



2015 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

May 19, 2015



United Presbyterian Church
West Newton, PA

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

West Newton United Presbyterian Church
3rd & Main Street, West Newton, PA 15089
724-872-7414

From Northern Fayette County: Take I-70 E. to Rt. 201 Exit (Fayette City), approximately 2 miles east of Speers Bridge/Belle Vernon. Go north on Rt. 201. After approximately 3-4 miles, turn right at 4-way stop. Passing Sweeney's Café & Pub, continue thru traffic light. In 2-3 miles Rt. 201 ends. Continue straight ahead onto Rt. 136 E into West Newton. Cross bridge and RR tracks. Church is on the corner of Third and Main. Turn right on Third Street, turn left on Vine Street, and left on Fourth Street. Parking lot is half way up Fourth Street on the left.

From South: Take Rt. 51 north from Uniontown, passing Perryopolis and I-70/51 intersection, to Rt. 201 exit. (From Perryopolis to this exit is 7 miles) Turn left onto Rt. 201 North. When Rt. 201 ends it will become Rt. 136. Continue on Rt. 136 east into West Newton. See above directions to find parking lot.

From East: Take Rt. 30 West to Rt. 119 South to New Stanton. Follow I-70 West to Rt. 31 exit (West Newton). Go West on Rt. 31 approximately 5-7 miles into West Newton. At bottom of steep hill (Main Street), church is on left, corner of Third & Main. Turn left on Third Street, left on Vine Street then left on Fourth Street. Parking lot is half way up Fourth Street on the left.

From East: Take Rt. 22 West to Toll 66 at Delmont. See below.

From North: Take Toll 66 from Delmont to New Stanton. Exit onto I-70 West. Follow the above directions from the East.

From Pittsburgh: Take Rt. 51 South to Rt. 136 Exit. Turn left onto Rt. 136 East to West Newton and travel approximately 6-7 miles. See above directions for parking lot.

From Turnpike: Exit at New Stanton and follow I-70 West to Rt. 31 exit. See East directions.

INSTRUCTIONS FOR THE PRESBYTERY MEETING

Parking for this meeting is limited. Please try to carpool if possible. There will be people near the church directing you where to park. You may enter the church from Third Street, Main Street, or Fourth Street. Refreshments, Registration, and the Pine Springs Camp staff will be in the social hall, which is downstairs. A prayer room (the Middle School classroom - near the Sanctuary) is available where you will find the basket and cards for prayer requests. There are handicapped accessible restrooms available on both floors. 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 May 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 South Sudan relief.
- ***It is Very Important*** that all Background Checks be completed. Presbyters are reminded that the "Presidium" clearances no longer fulfill a church's responsibility.

Presbytery of Redstone
United Presbyterian Church, West Newton, PA
May 19, 2015 ~ 6:00 to 9:00 p.m.
"ENABLING MINISTRY NETWORKS"

Presbytery Convenes	Glenn Hart
Formation of the Roll	Gary Close
Introductions and Seating of Corresponding Members	Cheryl Rhea
Connecting with one another	Glenn Hart
Arrangements	John Manon
Stated Clerk's Report - page 5	Gary Close
Consent Agenda - page 6	Gary Close
Worship	
Celebration of the Lord's Supper	
Reports	
Treasurer - page 8	John R. Dickson, IV
Executive Presbyter - page 8	Skip Noftzger
Pine Springs Camp - page 8	Greg Davis
Mission Committee - page 10	Sylvia Carlson
Announcements Loop	
Action Agenda	
Council - page 10	Cheryl Rhea
Committee on Ministry - page 10	Martin Ankrum
• Examination - Caroline Vickery	
• Honorable Retirement Celebration - Keith Conover	
Committee on Preparation for Ministry - page 11	Lisa Dormire
• Approval of Candidate Status - Taylor Barner	
Nominating Committee - page 11	Curtis Paul
• Pine Springs Camp Board	
• Standard Examination Readers	
• Clerk(s) Nominations	
o Stated Clerk	
o Associate Stated Clerk for Constitutional and Judicial Matters	
o Recording Clerk	
Presbytery Team Reports and Motions Requesting Dismissal - page 12	
• Connellsville	
• Slickville	

