



2015 Stated Meeting

of the

Presbytery of Redstone  
Presbyterian Church (USA)

March 21, 2015



Westminster Presbyterian Church  
Greensburg, PA

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

# WESTMINSTER PRESBYTERIAN CHURCH

1120 HARVEY AVENUE  
GREENSBURG PA 15601

PHONE: 724-837-3540

FAX: 724-853-9122

---

## Directions to Westminster Presbyterian Church from Greensburg

Follow Route 819 North (Harvey Avenue). The church is 2.5 miles from Sheetz shortly after the entrance to the St. Emma Retreat Center. The church entrance is on the left, marked by a church sign.

## From Route 30 - (Ligonier, Latrobe, etc.)

Follow Route 30 West into the Greensburg business district. Turn right onto Route 819 North (Arch Avenue). After railroad tunnel bear to the right and make immediate left turn onto Route 819 (Harvey Avenue). The church is 2.5 miles from Sheetz shortly after the entrance to the St. Emma Retreat Center. The entrance is on the left, marked by a church sign.

## From the south (New Stanton, etc.)

Follow Route 119 North into Greensburg to Pittsburgh Street. Turn right onto Pittsburgh Street. Follow 119 North/819 signs through Greensburg. After railroad tunnel bear to the left and immediate left turn onto Route 819 (Harvey Avenue). The church is 2.5 miles from Sheetz shortly after the entrance to the St. Emma Retreat Center. The entrance is on the left, marked by a church sign.

## From the west (Pittsburgh, Monroeville, etc.)

Follow Route 22 East to traffic light at intersection of Route 819. (BP Station will be on your left.) Turn right onto Route 819 South. Go 4.9 miles to the church. Westminster Presbyterian Church is on the right down in a little valley. (If you come to the entrance of the St. Emma Retreat Center, you've gone too far).

## From the east, (Johnstown, Altoona, New Alexandria, etc.)

Follow Route 22 West to the traffic light at intersection of Route 819. (BP Station will be on your right.) Turn left onto Route 819 South. Go 4.9 miles to the church. Westminster Presbyterian Church is on the right down in a little valley. (If you come to the entrance of the St. Emma Retreat Center, you've gone too far).

## INSTRUCTIONS FOR THE PRESBYTERY MEETING

There will be people in the parking lot as you enter directing you where to park. As you enter the church you will be in the Social Room where refreshments prior to the meeting will be located. Registration, the Resource Center display, and the Pine Springs Camp staff will be in the back of the Sanctuary which is where the meeting will also be held. A prayer room (the Library – just off of the Social Room) is available where you will find the basket and cards for prayer requests and intercessors. There are handicapped accessible restrooms available. There will be signs designating the various rooms. WI-FI is available in the sanctuary for use at this meeting. The password will be given during the meeting.

### Notes for the March 2015 Presbytery Meeting!

- 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.
- The Offering received during worship at this meeting will go to Presbyterian Disaster Assistance.
- ***Reminder*** - The booklets of Proposed Amendments to the Constitution are now available. They can be accessed on the Presbytery Web Site [[www.redstone.org](http://www.redstone.org)].
- ***It is Very Important*** that all Background Checks be completed – the deadline is July, 2015, but it is wise not to delay. Presbyters are reminded that the “Presidium” clearances no longer fulfill a church’s responsibility.

**Presbytery of Redstone**  
**March 21, 2015**  
**Westminster Presbyterian Church, Greensburg, PA**

\* 9:00 a.m. **Presbytery Convenes**  
Formation of the Roll  
Approval of the Docket  
Introductions and Seating of Corresponding Members  
Arrangements  
Stated Clerk's Report - page 5

Glenn Hart  
Gary Close  
Cheryl Rhea  
Glenn Hart  
Donna Havrisko  
Gary Close

**Consent Agenda** - page 7

Gary Close

**Reports**

Treasurer - page 8  
Executive Presbyter - page 8  
Pine Springs Camp - page 8  
Mission Committee - page 10

John R. Dickson, IV  
Skip Noftzger  
Greg Davis  
Sylvia Carlson

**Announcement Loop**

**Action Agenda**

Council - page 10

Cheryl Rhea

- Overtures (see attachment "B")
  - 14-A---Renunciation of Jurisdiction (G-2.0509)
  - 14-B.1---Final Assessment (G-2.0607)
  - 14-B.2---Accommodations (G-2.0610)
  - 14-C---Child Protection Policy (G-3.0106)
  - 14-D---Minimum Composition of Presbytery (G-3.0301)
  - 14-E---Interreligious Stance (G-5.0102)

Committee on Ministry - page 11

Martin Ankrum

- Sexual Misconduct Policy (see attachment "C")

Nominating Committee - page 11

Curtis Paul

New Business

\*11:00 a.m. **Worship**

Celebration of the Lord's Supper

Donna Havrisko

Attendance Report  
Adjournment  
Benediction

*Next Presbytery Meeting - Tuesday, May 19, 2015 at 6:00 p.m. -United Presbyterian Church, West Newton*

\* Special Order of the Day

## STATED CLERK'S REPORT:

### a. Correspondence Log:

1. Received (mail 01/09/2015) - 2015 Terms of Call for the Rev. Larry Armstrong along with the current Stated Supply Contract between the Rev. Larry Armstrong and the First Presbyterian Church of Avonmore. **[To COM and File]**
2. Received (mail 01/09/2015) - 2015 Terms of Call for the Rev. Robert Fuehrer from the First Presbyterian Church in Jeannette. **[To COM and File]**
3. Received (mail 01/12/2015) - 2015 Terms of Call for the Rev. Keith Conover from the Pleasant View Presbyterian Church in Smock. **[To COM and File]**
4. Received (mail 01/13/2015) - 2015 Terms of Call for CRE Jeff Smith along with a current CRE contract for 1 year from the Laurel Hill Presbyterian Church in Dunbar. **[To COM and File]**
5. Received (mail 01/15/2015) - 2015 Terms of Call for CRE Dave McElroy from the East Liberty Presbyterian Church in Vanderbilt. **[To COM and File]**
6. Received (mail 01/20/2015) - 2015 Terms of Call for the Rev. Pete Goetschius from the Poke Run Presbyterian Church in Apollo. **[To COM and File]**
7. Received (mail 01/20/2015) - 2015 Terms of Call for the Rev. Cynthia Cadenhead from the First Presbyterian Church in Windber. **[To COM and File]**
8. Received (mail 01/20/2015) - 2015 Terms of Call for the Rev. Kathleen Shirey from the Community United Presbyterian Church in New Alexandria. **[To COM and File]**
9. Received (mail 01/20/2015) - 2015 Terms of Call for the Rev. Ken Foust from the Grace Community Presbyterian Church in Lower Burrell. **[To COM and File]**
10. Received (mail 01/20/2015) - Waiver request for terms of service for an elder and a deacon from the Derry Presbyterian Church. **[To COM and Presbytery]**
11. Received (mail 01/20/2015) - Active members, manse inspection report, and list of officers from the Tent Presbyterian Church in Uniontown. **[To COM and File]**
12. Received (mail 01/21/2015) - Interim Pastor Agreement between the Rev. Tom Holslag and the Trinity United Presbyterian Church in Uniontown. **[To COM and File]**
13. Received (mail 01/21/2015) - Letter from Elizabeth Montgomery resigning from Presbytery Council and the Budget and Finance Committee effective February 1, 2015. **[To Council/Budget and Finance and to Nominating]**
14. Received (mail 01/23/2015) - 2015 Terms of Call for CRE Eric Glisan from the Sewickley Presbyterian Church in West Newton. **[To COM and File]**
15. Received (hand-delivered 01/26/2015) - 2015 Terms of Call for CRE Thomas Holmes from the Slickville Presbyterian Church. **[To COM and File]**
16. Received (mail 02/04/2015) - 2015 Terms of Call for the Rev. Linda Snyder from the Middle Presbyterian Church in Mt. Pleasant. **[To COM and File]**
17. Received (mail 02/19/2015) - 2015 Terms of Call for the Rev. Clark Kerr from the Latrobe Presbyterian Church. **[To COM and File]**
18. Received (mail 02/19/2015) - Letter from the Middle Presbyterian Church in Mt. Pleasant requesting participation in the Relief of Conscience plan. **[To COM]**
19. Received (mail 02/20/2015) - 2015 Terms of Call for the Rev. Derek Campbell from the Union Presbyterian Church in Murrysville. **[To COM and File]**

- b. Invitations are now being received for the 2016 meetings of Presbytery. Dates will be announced as soon as they are set.

- c. Pursuant to Book of Order D-5.0206b, the stated clerk shall report annually the roster of those members of the permanent judicial commission whose terms have expired within the past six years. They are as follows:

**Permanent Judicial Commission Roster** (Terms expired within the Last Six Years)

2013 – Rev. Sylvia Carlson, Ruling Elder Robert Lightcap, Rev. John Sharp

2011 – Rev. Marnie Abraham Russell, Rev. Clark Kerr, Ruling Elder Marge Montanari

2009 – Ruling Elder Dorothy Boring, Rev. H. Clifton Foster, Ruling Elder Todd Turin

- d. It is **recommended** that the following Presbytery Officers be recognized as members of the Presbytery, with voice and vote, for their term of service:

Ruling Elder Leigh Bach – Presbytery Council

Ruling Elder Don Gobbel – Presbytery Council

Ruling Elder Belinda Lambie – Presbytery Council

Ruling Elder Glenn Hart – Presbytery Council [Moderator]

Ruling Elder Sarabeth Stopansky – Presbytery Council

- e. It is **recommended** that the following Commissioned Ruling Elders be recognized as members of the Presbytery as long as they are serving in that capacity:

Ruling Elder Eric Glisan

Ruling Elder Glenn Hart

Ruling Elder Thomas Holmes

Ruling Elder David McElroy

Ruling Elder Len Morgan

Ruling Elder David O'Hara

Ruling Elder Robert Prinkey

Ruling Elder James Smith

Ruling Elder David Stewart

Ruling Elder Jim Sunseri

Ruling Elder Denise Todero

Ruling Elder Richard Watson

**Informational Items:**

**Presbytery Council** [*Links to complete copies of the Minutes of Council can be found online at [www.redstone.org](http://www.redstone.org) under the "Presbytery Council Meeting Dates" tab.*]

1. There have been no Council meetings since October 2014. The Council Retreat scheduled for February 21, 2015 was postponed as the result of a winter storm. The next meeting will be March 24, 2015.

**Committee on Ministry**

1. February 2015
  - a. It was announced that 11 Church Sessions presented their Records to be reviewed prior to the District Four Enrichment Day.
  - b. It was **MSP** to add the following persons to Preaching Supply List: Page Lee Davis Creach and Robin Lofstetter.

- c. There was an update on the Synod Grant program providing assistance with the additional cost of dependent medical coverage with the Board of Pensions. So far we have only received a few applications. Help get the word out.
- d. The Committee was reminded that all Background Checks need to be completed – the deadline is July, 2015, but it is wise not to delay. The Committee also was reminded that the “Presidium” clearances no longer fulfill a church’s responsibility.
- e. The Clerk reported that all Session Minutes and Church Registers have been reviewed for 2013 with the exception of the Seward, Armagh-Seward Presbyterian Church which has reported that the last 10 years’ minutes have been lost.

