafford, Level Green	5,925.00	4,653.72	79%	1,271.28
Uniontown, Tent				
Uniontown, Third		814.00		(814.00)
Uniontown, Trinity	2,700.00	1,341.50	50%	1,358.50
Vanderbilt, E. Liberty	1,000.00	850.00	85%	150.00
West Newton, Sewickley	540.00	540.00	100%	
W. Newton, Sewickley UP				
West Newton, United				
Totals	270,556.90	220,445.86		50,111.04

Presentation

- **Second Reading of 3 Proposed Overtures: Calling for a new Missiological Statement for the Presbyterian Church (U.S.A.); On Prohibiting Non-Disclosure Covenants in Employee Relations; A Call for Investigation of the Restructure of PC(U.S.A.) World Mission.**
- **Pine Springs**

Calling for a New Missiological Statement for the Presbyterian Church (U.S.A.)

The Presbytery of _____ overtures the 227th General Assembly (2026) of the PC(USA):

- 1) To direct staff, accompanied by an advisory group to be named by the Moderator or Co-Moderators, to develop a new missiological statement on which the global engagement of the PC(USA) will be founded, answering at minimum these questions, and other questions as they emerge:
 - a. What is the missiology of the PC(USA), and how does this guide the church to serve God and neighbor and inform the global engagement of the church?
 - b. How does this missiology relate to past statements and mission work, and how does it serve the contexts of the mission of God undertaken by the PC(USA) nationally and internationally?
 - c. Who engages in the global mission of the PC(USA), and how are each group or individual engaging?
 - d. What new and renewed models are in place or emerging to serve God’s mission through the PC(USA) and its members and member entities, agencies, networks, mid-councils, and congregations?
 - e. What is the PC(USA) sending body framework or frameworks for mission, and what protections and safeguards for those sent and those with whom they serve are in place or need to be developed?
 - f. What funding models are in place or need to be developed?

Staff and the advisory group are directed to ensure meaningful consultation with representatives of the following groups in their work:

1. Missiological scholars who are members of the PC(USA)
2. Former staff members of PC(USA) World Mission who have served internationally with and under the supervision of global partners
3. PC(USA) Mission Networks
4. PC(USA) mid councils engaged in global mission
5. Congregations engaging in global mission
6. PC(USA) global partners

1. To report to the 228th General Assembly Rationale

The termination of Presbyterian World Mission (PWM) by the Presbyterian Church (U.S.A.) in 2025 exposes a profound lack of understanding by the denomination’s leadership concerning a Reformed missiological framework. Since its inception, the Reformed theological tradition has distinguished itself as an ecumenical and transnational church, developing and funding partnerships at home and abroad as part of its evangelical* mission. In the sixteenth century, Calvin’s Geneva became a haven for Protestant refugees fleeing persecution throughout Catholic Europe. Himself a displaced political refugee, John Calvin’s ministry in Geneva became a beacon for refugees throughout Europe, who came to Geneva to learn under Calvin to then replicate his successes back home. The Genevan church not only supported the repatriation of Protestant refugees in Europe, but it also funded the first Protestant mission in the New World with the establishment of a French Huguenot colony in Brazil in 1555.

However, not only is the closure of PWM a betrayal of the global scope of Presbyterian ministries, but it comes at the expense of our most foundational ecclesiological commitments. Protestant reformers in the sixteenth century were careful not to replace one clerical hierarchy with another, as evidenced by the representational church order

described in the fourth book of John Calvin's Institutes of the Christian Religion (1559). Given every Christian is subject to Christ's lordship, from the lowliest laborer to the highest ruling monarch, the communion of saints (communio sanctorum) is ultimately an egalitarian fellowship (koinōnia), a shared life together in which all believers are responsible for and accountable to one another. This, above all else, is the basis on which ecclesiastical and civil polity is founded. Therefore, the kind of unilateral decision-making that led to the closure of PWM without adequate dialogue and consultation reflects a careless disregard for our most foundational Reformed theological commitments.

One of the reasons given by the Interim Unification Agency (IUA) to justify the closure of PWM was the inherent coloniality of missions. When we refer to the coloniality of missions, we are referring to a way of doing missions such that usually Western missionaries impose Western ideas of "gospel," "civilization," and "progress" onto local cultures. Historically, missions often marched in lockstep with colonial projects and for that reason the document, "Presbyterians Do Mission in Partnership," presented a model of partnership in which Presbyterian mission co-workers established partnerships with local communities, allowing themselves to be guided by their wisdom and guidance. Instead of perpetuating a colonial attitude marked by a one-sided relationship in which the missionary party holds the power and resources and could, therefore, dictate to the local mission partners what they should do, Presbyterian mission workers have followed this more egalitarian and contextual missiological model assiduously and, in the process, become valuable colleagues for local churches around the world.

If colonialism is marked by a one-sided relationship in which one party holds the power to dictate or compel the other party or parties, then the actions of the Interim Council fit that bill. If PC(USA) global partners were indeed partners, then they would've been consulted before engaging in the radical reconfiguring of PC(USA) World Mission. Based on the reactions of many global partners, it appears that this consultation did not happen, and the unilateral action came as a surprise to them. This not only violates the missiology of "Presbyterians Do Mission in Partnership" but also treats our global partners like expendable mission co-workers who could be terminated unilaterally and without consultation in order to preserve the financial viability of the PC(USA).

Second, if the PC(USA) is not adhering to its official missiological statements, what missiology then drives this move to eliminate PC(USA) World Mission? In statements on the matter, the leadership has moved to transition PC(USA) World Mission into a ministry called Global Ecumenical Partners. The rationale given by IUA staff for this abrupt restructuring was a desire to increase interconnectedness in the global church while addressing the financial instability of the PC(USA). With regards to the former, interconnectedness does not reduce the need for mission. Conservative denominations are doubling down on their missionary work, filling the void where the PC(USA) has withdrawn, advancing theological, ecclesiological, and missiological ideas that differ from our own. Furthermore, the work of PC(USA) World Mission was already ecumenical on a local level. Many mission co-workers participated in ecumenical partnerships locally to engage justice issues. However, what the IUA is referring to is not these local ecumenical efforts but supranational organizations such as the World Communion of Reformed Churches (WCRC). There is no evidence that the PC(USA) will increase its financial support to the WCRC while it presses the WCRC to take over the work of PC(USA) World Mission, which makes the decisions by IUA leadership look like an effort to outsource world missions to the WCRC. In other words, leadership has failed to demonstrate how the move toward increasing the interconnectedness of the world church translates to the drastic action of eliminating PC(USA) World Mission.