New Business

Attendance Report

Adjournment

Benediction

Next Presbytery Meeting - Tuesday, September 15, 2015 at 1:00 p.m. - Laurel Hill Presbyterian Church, Dunbar, PA

*Special Order of the Day

STATED CLERK'S REPORT:

Correspondence Log:

1. Received (mail 03/09/2015) - Letter from Presbyterian Mission Agency regarding the opportunity to apply for monies available from unassigned GA Mission Restricted Funds. (*Published*)
2. Received (mail 03/09/2015) - 2015 Terms of Call for the Rev. Cliff Foster from the Congruity Presbyterian Church in New Alexandria. (*To COM and file*)
3. Received (fax 03/18/2015) - 2015 Terms of Call for the Rev. Ronald Wakeman and the Rev. Ronald Durika from the First Presbyterian Church in Irwin. (*To COM and file*)
4. Received (mail 03/19/2015) - 2015 Terms of Call for CRE Denise Todero from the Bethany Presbyterian Church in Johnstown. (*To COM and file*)
5. Received (fax 03/24/2015) - 2015 Terms of Call for the Rev. John Manon from the United Presbyterian Church in West Newton. (*To COM and file*)
6. Received (fax 03/24/2015) - 2015 Terms of Call for the Rev. Chris Enoch from the Third Presbyterian Church in Uniontown. (*To COM and file*)
7. Received (mail 04/02/2015) - 2015 Terms of Call for the Rev. Kirk Orr from the Puckety Presbyterian Church in Lower Burrell. (*To COM and file*)
8. Received (mail 04/08/2015) - Letter from the Synod of the Trinity with a revised amount for the 2015 Per Capita. (*To Budget and Property Committee and to Council*)
9. Received (mail 04/16/2015) - Emma Johnston Fund Application from the Trinity United Presbyterian Church in Uniontown. (*To COM*)
10. Received (mail 04/16/2015) - request for permission to grant a permanent easement on .55 acres of the church property from the Bethel Presbyterian Church in New Florence. (*To Budget and Property Committee and to Council*)
11. Received (fax 04/20/2015) - 2015 Terms of Call for the Rev. Donna Havrisko from the Westminster Presbyterian Church in Greensburg. (*To COM and file*)
12. Received (mail 04/22/2015) - Letter from the Connellsville Presbyterian Church regarding congregation's vote to concur with session's request for dismissal from the PCUSA to the EPC. (*To Council*)
13. Received (mail 04/23/2015) - 2015 Terms of Call for the Rev. James Stobaugh from the Covenant Presbyterian Church in Boswell. (*To COM and file*)
14. Received (mail 04/27/2015) - Manse Inspection Report from the Union Presbyterian Church in Murrysville. (*To COM and file*)
15. Received (email 04/29/2015) - 2015 Terms of Call for Commissioned Ruling Elder Richard Watson from the Leisenring Presbyterian Church. (*To COM and file*)
16. Received (mail 04/30/2015) - 2015 Terms of Call for the Rev. David McCabe from the Cresson Presbyterian Church and the Patton Presbyterian Church. (*To COM and file*)

17. Received (mail 04/30/2015) – Interim Pastor’s Agreement between the West Hempfield Presbyterian Church in Irwin and the Rev. Margaret (Peggy) Shannon for a period of 1 year. *(To COM and file)*

Presbytery Team Updates:

- a. Slickville – April 23 – the paperwork requested by the Presbytery Team was received; May 19 – Request for dismissal will be presented to the Presbytery.
- b. Connellsville – April 19 – Congregation voted to request dismissal; May 19 – Request for dismissal will be presented to the Presbytery.
- c. Middle – May 11 – The Presbytery Team will be meeting with Session; congregational vote scheduled for June 7.
- d. Manor – The Presbytery Team will meet with congregation in congregational forum May 17.

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 March 21, 2015 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council be received and filed for audit.
2. Council **recommends** approval of the request of the Maplewood Church to undertake a project to make their property more handicapped accessible. All monies for the project are currently “in hand.”