2. March 2015

- a. The Committee discussed Proposed Amendments 14-A (Renunciation of Jurisdiction) and 14-C (Requiring Councils – Sessions and Presbyteries - to adopt a “child protection policy) and are recommending a negative vote on 14-A and an affirmative vote on 14-C.
- b. The Committee recommended the request of the Middle Presbyterian Church be referred to Presbytery for affirmative action and placed on the Consent Agenda.
- c. The following Redstone Community Gathering dates and locations were announced:
  - a. District 1 – Monday, April 13, 2015 at the Poke Run Presbyterian Church.
  - b. District 2 – Monday, April 27, 2015 at a location to be determined.
  - c. District 3 – Tuesday, April 14, 2015 at the Uniontown, Trinity Presbyterian Church  
All gatherings will begin at 7:00 p.m.
- d. Review of Session Records will precede each of those gatherings and will begin at 6:00 p.m.
- e. It was **MSP** to approve the transfer of Rev. Arthur Seaman to the Presbytery of Kiskiminetas where he is serving as Temporary Supply for some of the small churches there.
- f. It was **MSP** to approve the dissolution of the pastoral relationship between the New Florence, Trinity Presbyterian Church and Rev. Barry Young – pending the congregational action which will take place March 22, 2015.
- g. The Committee was reminded of the need to finish collecting the Terms of Call for 2015. There are 26 Terms of Call, and Temporary Supply and CRE Contracts still outstanding.
- h. There was an update on the Synod Grant program providing assistance with the additional cost of dependent medical coverage with the Board of Pensions. So far we have only received five applications. We have sufficient funds to assist a significant number of additional churches. Help get the word out.
- i. It was **MSP** to approve the dissolution of the pastoral relationship between the Smock, Pleasant View Presbyterian Church and Rev. Keith Conover that he might enter Honorable Retirement.

**Committee on Preparation for Ministry**

1. March 2015

- a. The Committee recommends an affirmative vote on Proposed Amendment 14-B-1 (Final Assessment) and 14-B-2 (Accommodation).

**CONSENT AGENDA:**

The Stated Clerk of the Presbytery, Rev. Gary Close, presents the following Consent Agenda:

### From Executive Committee

1. Following the review of the Moderator, Vice-Moderator, Assistant Clerk and Permanent Clerk, it is **recommended** that the minutes of the Presbytery meeting of January 20, 2015 be approved.

### From the Committee on Ministry

3. It was **MSP to recommend** that a waiver of rotation be granted to the Adah, Palmer Community Church for Ronald Clark to serve as an elder in the Class of 2017 even though he has already served 6 consecutive years.
4. It was **MSP to recommend** that the request of the Middle Presbyterian Church for Relief of Conscience from the Board of Pensions be referred to Presbytery for affirmative action.

**TREASURER'S REPORT:** See Financial Report (Attachment "A")

**EXECUTIVE PRESBYTER'S REPORT:** Written report to be distributed at the meeting.

### **PINE SPRINGS CAMP REPORT:**

#### **INNOVATIVE SUMMER PROGRAMMING**

While offering the distinctive PSC experience, expand the available summer program opportunities for all ages. Integrate outdoor experiences as an available option within all summer camping programs. Provide fresh options annually that ensure an innovative and original experience each summer.

- Many improvements to facilities during the past year
- Recreation Pavilion was determined to be a strategic necessity to offer more variety of program spaces
- New Nite Owl Camp during Family Camp Week
- Meeting with Director of Latrobe Art Initiative to provide a one day camp experience for their elementary day camp program in the summer
- **Continued emphasis on recruiting more mom's, grandmas and in more areas**
- Our new things each year policy for programming-Need to determine what this year's program initiative will be
- **Mission Cabin for this upcoming summer will be decided in conjunction with the Redstone Presbytery Mission Committee**

#### **YEAR-ROUND CAMPING/RETREAT PROGRAMMING**

Optimize available facilities and personnel through targeted programs during the school year. Work collaboratively with churches, youth groups and schools for programming that leverages the outdoor, adventure and environmental resources of PSC.

- Retreating rentals are picking up this semester-Getting a few more from the Pittsburgh Area
- Area Recruiters are promoting retreat facilities in DC/Baltimore area
- **Developing more "In-House" retreating programs like Father and Son's Saturday, April 18**
- **Proposing a Mom's and Their Teen Daughter Retreat in 2016-Possibly in Fall 2015**
- Discuss having a "Spring into Summer Fusion Retreat"
- **Exploring offering off-site seminars co-sponsored by PSC- (i.e. Parent Seminar with Walt Mueller)**
- Goal of increasing our marketing this year in the Retreat and Adventure Programs
- Developing a "school program"- Based on Ft. Cherry's Model (Science/Environmental Focus)
- PSC Bike, May 1, 2015 will have a Community Partner (Somerset County Foodbank)

#### **MINISTRY FOR ALL (CHURCHED/UNCHURCHED)**

As a unique ministry of the Church, PSC may serve as an outreach resource and extension of local congregations and Christian organizations. Within the non-threatening environment of a recreational and camping experience, both kids and adults may be presented with the good news of Jesus Christ.

- Continue to try to partner with churches and or organizations to offer camping programs where opportunities for exposure to the gospel is focus
- Single Mom's and Tot's

- Offer a special needs camp for kids (MINTEC is for adults)
- Mission EX Program-Recruiting groups
- Assessing our retreat program. Our recent retreats for Junior and Senior High have had lower attendance
- **Would like to seek Presbytery input on how to make these retreats part of their vision for church youth ministry**

#### SERVANT LEADERSHIP STAFFING

Leadership represented in the staff (volunteer, summer, and permanent) are critical to this relationship-centered ministry. Retaining capable servant-leaders who might have an impact upon campers and fulfill multiple roles in the process is imperative.

- Reassessing the needs of camp as it relates to full-time facility director-May allow for opportunities to redistribute responsibilities (i.e. Adventure Director, as well as include more hours for a maintenance summer staff/college age student).
- Have attended recruiting events at college campuses for summer staff
- Jubilee Conference Table (February 20-22)
- **Much more focused on our Volunteer base as it relates to skilled labor- (Groups assigned a certain project like Level Green, Trinity New Florence and Canonsburg Presbyterian Mens' Groups)**
- Servant Leadership Camps and Staff- The changes in Timothy Team age limit and having M2M every other year seem to be creating more qualified applicants
- Challenge/Goal for Mike has been to care for staff after they serve during the summer
- We are looking to fill 3 positions, Facilities Director, Housekeeping and Registrar
- Working with PSC Personnel Committee to assess the Facility Director Position
- We are looking for a local person to director our Day Camp Program as a result of Rebekah Hurley resigning to take another part-time position.

#### PARTNERS IN THE KINGDOM (Camp/Church collaboration)

In collaboration with the sponsoring presbyteries (Redstone and Washington) offer specialized programming in support of local congregations. Work cooperatively with other congregations and organizations to partner in ministry for the benefit of the Kingdom.

- Reaching out to new churches
- Banquet was a great collaborative success in Washington Presbytery
- **Need to publicize that we have more scholarships available if needed, so churches can reach out more**
- **One Plus Campaign Challenge will continue- (Approximately 23 churches met challenge in 2015)**
- Father and Son Saturday working in conjunction with the ministry Men Locking Arms
- **Redstone Confirmation Retreat April 10-11.**
- Have increased the number of people serving on Camp Board Committees

#### VALUABLE FACILITIES AND RESOURCES

Improve and add to the current facilities and resources in order to increase the attractiveness of the camp for both new and traditional constituencies. Preserve and build upon the advantages and prospects of the natural environment within and around the camp.

- Numerous strategic upgrades to facilities in 2014
- Water-line issue will be a priority in the upcoming year
- Creekside Roofs need attention
- A goal of developing a programmatic focus on creation care and education
- Sports Pavilion will be completed
- **2015 Splash Newsletter out this week**
- **New On-line Registration Process complete and up and running.**

#### SECURING FINANCIAL STABILITY

Anticipate and protect the long-term future of the camping ministry of PSC through careful financial planning, effective stewardship of resources and advocacy of the importance of this ministry within the sponsoring presbyteries and for the Church.

- The last two years have been an incredible blessing-Surpluses have allowed us to re-invest in property and programmatic upgrades

- Working on Feasibility Study (Report due February 28-March 6). This will help us determine if a Capital Campaign would be a feasible option at this time.

## MISSION COMMITTEE REPORT:

- Sudan and South Sudan update:
  1. Money transfer to South Sudan for emergency relief for people in the IDP camps -- \$4030.10 from congregations and Presbytery offerings.
  2. Pastors Yat Michael and Peter Yen, still imprisoned in Khartoum – Rev. Yat’s wife returned to Juba, but Rev. Peter’s wife’s passport and documents were taken so that she and her family are prevented from returning to South Sudan.
- Haiti update – Jack Metcalfe reported that 20 people traveled to Haiti in January (17 from Newlonsburg) to: interact with people and update child sponsor information; build 36 benches for schoolchildren and 6 teacher desks; deliver a month’s supply of rice, beans and canned milk to 200 families in isolated villages; and lead in worship.
- Presbyterian Disaster Assistance upcoming trips -- April 12-19 to New Jersey. Slots are still available. Contact Judy Koontz at 724-668-2843 for information.
- There will be a Stop Hunger Now event – October 17, 2015 at Community UP, New Alexandria.
- It is Redstone Presbytery’s turn to design the mission cabin for Pine Springs. It has been suggested that we focus this year on Presbyterian Disaster Assistance. We need people who have been on PDA trips to help to plan the displays for the cabin and figure out ways to get campers of all ages excited and involved. One suggestion is to focus on clean up buckets and hygiene kits to be distributed through Church World Service.

Respectfully submitted,

Sylvia Carlson, Chair

## ACTION AGENDA:

### *Council*

#### Proposed Amendments to the Constitution

- 14-A Renunciation of Jurisdiction (G-2.0509)

#### **On Amending G-2.0509 (Item 06-05)**

On amending G-2.0509 (Item 06-05), following the Advisory Committee on the Constitution and the Church Polity and Ordered Ministry Committee, the Committee on Ministry voted (11-2) to recommend disapproval of this proposed amendment.

- 14-B.1 Final Assessment (G-2.0607)

#### **On Amending G-2.0607(Items 06-12, Recommendation 11)**

On amending G-2.0607 (Item 06-12, Recommendation 11), the Committee on Preparation voted unanimously to recommend approval of this amendment. This practice has already been in place within Redstone Presbytery.

- 14-B.2 Accommodations (G-2.0610)

**On Amending G-2.0610(Items 06-12, Recommendation 12)**

On amending G-2.0610 (Item 06-12, Recommendation 12) the Committee on Preparation again voted unanimously to recommend approval of this proposed amendment. The amendment consists primarily in the changing of the wording from "Exception" to "Accommodation."

- 14-C Child Protection Policy (G-3.0106)

**On Amending G-3.0106 (Item 08-14)**

On amending G-3.0106 (Item 08-14), the Committee on Ministry voted (12-1) to recommend approval of this proposed amendment.

- 14-D Minimum Composition of Presbytery (G-3.0301)

**On Amending G-3.0301 (Item 06-06)**

No recommendation offered

- 14-E Interreligious Stance (G-5.0102)

**On Amending G-5.0102 (Item 07-02, Recommendation 2)**

No recommendation offered

*Committee on Ministry*

1. The Committee on Ministry **recommends** the adoption of the Sexual Misconduct Policy. It was received for a First Reading at the January 20, 2015 meeting of the Presbytery.
2. The Committee on Ministry **recommends** the approval of the dissolution of the pastoral relationship between the New Florence, Trinity Presbyterian Church and Rev. Barry Young, pending the confirmation by the congregation which vote will take place on March 22, 2015.