Sadly, this leaves financial sustainability as the only plausible rationale for the elimination of PC(USA) World Mission. Financial sustainability motivated by the fear of a declining denomination cannot serve as a theological "state of exception" that allows the PC(USA) to violate its own theological/missiological statements. We worship the God who sends the church into the world, not the Mammon who seeks its own self-preservation. In the end, there was no justifiable missiological justification for the termination of PC(USA) World Mission and the unjust firings of its mission co-workers. Granted, the closure of PC(USA) World Mission comes at a time when global ministries are struggling to make up for funding deficits after the Trump administration cut funding for programs the US Agency for International Development (USAID). But the PC(USA)'s fiscal worries cannot be allowed to constitute a state of exception that allows the denomination to act against its own doctrinal and polity statements.

Such a “missiology” is neither a theology of missions nor is it decolonial in any sense of the term. This theological lacuna, which has already unjustly upended the work of 79 mission co-workers and thrown a curveball at so many partnerships around the world, needs to be addressed in a properly Reformed manner. This overture aims to produce a missiological statement that can guide the PC(USA)’s mission policy now and in the future.

* The term “evangelical” is here used in the original sixteenth century meaning to refer to the Gospel-centered reformations that came to differentiated Protestantism from the Roman Catholic Church. In our day and age, the capitalized form of this term (“Evangelical”) is used to refer to various conservative religious movements in the United States informed by the publication of *The Fundamentals* (1910-1915), a series of tracts that provide "a new statement of the fundamentals of Christianity" in response to the Social Gospel and Protestant Liberalism.

On Prohibiting Non-Disclosure Covenants in Employee Relations

The Presbytery of _____ overtures the 227th General Assembly (2026) of the PC(USA):

- 1) **To direct staff to rewrite employee policies concerning the use of non-disclosure covenants with all employees, and to re-establish the authority of the Constitution of the Presbyterian Church (U.S.A.) in hiring and employee relations, making clear that when state law contradicts the Constitution, the Constitution holds primary authority in employee relations with staff of the Presbyterian Church (U.S.A.) at all levels;**
- 2) **To report on revisions in employee policies to the 228th General Assembly (2028).**

Rationale

The 226th General Assembly approved an overture that was subsequently passed by the presbyteries, which operates to prohibit the use of non-disclosure agreements in pastoral calls (POL-08, On Dissolution of Pastoral Relationships). The rationale for that overture reminded commissioners of the vows people take at ordination to serve one another, God, and God’s church with love, citing W-4.0404. The overture noted that non-disclosure agreements move people in congregations and other bodies of the church to the opposite of this, and to “engender speculation rather than truth-seeking”, inviting “speculation that is typically a disservice to all parties”.

Mission co-workers employed by PC(USA) World Mission found themselves in a like position to those who have served under non-disclosure agreements in and with the councils of the denomination. When the decision was made to terminate all mission co-worker positions in March 2025, those serving in these positions served under a non-disclosure covenant, which staff of the Interim Unified Agency (IUA) have labored since the plan to terminate mission co-workers was made public to define as *not* a non-disclosure agreement. However, mission co-workers who chose to share their sense of what was happening received threats and warnings from supervisory IUA staff, who reminded them of the covenant under which they served, and raised the possibility of losing severance if mission co-workers continued sharing about their experiences.

Additionally, the law of the state of Kentucky was brought to bear in the mission co-worker firing process. Mission co-workers served under appointment for a set term of years. So, they understood – as did the global partners with whom they served – that their employment was secure for at least the terms of their appointments. However, Kentucky has “at-will” employment, and this was referenced to mission co-workers who brought up the issue of their appointment terms. Mission co-workers were advised by IUA staff that they would not receive an answer to questions about why their positions were being terminated, and the right to fire employees at will and without cause was also referenced.

It has become clear that non-disclosure covenants and non-disclosure agreements are an example of a distinction without a difference. It has also become increasingly clear that the Constitution of the Presbyterian Church (U.S.A.) has the capacity to lead the denomination toward more faithful relationships between all in the church and the world, and between employer and employee, and should be thus used to do this faithful work. It is crucial, then, that those who serve the IUA and our global partners be accorded the respect and love outlined in—

the Constitution of the PC(USA). This overture seeks to employ and build upon the wisdom of the 226th General Assembly in prohibiting non-disclosure agreements to prohibit non-disclosure covenants as well, and to expand this prohibition in hiring, termination, and employee relations with all IUA staff (and the staff of any future agency leading the denomination), wherever they may serve in the world.

A Call for Investigation of the Restructure of PC(USA) World Mission

The Presbytery of _____ overtures the 227th General Assembly (2026) of the PC(USA):

1. **To direct the Moderator or Co-Moderators to form a commission tasked with the following:**
 - a. **To investigate decision making processes employed and actions taken that resulted in the elimination of the PC(USA) World Mission and the termination of all appointed Mission Co-Worker positions of those who were serving in March 2025, and the formation of a new model of global engagement;**
 - b. **To determine the extent to which the decision making processes employed and actions taken by the Unification Commission and the Interim Unified Agency conformed to or violated policy mandates of the General Assembly including (but not limited to) *Presbyterians do Mission in Partnership, Gathering for God’s Future, CR-08 On Maintaining the International Presence of Global Mission Personnel to Embody Our Christian Witness*, and Reformed theological understandings of church found in the Constitution of the PC(USA);**
 - c. **To review comments, advice, and guidance that the former Presbyterian Mission Agency, the Interim United Agency, and the Unification Commission solicited or received from global partners concerning the revision of the PC(USA)’s model of global engagement during the period 2018-2025 (including but not limited to the series of global partner consultations held in 2018-2019, the consultations held in connection with the development of “Reflecting, Reimagining, and Making Space for Rebuilding” prepared by CounterStories Consulting in September 2021, consultations with the Global Partner Roundtable, and responses to the survey the Interim Unified Agency sent to global partners in December 2024) and to assess the extent to which partner input was or was not accommodated;**
 - d. **To report to the 228th General Assembly the findings of the commission, and to recommend appropriate actions of acknowledgement, confession, repentance, and reparation.**