From the Armagh/Seward Administrative Commission

1. It is **recommended** that the written report of the Commission be received.

ARMAGH/SEWARD ADMINISTRATIVE COMMISSION REPORT:

There haven’t been significant changes to report. I had a good phone discussion with Rev. Rick Corbett on April 16 where he reported that they voted 21-0 to pursue moving to the EPC. The Armagh/Seward Church is continuing to explore the requirements to make that move. They are in touch with the EPC and are working on these requirements. The Commission will be meeting to review the financial information provided by the

Armagh/Seward Church. We will then schedule another meeting with the Session of the Armagh/Seward Church.

Submitted by Tim D'Aurora, Chair

Informational Items:

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

1. March 2015

- a. Laura Blank has assumed responsibility for the Announcements Loop for the meetings of Presbytery.
- b. Nicole Brodeur has assumed responsibility for the Presbytery Facebook page.
- c. It was **MSP** to approve a Twitter account for the Presbytery.
- d. It was **MSP** to request the Communications Committee to bring a Presbytery "Social Media" Policy for adoption to a future meeting of Council.
- e. It was **MSP** to approve request to celebrate communion at the Confirmation Retreat.
- f. An up-to-date version of the Presbytery Manual was distributed which reflected the new definition of the positions of Stated Clerk, Associate Stated Clerk for Constitutional & Judicial Matters, and Recording Clerk. Persons to fill those positions will be nominated and elected at the May meeting of the Presbytery.
- g. We have received a request from the Harliss Center [an Interfaith Community at WVU] to distribute literature about their ministry at a meeting of Presbytery. It was **MSP** to make their literature available at May meeting of Presbytery.

Committee on Ministry

1. April 2015

- a. The Delmont candidate was examined. She will be examined on the floor of Presbytery at the May meeting.
- b. It was reported that the Presbytery is in the process of distributing funds to the 8 churches which were eligible and applied for the Synod Grant program to assist churches in covering the additional cost of "family coverage" for the increased cost of Medical Coverage under the Board of Pensions.
- c. Ron Durika has been appointed to serve as the liaison to COM for the New Florence, Trinity Church.
- d. It was announced the appointment of the following Moderators: New Florence, Trinity - Ron Durika; Johnstown, Second - Carole Isley Corey.
- e. It was reported that Teresa Howard has resigned from the Committee effective

immediately.

2. May 2015

- a. It was announced that 54 Church Sessions have presented their Records to be reviewed in conjunction with the District Four Enrichment Day and the three Redstone Community Events. An additional review opportunity has been scheduled for May 19 @ 4:45 p.m. immediately preceding the meeting of Presbytery.
- b. Bobbi Jo Huebner presented a report on the Board of Pensions Regional Benefits Conference.

Committee on Preparation for Ministry

1. April 2015

- a. The Committee has enrolled Richard Watson as an Inquirer.
- b. The Committee has deemed Sue Blank and Dawn Sherwood, Candidates under the care of the Presbytery, ready to receive a call. Sue Blank's PIF is posted in the system.

TREASURER'S REPORT: Financial Report (See Attachment "A") - other written report available on the registration table.

EXECUTIVE PRESBYTER'S REPORT: Written report available on the registration table.

PINE SPRINGS CAMP REPORT:

**Pine Springs Camp Report
Redstone Presbytery**

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.

- Exploring what the new programming ideas will be for the upcoming season.
- Summer Theme is "The Search". Based on various Bible Studies that highlight the creation, fall, redemption narrative and God's continual search for us.
- Recreation Pavilion will be ready for this summer
- Adding 2-3 small elements on our Initiative Course additions
- Rethinking the Closing Program-on Pick Up Day

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.

- Women in the Woods had 31 participants-Speaker was Rev. Sharon Stewart
- Father and Son (Mentor and Mentee) Saturday had 50 participants- Great day! Held in conjunction with Locking Men's Arms
- Year Round Retreating currently being assessed

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.

- One of the best ways for the Presbyteries to reach beyond the walls of the church!
- Day Camp Program continues to be a needed resource in our community
- Working at expanding Single Moms and Tots
- Exploring Focus on Family Ministry
- Exploring offering another special needs camp option (Buddy Day?) Service Camp
- Pedal Pine Springs has been moved to September 12, 2015-Proceeds will go to the Somerset County Food Bank

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.