*Nominating Committee*

**NEW BUSINESS**

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2015

Attachment "A"

03/04/2015 12:39 PM

Page: 1

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
<b>INCOME</b>					
<b>CONTRIBUTION INCOME</b>					
UNRESTRICTED	\$26,094.18	\$46,196.51	\$395,000.00	11.70%	\$47,457.68
TEMPORARILY RESTRICTED	391.00	2,376.93	0.00	0.00%	0.00
Subtotal Contribution Income	26,485.18	48,573.44	395,000.00	12.30%	47,457.68
<b>INVESTMENT INCOME</b>					
INTEREST INCOME	0.00	0.00	17,500.00	0.00%	14,150.00
MISCELLANEOUS INCOME	181.80	415.08	5,000.00	8.30%	5,501.82
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-5,294.56	-5,294.56	0.00	0.00%	2,659.30
Subtotal Release From Restrictions	-5,294.56	-5,294.56	0.00	0.00%	2,659.30
RELEASED FROM RESTRICTION	5,294.56	5,294.56	0.00	0.00%	0.00
<b>TOTAL INCOME</b>	<b>26,666.98</b>	<b>49,043.62</b>	<b>422,500.00</b>	<b>11.61%</b>	<b>71,668.89</b>
<b>EXPENSES</b>					
MISSION PARTNERSHIPS	\$10,085.76	\$12,835.76	\$86,000.00	14.93%	\$7,900.00
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
COUNCIL EXPENSES	0.00	116.83	4,100.00	2.85%	50.00
COUNCIL - MISSION	0.00	0.00	0.00	0.00%	-119.00
COUNCIL - PERSONNEL	0.00	38.22	0.00	0.00%	0.00
COUNCIL - COMMUNICATIONS	0.00	0.00	2,180.00	0.00%	0.00
Subtotal Council	0.00	155.05	6,280.00	2.47%	-69.00
COMMITTEE ON MINISTRY	0.00	0.00	500.00	0.00%	215.99
CPM	180.46	180.46	500.00	36.09%	0.00
Subtotal Committee Expenses	180.46	335.51	7,280.00	4.61%	146.99
OPERATIONS	1,550.57	2,946.78	36,196.00	8.14%	5,153.64
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					
EXECUTIVE PRESBYTER	8,277.89	16,007.06	98,700.00	16.22%	16,187.46
ASSOC/CHRISTIAN FORMATION	0.00	0.00	0.00	0.00%	3,068.74
STATED CLERK	1,499.66	2,999.32	12,497.00	24.00%	2,999.32
Subtotal Executive Staff	9,777.55	19,006.38	111,197.00	17.09%	22,255.52
<b>SUPPORT STAFF</b>					
OFFICE ADMINISTRATOR	4,148.33	8,296.66	49,779.00	16.67%	8,165.00
RECORDING CLERK	0.00	0.00	500.00	0.00%	0.00
Subtotal Support Staff	4,148.33	8,296.66	50,279.00	16.50%	8,165.00
EMPLOYER PAID FICA TAXES	765.72	1,531.44	8,729.64	17.54%	1,783.72
Subtotal Presbytery Staff	14,691.60	28,834.48	170,205.64	16.94%	32,204.24
APPORTIONMENTS	0.00	0.00	123,317.00	0.00%	10,276.45
<b>TOTAL EXPENSES</b>	<b>26,508.39</b>	<b>44,952.53</b>	<b>422,998.64</b>	<b>10.63%</b>	<b>55,681.32</b>
<b>TRANSFER ACCOUNTS</b>					

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, February 2015

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
TRANSFER TO OTHER FUNDS	\$0.00	\$0.00	\$0.00	0.00%	-\$3,900.00
TRANSFER FROM OTHER FUNDS	0.00	0.00	0.00	0.00%	4,750.00
TOTAL TRANSFERS	0.00	0.00	0.00	0.00%	850.00
EXCESS INCOME\EXPENSES	\$158.59	\$4,091.09	-\$498.64	-820.45%	\$16,837.57

**Redstone Presbytery**  
**Commitment to Larger Church**  
**February 28, 2015**

	2015 PLEDGE	TOTAL PAID	% Payup as of 2/28/2015	Unpaid Pledge Balance
Adah, Palmer	600.00		0%	600.00
Apollo, Pine Run	0.00			-
Apollo, Poke Run	3,125.00		0%	3,125.00
Avonmore	3,000.00	484.00	16%	2,516.00
Belle Vernon, First	7,000.00	1,750.00	25%	5,250.00
Belle Vernon, Harmony	1,320.00	220.00		1,100.00
Belle Vernon, Marion	2,000.00	160.00	8%	1,840.00
Belle Vernon, Rehoboth	6,000.00	1,000.00	17%	5,000.00
Bolivar	1,500.00	450.00	30%	1,050.00
Boswell	800.00		0%	800.00
Brownsville, Calvin				-
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver	500.00	420.00	84%	80.00
Connellsville				-
Cresson	2,400.00			2,400.00
Dawson, Tyrone				-
Delmont	5,000.00	1,415.00	28%	3,585.00
Derry	2,000.00		0%	2,000.00
Dunbar, First	2,800.00	2,800.00	100%	-
Dunbar, Laurel Hill	1,500.00		0%	1,500.00
Ebensburg	750.00	500.00	67%	250.00
Fairchance	4,000.00		0%	4,000.00
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First	1,015.00	475.00	47%	540.00
Fayette City, Little Redstone	2,400.00		0%	2,400.00
Greensburg, First	34,318.00	3,047.02	9%	31,270.98
Greensburg, Maplewood	4,000.00	333.00	8%	3,667.00
Greensburg, Westminster	6,000.00	1,000.00	17%	5,000.00
Irwin, First	25,000.00	2,084.00	8%	22,916.00
Irwin, W. Hempfield	4,000.00		0%	4,000.00
Jeannette	6,993.00	976.00	14%	6,017.00
Johnstown, Bethany	2,050.00	512.50	25%	1,537.50
Johnstown, First	9,000.00		0%	9,000.00
Johnstown, Second	3,000.00	250.00	8%	2,750.00
Johnstown, Westmont	22,000.00	1,833.33	8%	20,166.67
Lake Lynn	4,008.00	1,660.00	41%	2,348.00
Latrobe, Main St.	26,500.00	4,420.00	17%	22,080.00
Latrobe, Spring St.				-

**Redstone Presbytery**  
**Commitment to Larger Church**  
**February 28, 2015**

	<b>2015 PLEDGE</b>	<b>TOTAL PAID</b>	<b>% Payup as of 2/28/2015</b>	<b>Unpaid Pledge Balance</b>
Leisenring				-
Ligonier, Pleasant Grove	1,008.00	1,008.00		-
Lower Burrell, Grace	15,720.00	2,620.00	17%	13,100.00
Lower Burrell, Puckety	12,000.00	1,400.00		10,600.00
Manor				-
Masontown	1,000.00		0%	1,000.00
McClellandtown	4,500.00			4,500.00
Merrittstown, Dunlap's Ck.	300.00		0%	300.00
Mt. Pleasant, Middle	2,000.00	500.00		1,500.00
Mt. Pleasant, Reunion	2,400.00	776.00	32%	1,624.00
Murrysville, First	8,400.00	3,000.00		5,400.00
Murrysville, Newlonsburg	19,000.00			19,000.00
Murrysville, Union	840.00	320.00		520.00
N. Alexandria, Community	6,000.00		0%	6,000.00
N. Alexandria, Congruity	7,800.00	428.00	5%	7,372.00
New Florence, Bethel	2,400.00	400.00	17%	2,000.00
New Florence, Trinity	2,400.00	500.00		1,900.00
New Kensington	10,000.00	1,666.66		8,333.34
New Salem	3,000.00	895.00	30%	2,105.00
N. Huntingdon, New Hope	4,500.00	750.00	17%	3,750.00
Patton	3,700.00		0%	3,700.00
Revloc	1,500.00	250.00	17%	1,250.00
Scottdale	750.00	165.00	22%	585.00
Seward, Armagh				-
Slickville				-
Smithfield, Grace Chapel				-
Smock, Pleasant View	14,256.00		0%	14,256.00
Trafford, Level Green	500.00	125.00	25%	375.00
Uniontown, Tent	333.00	333.00		-
Uniontown, Third				-
Uniontown, Trinity	9,000.00	1,250.00	14%	7,750.00
Vanderbilt, E. Liberty	2,520.00	620.00	25%	1,900.00
Vandergrift				-
West Newton, Sewickley				-
W. Newton, Sewickley UP	500.00		0%	500.00
West Newton, United	4,000.00	1,000.00		3,000.00
Windber	3,000.00	600.00	20%	2,400.00
<b>Totals</b>	<b>339,706.00</b>	<b>46,196.51</b>	<b>14%</b>	<b>293,509.49</b>

Attachment "B"

The attached amendments are an excerpt from the original document. This only includes amendments that will be voted on at the Saturday, March 21, 2015 meeting of Presbytery.

# Proposed Amendments to the Constitution

---

Amendments to the *Book of Confessions*  
and the *Book of Order*

Approved by the 221st General Assembly (2014) and  
recommended to the presbyteries for their vote.



**Including:** Note from the Stated Clerk, a list of the amendments with advice from the ACC, and an index.

## **Proposed Amendments to the Constitution**

### **14-A. Renunciation of Jurisdiction**

#### **On Amending G-2.0509 (Item 06-05)**

- On amending G-2.0509 (Item 06-05), following the Advisory Committee on the Constitution and the Church Polity and Ordered Ministry Committee, the Committee on Ministry voted (11-2) to recommend disapproval of this proposed amendment.

### **14-B. Special Committee to Review the Preparation for Ministry and Standard Orientation Exams (Item 06-12)**

#### **14-B.1 Final Assessment**

##### **On Amending G-2.0607(Items 06-12, Recommendation 11)**

- On amending G-2.0607 (Item 06-12, Recommendation 11), the Committee on Preparation voted unanimously to recommend approval of this amendment. This practice has already been in place within Redstone Presbytery.

#### **14-B.2 Accommodations**

##### **On Amending G-2.0610(Items 06-12, Recommendation 12)**

- On amending G-2.0610 (Item 06-12, Recommendation 12) the Committee on Preparation again voted unanimously to recommend approval of this proposed amendment. The amendment consists primarily in the changing of the wording from "Exception" to "Accommodation."

### **14-C. Child Protection Policy**

#### **On Amending G-3.0106 (Item 08-14)**

- On amending G-3.0106 (Item 08-14), the Committee on Ministry voted (12-1) to recommend approval of this proposed amendment.

### **14-D. Minimum Composition of a Presbytery**

#### **On Amending G-3.0301 (Item 06-06)**

- No recommendation offered

### **14-E. Interreligious Stance**

#### **On Amending G-5.0102 (Item 07-02, Recommendation 2)**

- No recommendation offered

**14-A. Renunciation of Jurisdiction  
On Amending G-2.0509 (Item 06-05)**

The 221st General Assembly (2014) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0509 of the Form of Government be amended by adding the following new paragraph at the end of that section? [Text to be added or inserted is shown in italic.]**

*“Whenever a former teaching elder has renounced jurisdiction in the midst of a disciplinary proceeding as the accused, that former teaching elder shall not be permitted to perform any work, paid or volunteer, in any congregation or entity under the jurisdiction of the Presbyterian Church (U.S.A.).”*

**Background and Rationale**

This amendment originated from the Presbytery of Western Reserve as Item 06-05 (*Minutes*, 2014, Part I, pp. 27, 72, 73, 360). Presbyteries of Greater Atlanta and Santa Barbara concurred, with Greater Atlanta also proposing a similar overture (Item 06-03), which was answered by the action taken on this item. The Presbytery of Western Reserve provided the following rationale:

As stated in the Rules of Church Discipline, Preamble, “the purpose of discipline is to honor God by making clear the significance of membership in the body of Christ” (*Book of Order*, D-1.0101, Church Discipline). The principles also state in D-1.0102: “The power that Jesus Christ has vested in his Church ... is one for building up the body of Christ, not for destroying it.”

When a teaching elder renounces the jurisdiction of the church in the midst of formal judicial process, there is no resolution for either party, particularly for the complainant. Because there has been no acquittal or determination of guilt, the teaching elder has, by virtue of renunciation, removed himself/herself from leadership and office within the church. It could be argued that the church remains vulnerable due to lack of information regarding the circumstances and facts uncovered in the investigative process that might have come to light in the judicial proceeding. Renunciation to stop judicial process should not be an alternative vehicle to continue to work or volunteer in the church when facts and circumstances have not come to light.

**Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution (ACC) advised the 221st General Assembly (2014) to disapprove Item 06-05 providing the following advice:

This proposed amendment appears to be punitive toward individuals who have renounced the jurisdiction of the church, without regard for the assessment by the council with jurisdiction over the work. The proposed amendment would set up a constitutional bar to any work done by the individual based solely on the individual’s having renounced the jurisdiction of the church during a judicial proceeding. Many different alleged delinquencies or irregularities could lead to a remedial complaint while more serious offenses could lead to a disciplinary process. Without regard for the nature, seriousness, or truth of the alleged delinquency, irregularity, or offense, renunciation in the midst of a judicial proceeding would trigger a permanent bar to employment or volunteer service.