Rationale

Citing its commitment to redress the “historical harms of missionaries” and “help the church better engage,” the Interim Unified Agency (IUA) of the PC(USA) announced the dissolution of PC(USA) World Mission in February 2025 and terminated the ministries of all Mission Co-Workers the following month. Without posting new positions and specific skills sought, the IUA hired some Mission Go-Workers as global and domestic ecumenical liaisons, positions that have yet to be defined, to take part in a new model of global engagement that violates the missiological principles of prior GA actions, causing division between those Mission Co-Workers who were offered a position in the new model and the majority of Mission Co-Workers, who were not.

For almost 200 years, Presbyterian World Mission provided the denomination, local congregations, and mid councils opportunities to connect with the global church, participate in God’s mission around the world, learn from the faith and experiences of our siblings abroad, and receive leaders, such as the Rev. Syngman Rhee and the Rev. Jihyun Oh, and thus live out the church’s calling to be connectional and apostolic. Stories about what God is doing among our siblings abroad, mission interpretation from mission co-workers, and the work of PC(USA) Mission Networks formed and informed the denomination’s understanding of God, God’s people, and God’s world. The dissolution of PC(USA) World Mission has deprived the denomination of opportunities to connect with, to learn from, and to be led by the global church.

In its enthusiasm to cut costs, IUA's firing of the mission co-workers follows neither the mandate of the 226th General Assembly nor facilitates the denomination's global engagement. Instead, subcontracting our mission work to ecumenical agencies headquartered in Europe has weakened the bond between the General Assembly, local congregations and mid councils with our global partners.

By not communicating with local congregations, mid councils, and the Mission Networks engaged in many global regions, the IUA left much of the PC(USA) ignorant of decisions being made and how Presbyterians could respond. Congregations and mid councils who have faithfully donated funding for specific ministries, trusting PC(USA) World Mission as a reliable partner in mission, now find themselves betrayed by the denomination.

Ironically, in its eagerness to "decolonize" the denomination's "theology, missiology, and practical engagement," the IUA employed colonial, top-down strategies. 20 years of discernment in which global partners and Presbyterians engaged about mission theology and modalities was not consulted and the voices of our global partners were not heard. Surveys sent to global partners in December 2024, inquiring about the relevance of the current model of mission and the ministry of mission co-workers laboring with them, were responded to. But these were not received by the IUA before decisions were announced by the IUA about the withdrawal of all mission co-workers and a turn from incarnational ministries of appointed mission personnel living in community and solidarity with our partners. This created significant ministry disruption for many global partners and was received as completely insensitive to the relationship between the PC(USA) and our partner churches. Written communications sent to global partners announcing the termination of mission co-worker positions did not name those whose positions were eliminated, identify the ministries in which they were invited to take part, or thank the partners for hosting our mission co-workers. The decision to terminate mission co-workers was unilateral, and the communication about it proved to be paternalistic. By not consulting our global siblings and communicating very late, the IUA did not present itself as an equal ally, but as a dominant partner in a position of power, speaking to subordinates whose opinions were not needed for decisions to be made.

The process of eliminating this critical aspect of the church's calling culminated in the termination of the position of Mission Co-Worker in March 2025. Mission co-workers not only lost their jobs but were restricted from openly grieving their loss to continue the ministry to which they felt called by God. By employing them, PC(USA) World Mission had affirmed their calling and gifts for this ministry. Congregations and mid councils also affirmed their calling and gifts, as did our global partners by inviting and hosting them. In response to their call, mission co-workers identified themselves with and advocated for the least of our siblings abroad. They joined our global partners and represented the denomination's commitment to justice, reconciliation, and holistic transformation.

This overture calls for the processes by which these decisions were made to be investigated, to determine how the decisions conform with or violate PC(USA) GA actions, to review the years of global consultations and study results, and to report to the 228th General Assembly with appropriate recommendations

Mission Information Items

October 9, 2025

Items discussed include:

Collection: Next Presbytery Meeting Offering will be determined in November. Deb Koenig to reach out to Laura Blank to request passing the plates in November.

Minutes for Mission – November Presbytery Meeting – Haiti, Newlonsburg

Overtures to GA – to be voted on in November. Donna will prepare a document containing 3 bullet points for each of the 3 overtures prior to the Presbytery meeting.

Pakistan – Donna will reach out to former mission co-workers to determine feasibility of aid to these people.

Next Meeting – November 13, 2025.

September 11, 2025

Devotions: Ecclesiastes 3:9-17 and Philipians 4:6

The meeting was opened in prayer by Deb Koenig

Items discussed include:

Collection: September Presbytery Meeting Offering will go to PDA.

After much discussion regarding flooding in Pakistan and South Sudan issues, it was decided to send the offering to PDA, for their dispersment.

Overtures to Presbytery; Council will present the overtures to the Presbytery meeting for first reading. Sylvia Carlson will be available to speak to questions from the floor, if any.

Minute for Mission: There will be no minute for mission at this meeting.

Mission Trip to NC: October 5-11, no additional information, Phyllis Frye at Congruity is contact person.

Representative to Meeting: Donna Havrisko volunteered to give the committee report.

Sudan / South Sudan: Owar agreed to write a report regarding the political news and actions taken in Sudan / South Sudan.

Haiti situation: Pastor Evans, representing New Hope Mission in Haiti, will speak at Newlonsburg Pres, on Sunday, October 5, during the 11am service.