Even if the individual does not resume membership in the PC(USA), the church is committed to openness. “Persons who are not members of, or who may have ceased active participation in, the Presbyterian Church (U.S.A.) are welcome and may participate in the life and worship of this church and receive its pastoral care and instruction” (G-1.0404). This openness does not eliminate the authority of a council having responsibility for particular paid or volunteer service to assess the suitability of the individual. These two proposed amendments would not permit the council with responsibility for the work to fulfill its G-1.0404 responsibility, regardless of its finding about suitability.

The proposed amendment attempts to create a permanent bar to participation in the life and work of the PC(USA). Renunciation of jurisdiction is a very serious matter, but it does not create an unchangeable status. The return path is to accept the jurisdiction of the PC(USA) anew by joining a congregation. “The members of a congregation put themselves under the leadership of the session and the higher councils (presbytery, synod, and General Assembly)” (G-1.0103).

An individual, who has renounced jurisdiction, may later take a return path of seeking employment or attempting to volunteer in a congregation or other entity of the PC(USA). There is an authoritative interpretation that states:

A person who has renounced membership and/or church office in a PC(USA) congregation may, at some subsequent point, seek admission to membership in another PC(USA) congregation by reaffirmation of faith. (*Minutes, 2008, Part I, p. 274, authoritative interpretation*)

If the council having jurisdiction over that paid or volunteer work learns of the prior renunciation, that council has the responsibility to inquire into the circumstances to assess the suitability of the particular service for the individual. These proposed amendments would bar the participation of the individual without regard for whether the unresolved issues have a bearing on the individual's suitability for the particular service.

This proposed amendment seeks to address a local issue by means of a constitutional amendment creating a churchwide rule. Alleged prior misconduct is a serious issue and should be addressed by councils in their administrative manuals. Councils should explicitly ask, in writing, about any involvement as a defendant in disciplinary cases or renunciation of jurisdiction from the PC(USA).

Section F-3.0209 provides that "Councils possess whatever administrative authority is necessary to give effect to duties and powers assigned by the Constitution of the church." Any council that employs individuals in paid or volunteer service already has the authority to screen such individuals in order to protect those served by the church. Most employing councils have adopted employment policies, and should consider adding to their administrative manuals the requirement of appropriate background checks.

---

The 221st General Assembly (2014) Assembly Committee on Church Polity and Ordered Ministry (06) voted to disapprove the proposed amendment 48/7/2. The 221st General Assembly (2014) amended the original overture and approved 309/207/0.

For the full report of Item 06-05 go to <http://pc-biz.org/Explorer.aspx?id=4573>

## **14-B. Special Committee to Review the Preparation for Ministry Process and Standard Ordination Exams (Item 06-12)**

### **Background**

These two proposed amendments (Item 06-12, recommendations 11 and 12) are part of the recommendations of the Report of the Special Committee to Review the Preparation for Ministry Process and Standard Ordination Exams. The Special Committee was formed in response to the referral from the 220th General Assembly (2012): *On Reevaluating the Process by Which Ordination Exams Are Written, Administered, and Graded (Minutes, 2012, Part I, p. 682).*

### **14-B.1. Final Assessment**

#### **On Amending G-2.0607 (Item 06-12, Recommendation 11)**

The 221st General Assembly (2014) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0607 be amended as follows? [Text to be deleted is shown with strike-through; text to be added or inserted is shown in italic.]**

**“A candidate may not enter into negotiation for his or her service as a teaching elder without approval of the presbytery *of care*. The presbytery shall record when it has certified a candidate ready for examination *by a presbytery* for ordination, pending a call. Evidence of readiness to begin ordered ministry as a teaching elder shall include:**

**“a. [Text in a.–c. remains unchanged.]**

**“d. ~~satisfactory grades, together with the examination papers~~ *examination materials, together with evaluations that declare those materials satisfactory* in the areas covered by any standard ordination examination approved by the General Assembly. Such examinations shall be prepared and administered by a body created by the presbyteries.”**

### **Rationale**

The special committee gave the following rationale for the approval of Recommendation 11:

This change in language seeks to distinguish the standard ordination examinations from examination by presbyteries for ordination as well as to reiterate that candidates are accountable to their presbytery of care. It also makes specific that the standard exams are evaluated by way of written comments but are not “graded” and would allow for the introduction of exams for which the “work product” of the exams may be other than written responses to essay questions.

### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 221st General Assembly (2014) to approve Item 06-12, Recommendation 11, providing the following advice:

The proposed amendments to the lead paragraph of G-2.0607 are clear and do not change the intent of the section being modified. However, the Advisory Committee on the Constitution advises that these amendments are not necessary, as the meaning of the paragraph is already clear:

- The presbytery that performs a final assessment of a candidate can only be the presbytery “of care.”
- An examination for ordination can only be conducted by a presbytery (G-2.0702). The final assessment of the presbytery (ready for examination for ordination, pending a call) is a determination made after all of the tasks of preparation for ministry have been completed (G-2.0607a–d), including satisfactory evaluations of the standard ordination exams.

The proposed language to amend G-2.0607d is clear, and adequately expresses the flexibility the special committee proposes for certifying a candidate's readiness for examination for ordination, pending a call.

---

The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment was 54/0/0. The 221st General Assembly (2014) approved the committee's recommendation 578/41/0. (See *Minutes*, 2014, Part I, pp. 27, 75, 379.)

For the full report of Item 06-12, including the report of the special committee, go to <http://pcbiz.org/Explorer.aspx?id=4773&promoID=331>

## 14-B.2. Accommodations

### On Amending G-2.0610 (Item 06-12, Recommendation 12)

The 221st General Assembly (2014) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0610 be amended as follows? [Text to be deleted is shown with strike-through; text to be added or inserted is shown in italic.]**

***“G-2.0610 ~~Exceptions~~ Accommodations to Particular Circumstances***

***“~~By a three-fourths vote, a presbytery~~ When a presbytery concludes there are good and sufficient reasons for accommodations to the particular circumstances of an individual seeking ordination, it may, by a three-fourths vote, waive any of the requirements for ordination in G-2.06, except for those of G-2.0607d. If a presbytery judges that there are good and sufficient reasons why a candidate should not be required to satisfy the requirements of G-2.0607d, it shall approve by three-quarters vote some alternate means by which to ascertain the readiness of the candidate for ministry in the areas covered by the standard ordination examinations. A full account of the reasons for ~~exception~~ any waiver or alternate means to ascertain readiness shall be included in the minutes of the presbytery and communicated to the presbytery to which an inquirer or candidate may be transferred.”***

### Rationale

The special committee gave the following rationale for the approval of recommendation 11:

The new phrasing proposed in G-2.0610 first changes the title of the paragraph to address the perception of some that being an exception is prejudicial in and of itself. The changes proposed in the paragraph are intended to clarify that presbytery minutes should include reasons for both waivers and for alternate means of assessment. The sequence of sentences in the current paragraph could be construed to mean that a presbytery may “waive” everything but G-2.0607d without “good and sufficient reasons” or explanation in the minutes so long as the three-fourths vote threshold was met.

### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 221st General Assembly (2014) to approve Item 06-12, Recommendation 12, with amendment (subsequently adopted in plenary), providing the following advice:

The Advisory Committee on the Constitution advises that the phrase “individual seeking ordination” is more appropriate language for the first part of Recommendation 12 than “inquirer or candidate.”

There are other situations where G-2.0610 is applicable, such as a presbytery receiving by transfer a minister of another denomination (G-2.0505a): “... Such ministers shall furnish credentials and evidence of good standing acceptable to the presbytery, and shall submit satisfactory evidence of possessing the qualifications of character and scholarship required of candidates of this church. (G-2.0607 and G-2.0610) ... .” The proposed amendment will limit the availability of a

waiver to the requirements of G-2.06 to inquirers and candidates only, preventing a presbytery from considering such waivers in these other situations.

Otherwise, the proposed language of the amendment clearly and adequately expresses the intent of the special committee to remove language which the special committee judges to be prejudicial.

The Advisory Committee on the Constitution makes no comment on the proposal to strike “Exceptions” and insert “Accommodations to Particular Circumstances,” as this is not a constitutional matter. The indexing system and related titles are not part of the Constitution. Only the text itself is constitutional.

---

The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment 57/1/1. The 221st General Assembly (2014) approved the committee’s recommendation with amendment by voice vote. (See *Minutes*, 2014, Part I, pp. 27, 72, 75, 379–80.)

For the full report of Item 06-12, including the report of the Special Committee, go to <http://pc-biz.org/Explorer.aspx?id=4773&promoID=331>

**14-C. Child Protection Policy**  
**On Amending G-3.0106 (Item 08-14)**

The 221st General Assembly (2014) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Amend the fourth paragraph of G-3.0106 as follows: [Text to be added or inserted is shown in italic.]**

**“All councils shall adopt and implement a sexual misconduct policy *and a child protection policy.*”**

**Background and Rationale**

This proposed amendment originated from the Advocacy Committee for Women’s Concerns (ACWC) requesting that the Stated Clerk be directed, “to send proposed amendments to the *Book of Order* regarding the requirement of all councils of the PC(USA) to adopt and implement a child/youth protection policy...” ACWC provided the following rationale:

Currently the Presbyterian Mission Agency (PMA) and Child Advocacy Office of the Presbyterian Church (U.S.A.) has provided some extremely helpful resources regarding Child/Youth Protection measures and policies, which are available online. One such resource can be found under Creating Safe Ministries through [pcusa.org](http://pcusa.org).<sup>[1]</sup> However, many of these resources are focused primarily on sexual harassment policies and procedures and not adequately on the broad scope of child/youth protection. The Advocacy Committee for Women’s Concerns (ACWC) asks that the Presbyterian Mission Agency direct that new/updated resources be created for synods, presbyteries, and particular church use that are from the PC(USA) and address child youth protection measures and policies – including and expanding beyond the focus of sexual harassment. There are many issues that have evolved with working with children/youth which need to be addressed in the work of the church.

The focus of child/youth protection policies is to ensure a safe, thriving, and nurturing environment for children and youth in our churches and church-sponsored events. These policies address screening child and youth workers and volunteers, how to implement mandatory training, simple rules involving transportation, adult/youth/child ratios, minimum age requirement of volunteers, facility security and safety, etc. *It is important to understand in developing these policies that these policies and procedures are completely separate from sexual misconduct policies*, and there is a need to differentiate between these resources and policies. That is why we request an amendment in the *Book of Order* to require all councils of the PC(USA) to make this differentiation and adopt and implement a child/youth protection policy alongside a separate sexual harassment policy.

It is the church’s responsibility to provide a safe, thriving, and nurturing environment for children and youth, and we must take seriously how our faith informs this responsibility. Our theology of the child is reflected in how we care and nurture children and youth who are under the care of the church. This theology must reflect the love, care, and high regard for the humanity and dignity of the child reflected in the Gospels.

---

[1]“Create Policies,”*Creating Safe Ministries*, <http://www.presbyterianmission.org/ministries/creating-safe-ministries/create-policies/> (16 January 2014).

The Stated Clerk, through the Office of the General Assembly (OGA), advised the assembly that this recommendation could be accomplished by the following action:

The 221st General Assembly (2014) directs the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Amend the fourth paragraph of G-3.0106 as follows: [Text to be added is shown as italic.]

“All councils shall adopt and implement a sexual misconduct policy *and a child protection policy.*”

## **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 221st General Assembly (2014) as follows:

If it is the intent of the assembly to require each council to adopt and implement a child protection policy, the ACC believes the language of the proposed amendment, as shown in the OGA comment, is clear and concise.

---

The Assembly Committee on Mission Coordination (08) voted to approve the OGA proposed language to amend the *Book of Order* 69/0/0. The 221st General Assembly (2014) approved the committee's recommendation 554/18/0. (See *Minutes*, 2014, Part I, pp. 40, 43, 531–32.)

For the full report of Item 08-14 go to <http://pc-biz.org/Explorer.aspx?id=4763>.

**14-D. Minimum Composition of a Presbytery  
On Amending G-3.0301 (Item 06-06)**

The 221st General Assembly (2014) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall the second paragraph of G-3.0301 of the Form of Government be amended as follows?  
[Text to be added or inserted is shown in *italics*.]**

***“The minimum composition of a presbytery is ten duly constituted sessions and ten teaching elders, unless an exception is approved by its synod and the General Assembly giving consideration to the responsibilities assigned to presbyteries in G-3-01 and G-3.03.”***

**Background and Rationale**

This amendment originated from the Presbytery of Eastern Oregon as Item 06-06. The Presbyteries of Boise, Northumberland, and San Joaquin concurred. The Presbytery of Eastern Oregon provided the following rationale:

1. Of the 173 presbyteries in the PC(USA), 30 presbyteries have 30 or fewer churches. Of those, 3 are racial ethnic and 3 are east of the Mississippi River, leaving 24 of the smallest presbyteries in the PC(USA) in the western United States where the distances between churches is often measured in hours and presbytery boundaries include entire states.

The Comparative Statistics 2012 of the Presbyterian Church (U.S.A.) shows 67 percent of our congregations have fewer than 150 members and 75 percent have fewer than 200 members. We are a denomination of small churches and vital ministries in the locations where we are planted; where history and connectionalism meet in faithful congregations as they have for hundreds of years.

2. The representation of small churches and presbyteries is vital to the direction and sustainability of the PC(USA) now and into the future. Small presbyteries pay per capita to participate in the life of the denomination, to support the task forces of the denomination, and to have access to the PJC’s of the synods and General Assembly.

Small presbyteries also pay mission, joining our contributions together with those of the larger presbyteries to support Presbyterian Disaster Assistance (PDA) and World Missions. We are faithful in providing leadership at all levels of the denomination. The leadership and modeling of small presbyteries provides a path for others to follow as we remain faithful to Christ in local settings. The representation of small presbyteries at the synod and General Assembly level is a necessary and responsible voice to and with the denomination.

3. Mission is not dependent upon size. In small presbyteries the local PC(USA) congregation is often the only Protestant witness within their community. As such these congregations are responsible for the food pantries, schools, social gathering places, and many other creative ministries. These are more than buildings where people meet on Sunday; this is Christ at work in the midst of the people. These congregations are supported monetarily and spiritually by the presbytery and sustained by the connections with other congregations within the presbytery.

4. Matthew 18:20 states, “For where two or three are gathered in my name, I am there among them.” Neither the exact number of congregations nor teaching elders determine the validity of a presbytery. Rather, the validity and vitality of the presbytery lies in its ability to support the ministry of its congregations, synod, and General Assembly as it is the body gathered in Christ’s name, doing His work with the resources at hand and through the congregations being the body of Christ in the world.

**Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 221st General Assembly (2014) to approve Item 06-06 with amendment (subsequently adopted by the assembly committee), providing the following advice:

This overture seeks to amend Section G-3.0301 of the Form of Government to allow the synod and General Assembly to change the minimum composition of a presbytery from a minimum of ten sessions to a lesser number on a case-by-case basis. The purpose of this change is to increase the flexibility when forming a presbytery. This change is in keeping with:

1. The recently adopted Form of Government's statement "Councils of the church exist to help congregations and the church as a whole to be more faithful participants in the mission of Christ" (G-3.0101). Leaving the minimum number of sessions in the hands of the synod allows each synod to consider how best to fulfill this mandate.
2. The minimum number of sessions was reduced from twelve to ten by the actions of the General Assembly in 2008 (*Minutes*, 2008, Part I, p. 146, Item 03-07). Allowing flexibility for the minimum number would continue the efforts of the General Assembly to be responsive to the missional needs of the church and its mission.
3. Permitting flexibility, with review, is in keeping with the guiding principles behind the recently adopted Form of Government that "mission determines the forms and structures needed for the church to do its work" (G-3.0106).
4. The change of "*the*" to "*its*" provides clarity as to which synod would be asked to approve the exception. This change would clearly designate the synod wherein the presbytery is located.
5. Presbyteries are charged with a wide variety of responsibilities for the church's mission in G-3.01 and G-3.03. Synods that are requested to approve a presbytery that has less than ten congregations and ten elders should carefully review these responsibilities to determine whether the smaller presbytery can fulfill them.

---

The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment 57/0/2. The 221st General Assembly (2014) approved the committee's recommendation 510/9/0. (See *Minutes*, 2014, Part I, pp. 72, 73, 361–62.)

For the full report of Item 06-06 go to <http://pc-biz.org/Explorer.aspx?id=4589>

## 14-E. Interreligious Stance

### On Amending G-5.0102 (07-02, Recommendation 2)

The 221st General Assembly (2014) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-5.0102 be amended as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]**

**~~“The Presbyterian Church (U.S.A.) at all levels seeks new~~ *will be open to and will seek opportunities for conversation and understanding respectful dialogue and mutual relationships with non-Christian entities and persons from other religious [entities] traditions. It does this in the faith that the church of Jesus Christ, by the power of the Holy Spirit, is a sign and means of God’s intention for the wholeness of all humankind and all creation.”***

### Background and Rationale

This proposed amendment originated from The General Assembly Committee on Ecumenical and Interreligious Relations (GACEIR) as part of their recommendation to the 221st General Assembly (2014) to approve the policy statement, *The Interreligious Stance of the Presbyterian Church (U.S.A.)*.

### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 221st General Assembly (2014) to disapprove Item 07-02, Recommendation 2, providing the following advice:

The committee recommendation does not indicate how the proposed language strengthens or clarifies G-5.0102. Section F-1.03 and F-1.0404 more completely address the intent of the recommendation.

---

The Assembly Committee on Ecumenical and Interfaith Relations (07) voted to approve the proposed amendment 59/4/0. The 221st General Assembly (2014) approved the committee’s recommendation by a hand vote. (See *Minutes*, 2014, Part I, pp. 34, 35, 444.)

For the full report of Item 07-02, including the adopted policy *The Interreligious Stance of the Presbyterian Church (U.S.A.)*, go to <http://pc-biz.org/Explorer.aspx?id=4673>

## Sexual Misconduct Policy for Redstone Presbytery

### INTRODUCTION

#### Biblical Foundations

"As God who called you is holy, be holy yourselves in all your conduct". (I Peter 1:15)

"Not many of you should become teachers, my brothers and sisters, for you know that we who teach will be judged with greater strictness." (James 2:15)

"Tend the flock of God, that is your charge, not under compulsion, but willingly, not for sordid gain, but eagerly. Do not lord it over those in our charge, but be examples to the flock." (I Peter 5:2)

Scripture affirms that we are created in the image of God. The Scriptures and our own faith in Jesus Christ call us to standards of responsible conduct in all of life, including sexual behavior. The expectations of leaders within our churches and presbytery are established based upon a covenant relationship that assumes the trustworthy exercise of authority and power on behalf of those in their care. A betrayal of this trust represents an unjust use of a position of leadership, personal harm to any victims and a threat to the ministry of the Church and the integrity of the gospel. The ethical conduct of all who minister in the name of Jesus Christ is of vital importance because through these representatives an understanding of the Lord God and the good news is communicated. "Their manner of life should be demonstration of the Christian gospel in the church and in the world." (*Book of Order* G-6.01 06a)

#### Policy Statement

It is the policy of the Presbytery of Redstone that all employees and members of the Presbytery shall maintain at all times the integrity required by the Christian tradition and their own professional relationships. All forms of sexual misconduct, as defined below, are regarded as a violation of the principles set forth in Scripture and thus are never permissible.

#### Purpose

Presbytery of Redstone has adopted this policy on sexual misconduct for the use of all pastors (Teaching Elders/Commissioned Ruling Elders), members, and other employees under its jurisdiction. The primary purpose of this policy is to make clear the presbytery's position on sexual misconduct and to establish procedures to guide investigation and resolution where misconduct is alleged to have occurred. As a policy, this document seeks to:

- Set high standards of ethical behavior consistent with the Scriptures, the Reformed tradition, and secular law.
- Serve as a guide for the prevention of all types of sexual misconduct.
- Establish procedures for inquiry and effective response when allegations of sexual misconduct occur.
- Safeguard employees and members of the church from both sexual misconduct and false allegations.
- Protect the rights and meet the needs of the accused, the complainant, the congregation(s) involved, and the Presbytery as a whole.
- Establish a process for the enforcement of those standards that are set forth in this policy.
- Suggest alternative means by which instances of sexual misconduct may be addressed without recourse to church judicial process where these alternative means are both possible and appropriate.
- Promote, whenever possible, the reconciliation of individuals who, after due process has occurred, are deemed to have violated the terms of this policy.
- Correlate the sexual misconduct policy adopted by the General Assembly of the Presbyterian Church (U.S.A.) with the procedures outlined in the *Book of Order* and the individual structure, offices, and needs of the Presbytery of Redstone.

- Further the peace, unity, and purity of the church through justice and compassion.

### **Guiding Principles**

- Sexual misconduct is a violation of the role of teaching elders, other persons in pastoral leadership, officers, employees, and volunteers of the presbytery who are called upon to exercise integrity, sensitivity, and caring in a trust relationship. It breaks the covenant to act in the best interest of parishioners and co-workers.
- Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relation to gain advantage over another for personal pleasure in an abusive, exploitative and unjust manner. Even if someone else initiates or invites sexual content in the relationship, it is the responsibility of the teaching elder, person in pastoral leadership, officer, employee or volunteer of the presbytery to maintain the appropriate role and prohibit a sexual relationship. In positions of pastoral leadership, s/he has been granted authority and power by members of the congregation in ways that there cannot be equality. Therefore, it is the responsibility of the person in pastoral leadership to establish and maintain appropriate boundaries in any relationship.
- Sexual misconduct takes advantage of the vulnerability of persons who are less powerful to act for their own welfare, including children. It is contrary to the gospel call to work as God's servant in the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable from harm.
- Sexual misconduct allegations must be responded to honestly, fairly and expeditiously in order that justice, healing and reconciliation to the greatest extent possible may be pursued.

### **Definitions**

- **Accused**

The term used to represent the person against whom a claim of sexual misconduct is made. For the purposes of this policy, it is assumed that the accused is a paid or unpaid member of the staff of Redstone Presbytery, including, but not limited to, its teaching elders and others involved in pastoral leadership. Allegations against other individuals should be made to whichever body has appropriate jurisdiction. For instance, an accusation against an elder who does not serve on the staff of Redstone Presbytery should be made to that elder's Session.

- **Accuser/Complainant**

The term used to represent the person claiming knowledge of sexual misconduct by a person covered by this policy. The accuser may or may not be the victim of alleged sexual misconduct. A person such as a family member, friend or colleague may be the accuser as the individual making an allegation of sexual misconduct. In the case of minors, the term "complainant" may be used both of the minor and of the minor's legal guardian.

- **Administrative Leave**

Leave of absence initiated, not by an individual, but by the person or entity to whom that individual reports. For the purposes of this policy, administrative leave will be:

- a] a **paid** leave of absence, if the individual placed on leave has not been
- formally charged with violating federal, state, or local law,
  - judged to be guilty through a trial conducted by the policies of the Church, or
  - deemed to be guilty through an admission of serious wrongdoing.

For paid leaves of absence, the individual is entitled to continue receiving all regular benefits of employment, including (for example) use of a residence.

b] an **unpaid** leave of absence in all other situations. In the case of an unpaid administrative leave, the individual is **not** entitled to regular benefits of employment, including (for example) use of a residence.

- **Child**

Any individual who is under eighteen years of age at the alleged time of the incident(s).

- **Church**

When capitalized, refers to the Presbyterian Church (U.S.A.).

- **Confidentiality**

The term indicating that all information is withheld from all except those who need to know.

- **Employee**

Any person hired or called to work for the Presbytery or for a related organization within the jurisdiction of the Presbytery and receiving salary or wages. The employee need not be a member of a congregation within the Presbytery or even of the Presbyterian Church (U.S.A.).

- **Inquiry**

The term used in the Rules of Discipline to determine whether charges should be filed based upon allegations of an offense received by a council. (Book of Order; D-10.0200)

- **Investigating Committee**

The group of people designated by the presbytery to inquire into written allegations. If charges are filed, they prosecute the case under the Rules of Discipline. (Book of Order; D-10.0200).

- **Mandated Reporter**

The term used for the person required to report any and all suspected incidents of child abuse, including child sexual abuse that comes to his/her attention. Refer to Chapter 63 of PA Code for full reporting requirements.