Next Meeting – October 9, 2025



2025 FRIENDS DINNER

- THE EVENING HELD ON SUNDAY, OCTOBER 26 WAS A WONDERFUL CELEBRATION OF THE MINISTRY. THANK YOU TO ALL WHO PARTICIPATED AND SUPPORTED THIS IMPORTANT PART OF OUR MINISTRY.
- WE HONORED OUR DIRECTOR OF FACILITIES AND ADVENTURE EDUCATION, JUSTIN SHAFFER FOR HIS 20 YEARS OF SERVICE. WE BROUGHT IN SURPRISE GUESTS, PAST STAFF AND HAD A VIDEO OF PAST STAFF SENDING THEIR CONGRATULATIONS. JUSTIN HAS BEEN A FAITHFUL AND HUMBLE EMPLOYEE!
- WE HEARD FROM TWO CAMPERS WHO SHARED THEIR TESTIMONY OF HOW THE LORD IS WORKING IN THEIR LIFE AND HOW CAMP HAS BEEN INFLUENTIAL IN THEIR FAITH DEVELOPMENT.
- THE FRIENDS DINNER "KICKS OFF" OUR END OF THE YEAR ANNUAL FUND DRIVE. WE ARE GRATEFUL THAT IT HAS GOTTEN OFF TO A WONDERFUL START WITH THE SUCCESS OF THIS EVENT.

SPORTING CLAY EVENT SUCCESS

- THIS YEAR'S EVENT RAISED OVER \$13,000-OUR MOST SUCCESSFUL YET!
- SPECIAL THANKS TO RYAN HAUSER AND ROLLING ROCK EQUIPMENT FOR THEIR GENEROUS SUPPORT AND HELP SECURING MANY OF THE FOURSOMES.
- REVENUE OVER THE PAST FOUR YEARS:
- 2022: \$5,256
- 2023: \$6,592.80
- 2024: \$10,869.80
- 2025: \$13,155.00

PSC RETREATS

- WOMEN IN THE WOODS RETREAT WELCOMED 92 PARTICIPANTS-POSSIBLY A RECORD! IT BEAUTIFULLY CAPTURED THE "PSC EXPERIENCE" ACROSS GENERATIONS, WITH SEVERAL SUMMER STAFF BRINGING THEIR MOTHERS.
- BIG ONE RETREAT FOR MIDDLE AND HIGH SCHOOL STUDENTS IS THIS WEEKEND, WITH OVER 70 CAMPERS REGISTERED.
- GROUP RETREAT GROUPS ACTIVITY HAS BEEN GOOD-ALTHOUGH WE ARE ALWAYS TRYING TO GET MORE!

FALL PSC RETREAT SCHEDULE

- FEBRUARY 6-8: WINTER REMIX-(MIDDLE AND HIGH SCHOOL)
- APRIL 10-12: WOMEN IN THE WOODS
- MARCH 27-29: MEN'S CATALYST BACKPACKING TRIP ON LAUREL HIGHLANDS TRAIL (TENTATIVE)
- APRIL 24-26: WOMEN'S -CATALYST BACKPACKING TRIP ON LAUREL HIGHLANDS TRAIL



PARTNERING IN MINISTRY

WE'RE EXPANDING YEAR-ROUND PROGRAMMING THROUGH NEW PARTNERSHIPS:

- FOSTER FAMILY WEEKENDS WITH WEST SHORE COMMUNITY CHURCH AND PA FAMILY ALLIANCE ARE GROWING. FOLLOWING LAST **MAY'S** SUCCESS, THEY'VE SPLIT INTO TWO WEEKENDS AND ARE CLOSE TO BOOKING FOR MAY AND OCTOBER **2026**.
- PITTSBURGH YOUTH LEADERS: EXPLORING INTEREST **IN A** MID-WEEK REST & RESTORATION RETREAT.
- SPIRITUAL RETREATS IN CONVERSATION WITH DON COLEMAN ABOT A RETREAT FOCUSED OR PROGRAM ON SPRITUAL DIRECTION FOR ADULTS AND CLERGY

SUMMER STAFF RECRUITMENT

- MIKE, SUMMER CAMP DIRECTOR IS ORGANIZING FALL VISITS TO OUR TARGET CAMPUSES TO BUILD MOMENTUM FOR SPRING RECRUITING. THESE VISITS MAY INCLUDE FAIRS, CAMPUS TABLES, FELLOWSHIP MEETINGS, AND "COFFEE & CAMP" GATHERINGS.
- TARGET SCHOOLS:
- WAYNESBURG UNIVERSITY
- GROVE CITY COLLEGE
- MESSIAH UNIVERSITY
- PENN STATE
- GENEVA COLLEGE

SUMMER CAMP 2026!

- OUR SUMMER SCHEDULE IS FINALIZED (SEE ATTACHMENT). THE 2026 SUMMER CAMP BROCHURE IS IN PRODUCTION AND WILL BE MAILED IN DECEMBER.
- REGISTRATION OPENS JANUARY 1, 2026!

CAMPER RECRUITMENT

- BE LOOKING FOR OUR PSC CONNECTION EVENTS LIKE PSC SKATES
- PLEASE LET US KNOW IF YOU WANT US TO COME TO YOUR CHURCH OR ANOTHER EVENT TO TELL OTHER ABOUT OUR SUMMER CAMP PROGRAM. EMAIL MIKE AT MIKE@PINESPRINGS.ORG

Budget and Finance

Presentation and Action Items

- **Treasurers Report**
- **The Council recommends the approval of the 2026 budget presented both in the September and November meetings.**

Income & Expense Report

This report provides an unaudited overview of the October 2025 finances for the Redstone Presbytery. The month of October represents the tenth (10th) month of the budget period. At this time, it is hopeful 83% of pledged Church Commitments are received to address mission objectives of the Presbytery.

Financial Overview / Income

Revenue received from Church Commitments for the month totaled \$18,545. This amount fell short of a monthly budget expectation of \$25,667. Total Income for the month was \$23,950, which was also short of a benchmark of \$30,167.