- **Parishioner/Congregant**

This is an individual who is a member of the congregation being served by the teaching elder or person in pastoral leadership or someone who is relating to the teaching elder as a pastor through a counseling or pastoral care relationship. For teaching elders serving in specialized ministries, a parishioner is any person receiving the benefit of the teaching elder's exercise of the office of ministry.

- **Persons Covered**

This term includes all teaching elder members of the presbytery, commissioned ruling elders, officers, employees, and volunteers of the presbytery acting on behalf of the presbytery.

- **Response**

This is the action taken by the presbytery when a report of sexual misconduct is received. It may include (1) inquiry into facts and circumstances, (2) possible disciplinary action, (3) pastoral care and intervention for victims and their families and others, and (4) pastoral care, intervention and rehabilitation for the accused and care for their families.

- **Rules of Discipline**

This term refers to the section of the Book of Order of the Presbyterian Church (U.S.A.) which outlines the procedures to follow in which the church must exercise authority over its members to guide, control and nurture.

- **Secular Law**

This term refers to the body of municipal, state and federal laws and is often referred to collectively as civil and criminal law. Prohibited behavior addressed by the policy may also result in criminal and/or civil charges filed under secular law.

## **SEXUAL MISCONDUCT**

Sexual Misconduct is a comprehensive term that includes:

- a] Sexual abuse of a minor
- b] Sexual harassment
- c] Rape
- d] Sexual malfeasance/impropriety
- e] Inappropriate sexual conduct, language or behavior that is offensive, obscene, or suggestive, including excessive visual contact or staring, unwelcome touching or fondling, the telling of lewd jokes or stories, and the use of obscene terms.

- **Sexual abuse**

This term is used to describe any contact or interaction involving sexual conduct in relation to any person under the age of eighteen years; anyone over the age of eighteen years without the mental capacity to consent; or any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position. (Book of Order, D-10.0401).

**Sexual Abuse of a Minor** - Sexual abuse of a minor consists of *any* sexual contact between an adult and an individual under the age of eighteen. This type of abuse may be represented by, but is not limited to:

- a] sexual intercourse between an adult and an individual under the age of eighteen.
- b] any use of an individual under the age of eighteen for the sexual stimulation of oneself, another person, or the child himself or herself.
- c] any risqué jokes, innuendo, unacceptable visual contact, unwelcome casual touch, unwelcome and inappropriate hugs and kisses, and sexually suggestive pictures shared by an adult with an individual under the age of eighteen, as would be deemed inappropriate by any reasonable adult.

Discussions of sexuality that occur strictly for the purposes of education and/or counseling between an authorized teacher or counselor and an individual under the age of eighteen are not prohibited, although extreme care and common sense should be exerted in all such situations. The standard “as would be deemed appropriate or inappropriate by any reasonable adult” must always be rigorously applied in these cases.

### **Sexual Harassment**

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that occurs when: a] submission to such conduct is made either explicitly or implicitly a condition of an individual’s employment, or their continued status in the congregation or Presbytery, b] submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the livelihood or welfare of such individuals, c] such conduct has the purpose or the effect of unreasonably interfering with an individual’s work performance or function in the congregation or Presbytery by creating an intimidating, hostile, or offensive environment based on the declared judgment of the affected individual. Lack of intent to harass is not in and of itself an adequate defense against an accusation of sexual harassment.

### **Sexual Malfeasance/Impropriety**

Sexual conduct occurring within a ministerial or professional relationship, such as between clergy and a member of his or her congregation, a counselor and a client, or a teacher and a student. Sexual malfeasance includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature. For the purposes of this policy, sexual malfeasance does not cover relationships between spouses and does not restrict church professionals from having normal, mutual, social, intimate, or marital relationships not otherwise prohibited by this policy.

## **PREVENTING SEXUAL MISCONDUCT**

1. The Presbytery should be proactive in providing educational programs and training in pastoral care that seeks to prevent sexual misconduct before it occurs. The Committee on Ministry (COM), the Committee on Preparation for Ministry (CPM), and the Permanent Judicial Commission (PJC) should each provide what it deems an adequate amount of training to its constituencies.
2. Although the groups responsible for this instruction will be given the greatest amount of autonomy in deciding the **frequency**, **manner**, and **content** of this instruction, in most cases the goals of these educational programs and training should include recognition of the:
  - a. Imbalance of power between religious leader and those in their care.
  - b. Need for appropriate boundaries to exist between those in authority and parishioners/congregants.

- c. Need for caregivers to understand that frequent pastoral calling visits, frequent phone conversations, extended time together, and physical touching, hugs, and kisses may be associated with sexual advances and are **high risk behaviors** that may be perceived as unwelcome or an infringement on the rights of others.
- d. Importance for members of clergy to have an “accountability partner” with whom they meet regularly, since their role invites trust and dependence and since they are often in a one-on-one setting with persons who respect and depend on them.
- e. Advisability for religious leaders who counsel or provide spiritual direction to observe professional cautionary measures such as:
  - i. limiting the amount of time spent with each counselee/directee.
  - ii. making sure that there are other people around sessions.
  - iii. observing a professional caution regarding physical contact with each counselee/directee.
- f. Need for religious leaders who are providing counseling to be in a supervisory relationship with a licensed psychotherapist.
- g. Importance for religious leaders who are providing spiritual direction to receive direction themselves under the guidance of a supervising spiritual director.

#### **PROCEDURE FOR INVESTIGATION OF AN ALLEGATION OF SEXUAL MISCONDUCT**

1. Allegations of sexual misconduct on the part of individuals governed by this policy, including but not limited to the pastors (Teaching Elders/Commissioned Ruling Elders), and employees of the Presbytery, are to be made in writing to the Stated Clerk:
  - a. Allegations involving a possible violation of federal, state, or local law: If so, the Stated Clerk may refer the allegation to the appropriate secular authorities and the process outlined in this document may be suspended until the civil and/or criminal process has reached its conclusion.
  - b. Allegations involving a suspected abuse, sexual or otherwise of a minor: If so, Stated Clerk *must* refer the allegation to the appropriate secular authorities, as a mandated reporter under state law, and the process outlined in this document may be suspended until the civil and/or criminal process has reached its conclusion.
  - c. Should an individual wish to make an allegation of sexual misconduct on the part of the Stated Clerk, it shall be submitted in writing to the Executive Presbyter.
  - d. In such cases, the Executive Presbyter (or his or her designee) would then assume all duties otherwise assigned to the Stated Clerk in this policy.
2. Immediately upon receipt of a written allegation of Sexual Misconduct, the Stated Clerk shall inform the Executive Presbyter merely that an allegation of misconduct has been made and against whom. The Presbytery shall then appoint an Investigating Committee (IC) in accordance with the *Book of Order – Rules of Discipline*.
  - a. The IC will be an *ad hoc* committee consisting of no fewer than three and no more than five individuals. (*Book of Order D-10.0201a.*)
  - b. In selecting members to serve on the IC, care should be given, whenever possible, to identifying a set of individuals who have among them the relevant expertise in pastoral care, the legal aspects of sexual misconduct, and familiarity with the operations of the Presbytery, this policy, and the *Book of Order*.
  - c. As soon as possible, the Stated Clerk should outline to the IC its duties and provide appropriate orientation.
3. The Moderator of the Permanent Judicial Commission (PJC) shall designate two former members of the PJC who shall offer the accused an opportunity to be heard regarding administrative leave for the accused. (*Book of Order 10.0106*).
  - a. It shall be determined whether the accused shall remain in his or her position, with pay, pending investigation and/or proceedings or, if it is determined that there is sufficient severity to warrant

immediate administrative leave for the accused. A recommendation to this effect shall be made to the Stated Clerk:

- i. Upon receiving a recommendation to grant administrative leave, the Stated Clerk will discuss the matter with the Executive Presbyter.
- ii. The Executive Presbyter and Stated Clerk, acting on behalf of the Presbytery, shall decide whether such a leave, paid or unpaid, is to be granted.

4. The responsibilities of the Investigating Committee (IC) are set out in Book of Order – Rules of Discipline (D – 10.0202) and are as follows:

- a. review the statement of alleged offense to determine whether it alleges any facts that, if true, constitute an offense as defined in D-2.0203b. If the allegation is not an offense as defined in D-2.0203b, the investigating committee shall end its inquiry and report that to the clerk of the body. If an offense as defined in D-2.0203 is alleged, it shall proceed to the steps below.
- b. provide the accused with a copy of the statement of alleged offense described in D-10.0101;
- c. provide the person making the accusation with a statement of the investigating committee's procedures;
- d. determine whether the accusation repeats allegations previously made against the accused, and if so, report to the council having jurisdiction over the accused that it will not file charges (D-10.0202k) unless the accusation contains new information warranting investigation or is the subject of an investigation that has not been concluded;
- e. make a thorough inquiry into the facts and circumstances of the alleged offense;
- f. examine all relevant papers, documents, and records available to it;
- g. ascertain all available witnesses and inquire of them;
- h. determine, in accordance with G-3.0102 and D-2.0203b, whether there are probable grounds or cause to believe that an offense was committed by the accused;
- i. decide whether the charge(s) filed on the basis of the papers, documents, records, testimony, or other evidence can reasonably be proved, having due regard for the character, availability, and credibility of the witnesses and evidence available;
- j. initiate, if it deems appropriate, alternative forms of resolution, ordinarily after the investigation has been completed, probable cause has been determined, but before the charges have been filed.

The purpose of alternative forms of resolution will be to determine if agreement can be reached between the investigating committee and the accused concerning any charges which may be filed.

- (1) Any mediation shall be completed within 120 days unless a continuance is allowed by the session or PJC.
  - (2) The investigating committee shall report any settlement agreement to the session or PJC for its approval.
  - (3) The session or PJC shall convene to receive the settlement agreement; vote to approve it by at least two-thirds of the members eligible to vote; make a record of its proceedings according to the provisions of D-11.0601d, including the name of the accused, the substance of the charge(s), and censure; and transmit its decision to the clerk of session or the stated clerk, who shall report it according to the provisions of D-11.0701.
  - (4) The IC shall provide an advocate for the accused throughout settlement negotiations, and may provide an advocate for other interested persons at its own discretion.
  - (5) If a settlement satisfactory to both the IC and the accused is not reached, the investigating committee shall designate a prosecuting committee per D-10.0202i, and the case shall proceed on the charges filed.
- k. report to the council having jurisdiction over the accused only whether or not it will file

charges; and

1. if charges are to be filed, prepare and file them in accordance with the provisions of D-10.0401.0404, and designate one or more persons (to be known as the prosecuting committee) from among its membership to prosecute the case.

#### **PREPARATION FOR TRIAL: MEETING NEEDS, PRESERVING RIGHTS OF THE ACCUSER OR COMPLAINANT**

1. To help meet the needs of the **accuser/complainant**, he or she has the right to ...
  - a. **Be heard and taken seriously.** From the time that the complainant indicates that sexual misconduct has occurred, the complainant should receive immediate attention and serious consideration from all church representatives.
  - b. **Receive pastoral and therapeutic support.** The complainant may require spiritual and professional assistance as a result of the alleged sexual misconduct. The Care of Congregations sub-committee of the presbytery's Committee on Ministry (COM) will offer to appoint, if it is desired by the complainant, an *ad hoc* care team of at least three members that will either offer such support itself or arrange to have it provided from a suitable pastor and/or a qualified therapist. Discussions with members of the team and their agents would be confidential, privileged conversations.
  - c. **Be informed about church process and progress with regard to the accusation.** The Stated Clerk will keep the complainant properly informed as to what actions are taking place as a result of the accusation.
  - d. **Receive legal advice.** The Stated Clerk should advise the complainant of his or her right to pursue independent legal advice.
  - e. **Be assured of an advocate of one's own choosing.** A complainant may need continuing moral support from an individual who is present while the church addresses the accusation. This advocate may be a relative, a friend, or an impartial third party. In certain circumstances, this advocate will speak for the complainant.
  - f. **Be assured that justice will be pursued.** The complainant needs to be shown by the processes of the church that justice is being pursued through fact-finding, truth-telling, confrontation and agreement that may include removal or temporary exclusion of the accused from office or impartial adjudication of the complaint.
  - g. **Receive healing and reconciliation.** In addition to the other forms of reconciliation mentioned above, the complainant may need to pursue healing, wholeness, and reconciliation with all concerned — with self, family, church and, possibly, the accused as well.
  