Church Commitment Activity

The Redstone Presbytery consists of sixty-five (65) member churches. The following information highlights pledges, payments provided, payment percentages (%) against monthly goals of the current percentage benchmark of 83%.

- 49 churches have offered pledges for 2025.
- 15 churches have not offered a pledge. Of these churches, four (4) have provided a payment.
- 14 churches have met or exceeded the current payment percentage goal of 83%.

Financial Overview / Expenses

Total expenses for the month are noted at \$34,240, or just below a monthly benchmark of \$35,589. YTD expenses are 75% of budget for this period, versus a percentage benchmark of 83%.

Categories of expenses to watch include; legal and auditing, utilities, and maintenance matters.

Investments & Holdings

The Ameriprise investments for the period ending 10/31 experienced a positive change in value (gain) of \$6,408, and YTD has a positive gain totaling \$86,002.

Other investments consisting of First Commonwealth checking (\$60,358), PILP (\$10,000), Petty Cash (\$250.00), and New Covenant (\$387,375) total \$457,983

Total Investments & Holdings = \$1,228,230

2026 Budget

INCOME/RECEIPTS

	2025 Budget	2026 Budget
Shared Ministry/Mission		
Church contributions	353,000.00	345,000.00
Shared Directed		
Interest/Investments	4,000.00	4,000.00
Reserves(total)	66,000.00	62,000.00 ***
(directed funds)		
Miscellaneous	5,000.00	5,000.00
TOTAL REVENUE	428,000.00	416,000.00

EXPENSES

Shared Ministry		
Council		
Council expense	750.00	750.00
Communications	300.00	2,000.00
Presbytery meetings	2,500.00	2,500.00
Website	200.00	3,000.00
PCUSA meetings	2,000.00	3,000.00
Equipping Leadership	4,000.00	4,000.00
Engaging Congregations	4,000.00	4,000.00
Enabling Ministry Networks	4,000.00	4,000.00
Committee On Ministry		
Committee Expense	500.00	500.00
Committee on Preparation		
Committee Expense	1,000.00	750.00
Committee-Nominating		
Committee on Representation		
Executive Presbyter		
Interim EP Salary /Board of Pensions	125,000.00	110,000.00
Interim EP Study Leave	1,500.00	1,500.00
Interim EP Professional Services	1,500.00	1,500.00
Interim EP Travel	5,000.00	5,000.00
Interim Stated Clerk	5,000.00	5,200.00
Christian Education/Resources		
Christian Education		
Triennium	0.00	1,500.00
Resource Center	500.00	500.00
Denominational/Ecumenical Ministry		
Christian Associates	1,500.00	1,500.00
Synod of Trinity(per capita)	19,085.00	17,993.00
General Assembly(per capita)	86,200.00	84,416.00

TOTAL SHARED MINISTRY	264,535.00	253,609.00
Shared Mission		
Sudan Partnership	16,000.00	16,000.00
Shared		
Directed		
Pine Springs Camp	35,000.00	35,000.00
Shared		
Directed		
Synod Mission	3,000.00	3,000.00
Shared		
Directed		
Presbyterian Mission Agency	27,000.00	27,000.00
Shared		
Directed		
Presbyterian Disaster Assistance	2,000.00	2,000.00
Shared		
Directed		
TOTAL SHARED MISSION	81,000.00	83,000.00
Operations		
Supplies	10,000.00	10,000.00
Postage	1,000.00	800.00
Telephone	3,300.00	4,000.00
Utilities & Maintenance	9,600.00	9,600.00
Property Insurance	4,100.00	5,000.00
Worker's Compensation	821.00	1,000.00
Legal and Auditing	7,200.00	7,200.00
Leases	2,200.00	2,200.00
Miscellaneous	0.00	0.00
Administrative Services		
Recording Clerk	500.00	520.00
Bookkeeper	6,000.00	6,240.00
Administrative Operations Manager	22,713.00	23,622.00
FICA paid-Presbytery	9,100.00	8,600.00
TOTAL OPERATIONS	76,534.00	78,782.00
	422,069.00	<u>415,391.00</u>
		609.00

*** This amount is needed each year in order to balance the budget

Per Capita

Totals for 2026 Proposed Budget:

Total Shared Ministry	\$151,200/7497 members = \$20.17
Mission	\$ 83,000/7497 members = \$11.07
Operations	\$ 78,782/7497 members = \$10.51

Total Per Capita Numbers (2026)

Presbytery (see above)	\$41.75
Synod (approved)	\$ 2.40
General Assembly (approved)	\$11.26

Total:	\$55.41
Per Capita (2025) :	\$45.00
Difference :	\$10.41

ACTION AGENDA
Nominating Committee

Actions Items

- **The Nominating Committee nominates Rev. Rebecca Abbott to serve as Vice-Moderator of the Presbytery in 2026**
- **The Nominating Committee recommends the following people to serve a Teaching Elder commissioners of Redstone presbytery to the 2026 General Assembly.**

Teaching Elder Derek Campbell (Latrobe Presbyterian Church)

- **The Nominating Committee nominates the following people for the standing committees and Respective terms.**

Council

Rev. Andrew Wirt; West Hempfield, Irwin (2028)

Nominating Committee

Rev. Ed Gray; First, Murrysville (2028)

Pine Springs Camp Board

Cara Rach; Trafford, Level Green (2028)

Permanent Judicial Commission

Elder Doug Yauger; Scottdale, Calvin United (2031)

Information Items

- There remains openings for positions on standing committees.

Please submit names of possible Ruling Elders for consideration to the Nominating Committee through either Glenn Hart, Rev. Geoff Rach, Rev. Ed Gray, Lynn Mance or Rev. Dr. Lon Weaver

Additionally, there are always opportunities on various subcommittees, task forces and networks. Please keep in mind those who you believe God might be calling to serve the ministries within the presbytery.

Presbytery Council

Presentation and Action Items

- The Council recommends the approval to set aside the Presbytery Manual to enable Presbytery to reduce the size of the COM from twenty-four (24) members to eighteen (18) members in three classes of six (6).

Information Items

November 4, 2025, Meeting

CALL TO ORDER

Elder Len Morgan, Chair of Council called the meeting to order at 6:37 p.m. and opened the meeting with prayer. A quorum of members was established.

AGENDA APPROVAL

Len Morgan, Chair of Council, solicited any changes to the agenda. It was MSP to approve the agenda with an additional item from the Nominating Committee.

DEVOTIONS AND OPENING PRAYER

Len Morgan opened the meeting with prayer.

APPROVAL OF MINUTES

The Minutes of the August 26, 2025, meeting were presented. It was MSP to approve these minutes.

REPORTS

Moderator

- Permission for Richard Sturtz, a member of the Somerset County Historical Society to use a metal detector at Pine Springs Camp. It was MSP to approve this request.
- Formation of the Mission Subcommittee has been formed. The Subcommittee is composed of the following people: Susan Keane, Laura Blank, Ed Gray, Danielle Kendig, Audrey Cottle, Pete Goetschius.

Interim Executive Presbyter Rev. Dr. Lon Weaver, Interim Executive Presbyter provided a written report of his activities from August 27 to November 4, 2025. Lon ended his report by talking about planting a juniper tree at their home and another one will soon be planted in their yard. This image will be the theme of our ministry in the coming year and will be used as the narrative brochure of the Ministries of Redstone Presbytery in the coming year. He also shared Psalm 1: 1-3.

Interim Stated Clerk

Rev. Cliff Foster, Interim Stated Clerk reported the following:

- The Correspondence Log
- Response to question raised at last Council Meeting. Book of Order (3.0304) requires Presbyteries to meet at least twice a year and our Manual calls for 5 meetings a year.
- Recommend change of date for the November 21, 2026 meeting to November 17, 2026. If approved this item would be placed on the Consent Agenda. It was MSP to approve this change and to place it on the Consent Agenda of the November Presbytery Meeting.

- Council Meetings for 2026: January 13; March 3; April 28; June 23; August 25; October 27; December 1. It was **MSP** these dates for the Council meetings.
- Session Minute Review Dates for 2026: : February 7 – as part of Westmont’s Leadership Training; March 24 before the Presbytery Meeting; April 22 6:30PM at Presbytery Office; May 26 before the Presbytery Meeting. It was **MSP** to approve the Session Minute Review dates for 2026.
- Ratify the email vote to utilize funds from the Minister’s Assistance Fund for a pastor in need. It was **MSP** to ratify this action.

Treasurer Report

John Dickson distributed a written report to the members of Council. In September the amount received exceeded the monthly expectation. We are currently at 67% when we should be at the benchmark of 75%. Our year-to-date budget is positive. It was **MSP** to receive this report.

Executive Director of Pine Springs Camp There was a written report from Greg Davis, Executive Director of Pine Springs Camp.

SUBCOMMITTEES/NETWORKS/TASK FORCES

Staff Support There was a written report from the Staff Support Committee. The evaluations of the staff have been completed. The Staff Christmas party will be held on December 4, 2025 at 11AM. The committee presented an evaluation form for evaluation of the Interim Executive Presbyter.

Mission There were two written reports from the Mission Committee.

Finance, Stewardship and Property

The Budget and Finance Committee recommends the renewal of the Olympus oil and gas rights lease for the Union Presbyterian Church. It was **MSP** to approve this renewal.

The Budget and Finance Committee recommends giving the Delmont Presbyterian Church permission to sell a ½ acre parcel of land. It was **MSP** to approve this motion.

The Budget and Finance Committee recommends giving the Grace Community Presbyterian Church in Lower Burrell permission to repair their roof. It was **MSP** to approve this request.

The Budget and Finance Committee recommends that the Sewickley United Church be given permission to put a new roof on their church. The funds are on hand. It was **MSP** to approve this request.

The Budget and Finance Committee recommends that the 2026 Per Capita be \$55.41. The breakdown is: \$11.26 GA, \$2.40 Synod and \$41.75 Presbytery. The 2026 Presbytery Proposed Budget includes: Total Shared Ministry \$151,200/7497 members= \$20.17. Mission \$83,000/7497= \$11.01. Operations \$78,782/7497= \$10.51. This equals the **Total \$41.75**. The question was raised about how we might address the loss of membership in the Presbytery. There may be some GA or Synod programs to assist us to address the loss of membership. It was **MSP** to approve this motion.

Communications There was a written report from the Communications Committee. Audrey Cottle asked the Council to consider what we may be doing in the future for our meetings: hybrid meetings, Zoom only or in-person meetings. It was suggested to set aside 20 minutes at our December meeting to talk about our strategy for 2026 and to leave off the Zoom in the meeting announcement.

Matthew 25 Network A packet of sample letters was presented to the Council to encourage people to write letters to Congress people. They would like to put these sample letters in the Presbytery packet and to have 5 minutes on the November Presbytery docket. It was **MSP** to approve this motion.

Meeting Design Committee Rev. Ellie Johns-Kelly will be leading worship. Susan Keaney will be given an opportunity to address the presbytery as her term as Moderator comes to an end.

Additions Ministry No Report

Healing Prayer Network No Report.

IPLF Steering No Report

PRESBYTERY MEETING AGENDA

The proposed agenda for the November 2025 Presbytery gathering was presented. After review and discussion, it was **MSP** to approve as presented with corrections.

OLD BUSINESS

NEW BUSINESS

The Nominating Committee presented a motion requesting that the size of the Committee of Ministry of Redstone Presbytery be reduced from twenty-four (24) members to eighteen (18) members in three classes of six (6). It was **MSP** to present this motion to the November Presbytery Meeting. This action requires a 2/3 vote of the Presbytery.

INTERCESSION

Prayer concerns were shared by members of the Council. A period of intercession was entered with various members leading in prayers for those requested needs.

ADJOURNMENT

Having lifted up in prayer particular shared needs and the work throughout the meeting, it was **MSP** to adjourn the meeting at 8:14 p.m.