2. To help meet the needs of the **accused**, he or she has the right to ...
  - a. **Receive adequate information about the accusation.** When an allegation of sexual misconduct has been received by the Stated Clerk, the IC will notify the accused that an allegation has been made.
    - i. The notification will be made in writing and should include advice that the accused have no further contact of any sort with the accuser, the alleged victim (if different from the accuser), or the family of either the accuser or alleged victim.
    - ii. will warn the accused that any statements made to the IC or any other person of entity of the church or the presbytery may be used against the accused in later proceedings.
    - iii. should explain the process by which the allegation of sexual misconduct will be investigated and the options available to the accused.
    - iv. will recommend that the accused seek legal advice immediately since the allegation could result in civil or criminal court action.
    - v. The accused may require spiritual and professional assistance as a result of the allegations of sexual misconduct. The Care of Church Professionals sub-committee of the

presbytery's Committee on Ministry (COM) will offer to appoint an ad hoc team to provide assistance as requested or as needed.

- b. **Obtain legal advice and assistance.** The accused may seek legal advice from any source, but it should be noted that in church disciplinary or remedial cases “no person shall act as counsel who is not a member of the Presbyterian Church (U.S.A.)” (*Book of Order*, D-11.0301). The accused is responsible for his or her own attorney fees, but, if an allegation proceeds to the initiation of a disciplinary case and the accused is unable to employ counsel, the accused may request appointment of counsel under the provisions of *Book of Order* (D-11.0302).
  - c. **Receive pastoral counseling and care.** If the accused so desires, The Care of Church Professionals sub-committee of the presbytery's Committee on Ministry (COM) will appoint an *ad hoc* team, consisting of no fewer than three members. Members of the team should be spiritual or professional counselors with someone whose conversations with the accused would be recognized by courts as confidential and privileged communication.
  - d. **All appropriate legal protections.** Before each and every conference with the accused, the accused should be informed of the right to remain silent, to be represented by counsel (*Book of Order* D-10.0203c) and, if charges are later filed, to have counsel appointed if he or she is unable to secure counsel (*Book of Order* D-11.0301-.0302).
  - e. **Have his or her family remain economically secure.** The Presbytery should remain alert to the possible spiritual, emotional, and financial needs of the family of the accused and recommend expert resources. Nevertheless, individuals on the staff of the Presbytery should be cautioned against *personally* trying to meet these needs through loans, gifts, and other activities that may complicate any subsequent secular legal action.
  - f. **Receive complete exoneration if acquitted.** If the accused is acquitted of the charge, it is important for the Presbytery to see that the acquittal is widely disseminated, unless doing so would further injure the person falsely accused. At the very least, all individuals who were officially informed of the accusation should also be officially informed of the acquittal.
3. To help meet the needs of the **congregation** affected by the accusation, it has the right to:
- a. **Receive assistance in relating to Session and Congregation.** Each situation will be different, but the Presbytery should be prepared to help plan for the anticipated needs of a particular congregation and to recommend expert resources.
  - b. **Pastoral care.** In cases where the accused is a minister, pastoral care should be provided to the congregation by another member of the ordained staff (if the church is a multiple-staff church) or by a trained pastor. If the minister leaves his or her position as a result of an accusation of sexual misconduct, a trained pastor or consultant in sexual misconduct may need to work with the congregation; in extreme cases this assistance may continue for an extended period of time. In cases where the accused is someone other than a minister, the pastor should provide the needed care for his or her congregation. The pastor, if not previously trained in this area of specialization, may wish to consult with denominational specialists who can provide advice on how to proceed in tending to the needs of the congregation and how to address any problems that may arise.
  - c. **Proactive attention while necessarily awaiting a determination of guilt or innocence.** Special care must be taken to meet a congregation's needs even as the process outlined in this policy is still unfolding. Rumors may be detrimental to the congregation's welfare. Decisions may need to be made about whether the congregation is best served by having the accused placed on administrative leave. Routine business may need to be tended to should the energies of the accused become focused on mounting a defense. It will be necessary for various individuals and groups associated with the Presbytery — for instance, the Stated Clerk, the Executive Presbyter, and COM — to assist in meeting these needs of the congregation in accordance with their knowledge of the case and their appropriate professional role.
  - d. **An appropriate amount of information about the case.** While certain types of information

must remain confidential in order to protect the rights of both the complainant and accused, other types of information might be shared with the congregation in order to avoid misunderstandings, false rumors, and destructive speculation.

- e. **Resource persons.** Individuals whose services may be valuable to a congregation in the context of sexual misconduct could include a trained interim pastor, a COM representative knowledgeable in polity and the effects of sexual misconduct in the church, a consultant or therapist with knowledge and experience in dealing with sexual misconduct, an attorney who can discuss legal aspects of a case, an insurance agent who can advise the congregation about their exposure to liability or coverage, and other professionals of this sort.
- f. **Have its financial concerns addressed and taken seriously.** Allegations of sexual misconduct may have serious financial implications for a congregation. While each situation will be different, the Presbytery will work closely with the congregation in each case so that the lasting financial impact of these situations may be minimized.

### **EFFECTING RESOLUTION AND RECONCILIATION**

1. The ultimate goal, in cases where there is either a finding of fault or an admission of guilt, should always be to bring about as much healing, resolution, and reconciliation as possible between the individual responsible for the misconduct and the complainant, the congregation, Presbytery, and Church.

2. No single plan for healing, resolution, and reconciliation will be applicable to all situations. Nevertheless, it is likely that the body responsible for developing these plans will consider, among other options:

- a. Mandatory counseling for the individual responsible for the misconduct.
- b. Mandatory training in the prevention of sexual misconduct, either for individuals or for groups.
- c. Apologies, either formal or informal, to those adversely affected by the misconduct.
- d. An alteration of responsibilities, either permanently or for some set period.

3. It should be remembered — and openly discussed with the complainant, the individual that is allegedly responsible for the misconduct, and other parties affected by the misconduct — that the goal of this process is not to effect sanctions or punishment, and not with the intent to punish, humiliate, seek retribution, or alienate the individual responsible for the misconduct but to effect a plan for healing, resolution, and reconciliation. This part of the process is not intended to result in a sanction, such as may have been imposed by the PJC, but shall always be to **educate** the individual responsible for the misconduct and to **bring about his or her reconciliation** with the congregation, Presbytery, Church and, where possible, the complainant.

4. In cases where the accused is acquitted or where the IC has concluded that the allegation does not warrant full investigation, similar efforts should be taken to reach healing, resolution, and reconciliation. While in these cases, too, no single plan to accomplish this goal will be applicable to all situations, it is likely that the body responsible for developing these plans will consider, among other options:

- a. Mandatory or recommended counseling for the individual responsible for the allegation.
- b. Additional training in the meaning and nature of sexual misconduct, either for individuals or for groups.
- c. Apologies, either formal or informal, to the individual falsely accused.
- d. An alteration of reporting relationships or congregational membership, either permanently or for some set period.

### **APPEALS**

#### **1. During the Investigation.**

- a. During the course of the investigation, the person against whom an allegation has been made may petition the PJC to review the procedures adopted by the IC.

- b. Proper subjects for such a petition shall be limited to whether the committee has followed a proper trail of evidence, whether the evidence being considered is properly in the hands of the IC, and whether the IC has examined relevant evidence proposed by the accused.
  - i. The review of the petition shall be done in an appeal hearing conducted by the two members of the Presbytery's PJC who are designated in D-5.0101 of the *Book of Order*.
  - ii. Members of the IC, the accused, and the complainant may all be present at the appeal hearing and represented by counsel.
  - iii. The appeal hearing shall be conducted within 30 days of receipt of the petition.
  - iv. Decisions shall be communicated to both parties within 15 days of the appeal hearing.
  - vi. The results of the review shall be communicated to the moderator of the PJC and will inform the review of charges as outlined in D-10.0405 of the *Book of Order*.

## 2. Upon Conclusion of the Investigation.

- a. Once the investigation has concluded, the person against whom an allegation has been made may not petition for an appeal until either the trial or alternative resolution has been conducted. (See *Book of Order* D-11.0502.)
- b. If the conclusion of the IC is that no charges will be filed or that insufficient evidence exists for further action, the complainant has 30 days from receipt of this report to petition the PJC to review the IC's decision.
- c. The complainant must outline in this petition those instances in which the IC has not fulfilled the duties specified in D-10.0202 of the *Book of Order*.
- d. The IC shall submit a written response to the facts alleged in the petition.
- e. The designated members of the PJC shall consider the petition and the IC's response, giving attention to the duties specified in D-10.0202 of the *Book of Order* and to the question of whether the principles of church discipline will be preserved by the decision of the IC not to file charges. The decision of the designated members of the commission upon the petition and response shall be rendered within 90 days.
- f. If the petition is sustained, a new IC shall be appointed by the Presbytery.
- g. If the petition is rejected, the matter is concluded.

## 3. Upon Conclusion of the Trial.

### 1. Initiation of an Appeal of a Remedial Case

- a. An appeal of a remedial case is the transfer to the next higher council of a case in which a decision has been rendered in a lower council, for the purpose of obtaining a review of the proceedings and decision to correct, modify, set aside, or reverse the decision. (*Book of Order* D-8.0101).
- b. An appeal may be initiated only by one or more of the original parties in the case, and is accomplished by the filing of a written notice of appeal. (*Book of Order* D-8.0102).
- c. Once the trial has concluded, appeals, including grounds for appeals and procedures, are governed by D-8.0000 *et seq.* of the *Book of Order*.

### 2. Initiation of Appeal of a Disciplinary Case

- a. An appeal of a disciplinary case is the transfer to the next higher council of a case in which a decision has been rendered in a lower council, for the purpose of obtaining a review of the proceedings and decision to correct, modify, set aside, or reverse the decision. (*Book of Order* D-13.0101 *et seq.*).
- b. Only the person found guilty may initiate the first level of appeal by the filing of a written notice of appeal. (*Book of Order* D-13.0102).
- c. Once the trial has concluded, appeals, including grounds for appeals and procedures, are governed by D-13.0000 *et seq.* of the *Book of Order*.



ORDER FORM  
for  
2015-2016  
PRESBYTERIAN PLANNING CALENDARS

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

# of *Planning Calendars* ordered for 2015-2016  
@ \$9.50 PER COPY \_\_\_\_\_

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

*In order to have them available for distribution at the  
May meeting of Presbytery since they begin in June  
ORDER AND PAYMENT MUST BE RECEIVED BY:*

*APRIL 30, 2015*

Please enclose this order form

Make check payable and mail to:

REDSTONE PRESBYTERY  
1004 MT. PLEASANT ROAD  
GREENSBURG, PA 15601

Redstone Presbytery's purchase of a subscription to *The Parish Paper* INCLUDES:

1. Permission to provide copies to our staff and to the congregations within our jurisdiction in any of the following ways: e-mail, postal, newspaper, newsletter, meetings, training events, and our website.
2. Permission for each congregation within our jurisdiction to (a) photocopy or electronically distribute for local use as many copies as it needs, (b) post them on its website, and (c) quote sentences and paragraphs.

**Congregations within Redstone Presbytery's jurisdiction to which we distribute *The Parish Paper* do NOT have permission (a) to delete the copyright ownership notice, (b) to re-write, paraphrase, delete, or change the wording of sentences and paragraphs, or (c) to give ANY THIRD PARTY—other than our staff and constituents—permission to photocopy or reprint (in any quantity, no matter how small, whether for free distribution or for sale).**

# THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Editor: Cynthia Woolever - [www.TheParishPaper.com](http://www.TheParishPaper.com)

March 2015 - Volume 23, Number 3

Copyright © 2015 by Martin Davis

## What Churches Can Do to Increase Social Media Security

As email gained popularity in the mid-1990s, company leaders feared their employees would spend too much time with it and tried to limit employees' email use. Then spam came along, making people even more nervous.