Committee on Ministry

Presentation

- **The Committee on Ministry corrected the 2026 Terms of Call Worksheet for line 7 Board of Pensions Medical Coverages. The percentages were not updated. (Appendix C)**

Information Items

November 6, 2025, Meeting

A thank you card from Bonnie and Bill Weigand was shared.

Approval of this Evening's Agenda

MSP to accept and approve this meeting's agenda.

Approval of Minutes

MSP to approve the minutes of the October 2, 2025 meeting.

Consent Items Approved Between Meetings

None

Report of the Stated Clerk

The report updated the committee on the following items:

- Recent Correspondence Log was provided.
- It was **MSP** to recommend to the Presbytery to accept the requests of Waiver of Rotation from New Alexandria, Community UP for RE Margaret Graham to extend current partial two-year term to three years; New Salem, for RE Roxanne J. Gmutza for three years; New Florence, Trinity for RE Tricia Betz, RE John Shearman and RE Marcia Tomalson each for a 3 year term.
- It was **MSP** to accept the Report of the Stated Clerk.
- Rev. Jim Farrer reported that there will be a Minute Review opportunity on Feb. 7, 2026 at the Westmont PC Enrichment Day.

Report of the Interim Executive Presbyter Rev. Dr. Lon Weaver

A written in-depth report from October 3, 2025 thru November 6, 2025 was presented and reviewed.

- It was noted that a letter, a brochure and the Redstone Presbytery 2026 Commitment Estimate Form has been mailed to all churches and Clerks of Session.

It was **MSP** to receive and accept the Report of the Interim EP.

Report of the Moderator

- It was **MSP** to approve the Interim Pastor Contract between Rev. Rick Sweeney and Belle Vernon, First.
- It was **MSP** to approve the Covenant Pastor Contract between Rev. Ken Foust and Johnstown, Westmont with a date change of May 31, 2025 to May 31, 2026.
- It was **MSP** to approve the Interim Pastor Contract between Rev. Dr. John B. Simpson and Greensburg, Westminster.
- It was **MSP** to approve the Covenant Pastor Contract between Rev. Danielle Kendig and Johnstown, First.

- Received letter of request and informational brochure from the Rev. Dr. Mitch Wall of Hope on Christ Ministries to be added to the Redstone Presbytery Pulpit Supply list. It was **MSP** to send a letter thanking him for his interest but he does not suit our ministry at this time.
- It was **MSP** to cancel the December 4, 2025 Committee on Ministry meeting at this time with the understanding that a meeting will be called if necessary.

Reports of Subcommittees

Examinations and Membership

- No meeting or anything to report.

Search and Call

- Irwin, First- Rev. Travis Webster reported that they are considering to increase their monetary pastoral commitment in the hopes of having more response to their call.; Uniontown, Trinity- No report.; New Salem- Rev Mary Kay Glunt is serving as pulpit supply until the end of the year. West Newton, United-Rev. Chuck MacPherson-no report; New Florence, Trinity- RE Bob Sheehan reported they may move forward with Rev. Susan Blank as their Covenant Pastor; Adah, Palmer-Rev. Mary Kay Glunt reported that they are doing well.

Care of Congregations and Congregational Leaders

- Possible question for our congregational contacts: What are you excited about in the New Year?
- Prayer requests were offered for: Rev. Ron Durika in the recent loss of his mother; Rev. Don Graft, Rev. Lee McDermott, CP Bill Wiegand, RE Belinda Lambie who have health concerns. Prayers were asked for Ebensburg PC as well.
- Thanks was expressed to the Committee on Ministry members who are rotating off at the end of this year: RE Russ Baird, Rev. Jim Farrer, Rev. Molly Hall, RE Bobbi Jo Huebner, RE Joshua Scull and RE Marsha Stallings.

IPLF Program, Workshops, Ongoing Task Forces

- Introduction to Reformed Theology is in process. No updates.

Other Business

- Rev. Jim Farrer shared a manuscript on the "Nine quick insights about church conflict".
- It was noted that the selling of the Hopewell Cemetery has been an on-going slow process.

Adjournment

There being no further business, it was **MSP** to adjourn the meeting at 7:50 PM with prayer offered by various members.

The following Pastors were prayed for during this time: Donna Hess, Doug Holben, Steve Hospodar, Danielle Kendig, Peter Keith, Clark Kerr, Karen Kifer, Brian Kilbert, Steve LaSor and Jay Lewis. The following churches were prayed for during this time: New Florence, Bethel; New Florence, Trinity; New Kensington, United; New Salem; North Huntingdon, New Hope; Patton; Revloc; Scottdale, Calvin; Smithfield, Grace Chapel and Smock, Pleasant View.

October 2, 2025, Meeting

Approval of this Evening's Agenda

MSP to accept and approve this meeting's agenda.

Approval of Minutes

MSP to approve the minutes of the September 4, 2025 meeting.

Consent Items Approved Between Meetings

None

Report of the Stated Clerk

The report updated the committee on the following items:

- Recent Correspondence Log was provided.
- Currently only about 6 churches have not had their 2024 Minutes Reviewed.
- There was no Waiver of Rotation Requests.
- It was MSP to accept the Report of the Stated Clerk.

Report of the Interim Executive Presbyter Rev. Dr. Lon Weaver

A written in-depth report from September 5-October 2, 2025 was presented and reviewed.

MSP to receive and accept the Report of the Interim EP.

Report of the Moderator

- Copies of the September 28, 2025 Mission Study and current Financial Statements from Belle Vernon, First were presented. It was MSP to grant permission to Belle Vernon, First to call a congregational meeting for the purpose of electing a Pastor Nominating Committee.
- It was MSP to recommend to Presbytery the transfer of the Rev. Scott Hookey, retired member of the Ohio Valley Presbytery to the Presbytery of Redstone and to be added to the pulpit supply list. This to be addressed at the November Redstone Presbytery meeting.
- The Interim Pastor Contract extension for the Rev. Tony Catullo and the Delmont Presbyterian Church was presented. After much discussion, it was MSP to approve this contract by a hand vote of 11-7. COM Moderator Martin Ankrum and Interim EP Lon Weaver will follow up with Rev. Catullo and the Delmont Presbyterian Church Session.
- It was MSP to appoint Rev. James Hepler as the temporary Moderator at Westminster, Greensburg.