Today even the most anti-technology person knows that email is how information moves. Most also know that several commonsense safeguards go a long way to reduce risks—do not open emails or download attachments from people you don't know, nor should you trust that a Nigerian prince will give you \$100,000 for allowing him to use your bank account to transfer his fortune to the United States.

Social media and online payment technology is in that "big deal" stage. Those in faith communities remain wary. Because they still do not quite know what to make of it, they would just as soon abandon social media as try to use it. However, social media and online payment systems make staying in touch and supporting the organizations we believe in far easier. But what about all those hacking horror stories recounted in the news? Could your congregation really be at risk for hackers stealing bank account numbers? Personal information? Photos? Yes. Fortunately, a few commonsense strategies help to keep you and your congregation safe.

### Social Media Security Basics

No matter how you manage your social media and online payment tools, following four basic rules substantially reduce the risk of someone breaking into church accounts and stealing your congregations' personal information.

- *Create safe passwords.* This is hardly new advice but many people still ignore it. If your church's security passwords use names, common number combinations, addresses, email addresses, or common words, you are making it easy for someone to get into your account. Use a site like [passwordsgenerator.net](http://passwordsgenerator.net) to create secure passwords that cannot be easily stolen. Write it down with pen on paper, and store it away. To make life even easier,

join a single sign-on site such as [lastpass.com](http://lastpass.com) to simplify login and vastly improve security.

- *Use the most up-to-date browser.* When you turn on your computer, a message often appears telling you a browser update is available. Because most browser updates involve closing security breaches that have been exposed, you avoid security risks by installing the update. Take five minutes and keep your browser updated. Your chances of being hacked go way, way down.
- *Do not open links from unknown sources.* Spend five minutes on social media and you are bound to see something like this—"Hi, I just saw your pictures here [link]." Do not be fooled. Hackers use these tricks to install viruses and spyware on your computer. If anything looks suspicious, trust your gut and do not click on the link or open the file. If the note comes from a friend but looks funny, contact them and ask if they recently sent you an email. Chances are, their security has been breached and their site is being used to send bogus information.
- *Limit and protect your access information.* No one wants to believe that someone would take advantage of a church, but it happens. Therefore, limit



"I THOUGHT IT WAS A SECURE PASSWORD...  
WHO WOULD HAVE CONNECTED, 'LONG\_SERMON\_LOVERS'  
WITH OUR CONGREGATION?!"

the number of people who have access to your church's social media passwords. If your church has a professional technology person on staff, entrust that sensitive information with this person. Otherwise, the pastor and one key leader should be the keepers of passwords and account information. Although there are always people in your congregation willing to volunteer with social media, granting them access to church passwords and security information is a bad idea. Treat your passwords as you would treat your bank account. Be smart.

### **Added Security for Facebook and Twitter**

Social media options are numerous and more are rolled out daily. Since Facebook and Twitter are the most commonly used, below are additional security guidelines.

*Facebook.* Churches love Facebook because it allows them to share photos, invite people to events, promote the congregation with targeted paid ads, create pages for groups within the church, and offers controls for who does and does not see posts.

But Facebook is not without its security problems. To begin, Facebook's security settings are notoriously difficult to understand. Take heart—there is help. CNET, an online tech magazine written with non-tech people in mind, offers seven keys to securing your Facebook page that should be required reading. Rather than replicate their advice, read it here: <http://www.cnet.com/how-to/secure-your-facebook-account-in-six-easy-steps/>. The advice includes how-to directions and will get you and your congregation in a safe space.

Several non-technical concerns arise with Facebook, such as the use of photos. There are many reasons people do not wish to have photos of themselves or, more likely, their children to appear on Facebook. People may work at jobs that require confidentiality or they may need to keep their identity secret. Parents worry, rightly, that posting photos and information about children can lead to identity theft. And some people are simply not comfortable posting their photos everywhere. When attendees join your congregation or begin to regularly participate, explain to them the social media tools currently in congregational use. Seek and secure their permission to use their photos.

*Twitter.* Churches are increasingly finding Twitter a useful tool for everything from connecting with the pastor to promoting events quickly among their constituency to sharing interesting information and discovering new friends. As with any other social media tool, Twitter can be hacked. Fortunately, if you follow the basic guidelines above, the congregations' security risks are minimal.

An additional step, however, will not only make your Twitter account more secure, but will make Twitter easier to use. HootSuite and TweetDeck were originally designed to help people manage their Twitter accounts and find the information they are searching for more easily. Increasingly, however, these sites are being touted for the extra level of security they bring to Twitter accounts. Both are critically reviewed, well tested, and highly reputable. Register with one of these and worry less about safety.

### **Securing Online Payments**

Online payments are revolutionizing everything, including the way people give to their church. Multiple ways for handling online payments exist (see *The Parish Paper* issue for April 2014). In terms of security, there is obviously a lot at stake. Here are some simple tips:

- *Resist the temptation to create and manage an online payment system yourself.* Online payment systems are tricky, hard to navigate, and expensive. Instead, choose a solid third-party vendor to do this for your church. A number of organizations provide online payment options for churches. These can be a good bet, but review and watch for changes in the fees charged.
- *Consider PayPal.* This vendor is often criticized, but the truth is, PayPal is an incredibly secure way for people to send your congregation money.
- *Follow the basic security guidelines.* If your congregation's staff are handling online payments, following the basic advice given above is even more important. Those four simple rules will go a long way toward protecting church leaders and the congregation.

### **Final Thoughts**

With good reasons, many people remain jittery about social media and online payments. But fear without smart action only heightens security risks. Fear not. Basic, commonsense tactics remove the majority of your church's security concerns.

---

**About the Writer:** Martin Davis owns Sacred Language Communications, formerly directed Alban's online Congregational Resource Guide, and has twenty years of experience working with congregations ([www.sacredlanguagescommunications.com](http://www.sacredlanguagescommunications.com)).

# THE PARISH PAPER

## IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Editor: Cynthia Woolever - [www.TheParishPaper.com](http://www.TheParishPaper.com)

April 2015 - Volume 23, Number 4

Copyright © 2015 by Marcia Clark Myers

### Finding God's New Call in the Same Place

Bill is fifty-five and has been at Fairdale Church for fifteen years. Ministry there has lost its shine. He resists routine pastoral visits and even preaching has become a chore. However, in the current job market, finding a new call that can provide the salary he needs to support kids in college is tough. He has been looking for a while without success, so feels stuck. Church participation is down and the board is worried.

Ann has been at Oakdale for four years now and is happy in ministry with the congregation. She is feeling comfortable in the role of pastor and has some successes to celebrate. Ann's husband has a job that he enjoys and their children are thriving in school. However, her seminary friends ask "What next?" She is ready for new challenges, but wonders what is best for the family and congregation.

First Presbyterian Church in Crossroads has experienced a revolving door of leadership for the past two decades. Pastors right out of seminary developed their ministry skills for a few years before moving on. Membership declined and lay leaders are discouraged.

#### Why Do We Feel Stuck?

Both pastors and congregations get stuck. Pastors who are burned out, geographically bound, or financially squeezed get stuck, as do congregations who are waiting for stable leadership or a pastor to leave. Pastors usually discern God's call to a new ministry without involving the congregation until the decision is made and a new call has been finalized. However, those decisions change the course of ministry for all involved. Research shows that clergy mobility affects congregational vitality.<sup>1</sup> When congregations focus on getting a pastor, developing a relationship with a pastor, or the loss of a pastor, less congregational energy is available for externally focused action such as evangelism and mission. Congregations without pastors, exhibiting "holding pattern" behavior, generally are less attractive to newcomers.

In the past, it was more common for a pastor to come to a community from seminary and remain for an entire ministry. Pastorates for twenty years or more were positively regarded. Now, pastors confide that they feel pressure to move on in order to be successful in their ministerial career. Accepted patterns of clergy mobility have established expectations of short first calls. In fact, the most effective years of a pastor's ministry come after five years in a congregation when relationships have been built and tested and a true shared ministry has been established.<sup>2</sup>

#### The Feeling Stuck Fallout

Both congregations and pastors often feel that the best solution to conflict is to part company. When that happens, neither learn from the relationship and do not develop skills to deal with differences without breaking relationship. Opportunities are missing for living forgiveness, reconciliation, resilience, and developing skills as Christian leaders. Rather than seizing opportunities for new ministries in response to God's call, congregations resist change, hoping that the pastor and his or her unsettling ideas will soon move on. Such congregations



"I KNOW YOU'RE EXPECTING A SHORT PASTORATE....  
BUT, MUST WE LEAVE THE CAR RUNNING?"

become self-focused and stagnant while the pastor begins to feel the stress of being stuck.

A stressed pastor decides that the best solution is to seek a new call and move on. That brings added pressure to pastor and family with the activities of the search, decisions, and physical move. Furthermore, our culture teaches us to measure our value by salary and the size of the church we lead. This goal is likely unobtainable considering the current membership patterns of churches. In fact, researcher Patricia Chang found that a seminarian preparing for ministry today has a 1 percent chance of ever serving as Head-of-Staff of a large congregation.<sup>3</sup> The long-established pattern of pastoral steeplechase is dead.

Internalized measures of success and worrying about a new call contribute to heightened stress, low self-esteem, and depression. Pastors feel stuck and do not do their best work—congregations and ministry languish. Often they look for the solution for “stuckness” in the mechanics of ministry—a new program, new leadership, or a new strategy. Yet the root issue is the loss of a sense of God's call: the energy, passion, and focus that they experienced sometime in the past.

### Finding a New Call

The Apostle Paul wrote to young Timothy, “Rekindle the gift of God that is within you” (2 Timothy 1:6). This is the secret to keeping vitality in ministry. Frederick Buechner tells us that to discover our call, we must look for the place “where your deep gladness and the world's deep hunger meet.”<sup>4</sup>

Experienced pastors who have stayed with the same congregation for fifteen or more years are often able to describe a series of distinct calls in the same long-term ministry. Tom settled into the challenges of congregational life with worship leadership, pastoral visits, and church programming. Five years into ministry, he recognized that he got many requests from the community for pastoral counseling, which he enjoyed and was gifted at. The church board encouraged him to expand this outreach and supported him in continuing education to enhance his skills. Some years later, divisive social issues in his community drew Tom into a new leadership role. He understood this work as a new call in his long-term ministry. Rather than becoming stale, both he and the congregation gained new energy by discovering a series of new calls as he led them for thirty years before retiring.

As small congregations face dwindling resources, it is becoming common that they cannot continue to fully support their pastor. Recognizing that her congregation was nearing this situation, Mary used her continuing education and some time with a spiritual director to discern a new call. She agonized over the fact that she loves her congregation and her community and did not want to uproot her family. The suggestion that she was gifted in spiritual direction surprised her. Excited by the idea of a retreat ministry, Mary developed a business plan and talked with her church board. The board embraced the possibility of transitioning from full-time church employment to a bivocational ministry that would allow her to continue in the pastoral role and develop her blossoming new ministry.

By considering the activities that bring us joy and meet the needs of the world God loves, and building a ministry at that intersection, it is possible to discover a new call in the same place. Pastors and congregations are healthier when they are able to move from *stuck* to being *re-called* by rediscovering passion for ministry. By reshaping ministry in partnership with their congregation, it is possible for pastors to find the “sweet spot” of vital ministry and care for family. Consider these questions whenever you begin to get that stuck feeling in your current call.

- Think about times in your ministry work that bring you “deep gladness.” What were you doing and what gifts were you using?
- What deep needs of the world have come to your attention?
- How might you reshape your ministry to find deep gladness as you meet the needs of the world God loves?

**About the Writer:** The Rev. Dr. Marcia Clark Myers formerly directed the PC(USA)'s Office of Vocation and currently serves as a faculty member in the CREDO program, which focuses on pastoral renewal.

1. Cynthia Woolever, “When Less Is More; The Consequences of Clergy Turnover,” *The Parish Paper*, March 2014.

2. Roy M. Oswald, “The Pastor as Newcomer,” Alban Institute, 1998.

3. Patricia M. Y. Chang, *Factors Shaping Clergy Careers: A Wakeup Call for Protestant Denominations and Pastors*, Pulpit and Pew Research on Pastoral Leadership, 19.

4. Frederick Buechner, *Wishful Thinking: A Theological ABC* (New York: HarperOne, 1993).