Reports of Subcommittees

Examinations and Membership

- No meeting or anything to report.

Search and Call

- Irwin, First- Rev. Travis Webster reported that the possible candidate did not work out; Uniontown, Trinity-Rev. Molly Hall reported that financial reports now reflect the call of a full-time pastor. This change will be returned to COM; Belle Vernon, First- Approval to call a PNC; West Newton, United-the process is coming along; New Florence, Trinity- RE Belinda Lambie reported the loss of the church secretary and the session is not ready to move forward as of yet; Johnstown, First- Rev. Weaver and Rev. Ankrum met with the session and are looking at a temporary relationship; Johnstown, Westmont- Rev. Ankrum reported that they are looking at a possible Transitional Pastor with a 6 month contract; Westminster-Approval of Rev. Hepler as Moderator.

Care of Congregations and Congregational Leaders

- Continued concerns and prayers for Commissioned Pastor Bill Wiegand as he has returned to worship at New Salem Presbyterian Church.
- It was **MSP** to request to Council to disperse \$500 from the Ministers' Assistance Fund to "A Pastor in Need".
- Possible questions for our congregational contacts: What are your plans and ideas for Advent? How will you be welcoming people to Christmas Eve worship?

IPLF Program, Workshops, Ongoing Task Forces

- Introduction to Reformed Theology is in process. No updates.

Other Business

Rev. Jim Farrer invited all to attend the opening session of the Wee Kirk Conference on October 13, beginning at 7 PM. The speaker will be Dale Allison. Jim also announced that Enrichment Day will be held at Westmont Presbyterian Church on Saturday Feb. 7, 2026. Details to follow.

Adjournment

There being no further business, it was **MSP** to adjourn the meeting at 8 PM with prayer offered by Rev. Dr. Martin Ankrum.

The following Pastors were prayed for during this time: Eric Gilsan, Don Glunt, Mary Kay Glunt, Pete Goetschius, Donald Graff, Ed Gray, Molly Hall, Glenn Hart, Donna Havrisko and James Hepler. The following churches were prayed for during this time: Lower Burrell, Puckety; Masontown, First; McClellandtown; Merrittstown, Dunlap's Creek; Mt. Pleasant, Reunion; Murrysville, First; Murrysville, Newlonsburg; Murrysville, Union; New Alexandria, Community United and New Alexandria, Congruity.

Interim Executive Presbyter

Redstone Presbytery- Interim Executive Presbyter Report Submitted by Lon Weaver

November 22, 2025 (Time Period: September 12- November 22)

Opening Comments

- Psalm 100:4 "Enter God's gates with thanksgiving
and the courts with praise!
Give thanks to God: bless God's name!"
- Fred Rogers "I believe that appreciation is a holy thing, that when we look for what's best in
The person we happen to be with in that moment, we're doing what God does
all the time; so, in appreciating our neighbor, we're participating in something
truly sacred" (Middlebury College Commencement Address, May 2001).
- "Lord, Make Us More Holy"

Attended Worship

- 1st Presbyterian Church, Fremont, OH (9/14)
- pt Presbyterian Church, Murrysville (11/2)

Preached

- Avonmore (9/21)
- 1st P.C., Greensburg (10/19)
- P.C. of Ebensburg (10/26)

Musician

- Organist/Pianist, Congruity P.C., New Alexandria (10/5)
- pt P.C., Greensburg (10/19)
- P.C. of Ebensburg (10/26)
- 1st P.C., Greensburg (11/16)

Presbytery Gatherings & Meetings

- Met with a church moderator re: the vision for a church (9/24)
- Fit for the Future Churches' Pastors (9/24, 10/29-10/30)
- Committee on Ministry (10/2 & 11/6)
- Communications (10/2)
- Staff Support (10/2)
- Budget and Finance (11/4, 11/11, & 11/17)
- Council (11/4)
- Budget and Finance (11/4)
- Mission Network (11/13)
- Presbytery Organizational Mtg. (11/17)

Engagement with Denominational Entities

- Mid Council Leader Orientation - Orientation (9/16-9/18 - Louisville)
- Synod-Sponsored Coaching session with Rev. Youngsook Charlene Kang (9/30, 10/20, & 11/17)
- Mid Council Leader Gathering Webinars (10/7)
- Synod Assembly- Bedford (10/26-10/28)

Participation in Ecumenical & Interfaith Meetings

- Met with David Ackerman of the U.C.C., members of the U.C.C. and members of a Redstone congregation to discuss a collaborative ministry (9/22)
- Wee Kirk: Dale Allison lecture and Bookstore disassembling (10/13 & 10/14)
- Christian Associates Mtgs. - Immigration presentations and discussion - PTS (10/23)
- On my behalf, my wife Robyn attended the Pine Springs Camp Friends Banquet (10/26)
- Middle Council Leader Gathering- Louisville (11/9-11/12)

Conversations:

- Meetings re: ministers with a range of challenges and fulfillments of ministry with five pastors (9/18, 10/20, 10/23).
- Initial conversations with ministers interested in deep conversations over conflict crisis in the culture or the world (10/14 & 11/3)
- Visited Bill Wiegand and family (10/30)
- Met PTS President Asa Lee for lunch (11/20)

Various Tasks/Interactions/Events

- Wrote and submitted questions to author Thomas Bandy for him to responses based on his book, *Pilgrim Band: Our Shared Quest for Meaning and Purpose*. Bandy's responses are now posted as a video on the presbytery's *Youtube* account, making it available to all who can link to the presbytery's website as of mid-October 2025.
- In the area of volunteering, became the editor of the *North American Paul Tillich Society Bulletin*: the first issue I was responsible for came out on 11/1/25.
- Spent several hours writing and creating a Presbytery stewardship mailing. (It should have gone out by traditional mail today.) Note the pamphlet (11/2-11/6).