- Facility Director Search-Close to making an offer
- Hired Randi Newlin- as the Registrar
- Will start the interview process for a Housekeeper shortly
- Personnel Committee is working hard
- Summer Staff is almost hired-Still need a Lifeguard, and Arts and Crafts Coordinator
- ESS Program (Encourage and Summer Staffer) will be held again this summer and names will be distributed at the upcoming Presbytery Meeting

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.

- Father and Son Day-Partnered with Men Locking Arms-
- Partnering with Youth Leaders to assess our year-round retreating program
- Asking Youth Leaders to be on Program Committee
- Co-sponsored the Confirmation Retreat with Redstone Presbytery. There were participants from Washington Presbytery for the first time.
- Mission Cabin will focus on Presbyterian Disaster Relief co-sponsored by Redstone Presbytery
- Have done 61 Recruiting Visits/Events/Retreats between Greg, Ellie, Mike and Justin (September-May)

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.

- Property Committee has been very active and involved
- Work Days- Men's group from Washington Presbytery- May 1-2
- Redd Up Work Day- Saturday, May 9
- Recreation Pavilion is currently being built

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.

- Working on the initial stages of a Capital Campaign-Will be ready to present for approval at next Council Meeting
- Carrie Foust Memorial Scholarship Endowment continues to increase
- Camper Numbers-April 30, 2014-473, April 27, 2015-495
- Family Camp currently has a waiting list
- Grandmas, Mom and Tot's Week 7 has a waiting list
- Focus on Fundraising and how it relates to the potential Capital Campaign within the next 6-8 months

MISSION COMMITTEE REPORT:

The 2015 Mission Cabin at Pine Springs will feature the work of Presbyterian Disaster Assistance. The “Uprooted Game” will be one feature of the ways in which campers will be invited to understand the reality of the lives of people affected by natural and human caused disasters, such as Superstorm Sandy that hit the northeast on October 29, 2012 and the knifing violence that occurred April 9, 2014 at Franklin Regional High School.

Counselors will be educated as to ways to take advantage of the information and activities related to the Mission Cabin with various age groups of campers.

We received a report from the South Sudan Presbyterian Evangelical Church regarding the allocation of the funds that we sent earlier this year for emergency relief. Rice, lentils, wheat flour, sugar and cooking oil were distributed to people in Internally Displaced Persons camps in Malakal, Bor, Bentiu, and Juba South Sudan. We thank the individuals and congregations who supported this emergency relief effort. We continue to pray for resolution of this civil war that is destroying the fabric of this brand new country.

The two South Sudanese pastors who have been imprisoned in Khartoum, Sudan, for evangelism, have not yet been tried. Please continue to pray for Revs. Yat Michael and Peter Yen, who were employed for evangelism to the people of Sudan through Greater Reach, International, an evangelistic organization based in California. Please pray also for their families, who have been denied any access to these men. Both men have wives and children.

ACTION AGENDA:

Council

1. The Council presents the request of the Slickville Presbyterian Church to be dismissed from the PC (USA) to the Presbytery of the Alleghenies of the Evangelical Presbyterian Church for their deliberation and action. **[This is a “special order of the day” set for 8:00 p.m., but upon mutual agreement may be moved to earlier in the day should all pending business be completed.]**
2. The Council presents the request of the Connellsville Presbyterian Church to be dismissed from the PC (USA) to the Presbytery of the Alleghenies of the Evangelical Presbyterian Church for their deliberation and action. **[This is a “special order of the day” set for 8:00 p.m., but upon mutual agreement may be moved to earlier in the day should all pending business be completed.]**

Committee on Ministry

1. The Committee on Ministry **recommends** that the call of the Delmont Presbyterian Church to the Rev. Caroline Vickery to serve as Pastor be approved upon successful

PRESBYTERY TEAM REPORTS:

Presbytery of Redstone and Connellsville United Presbyterian Church Request for Dismissal Documents

Team Report

- **Discernment Process**

Based upon an initial request of the session of the Connellsville Presbyterian Church, a Presbytery team consisting of Elder Susan Nesti, Rev. Suzanne Currie, Rev. Martin Ankrum, Rev. Gary Close-Stated Clerk and Rev. Skip Noftzger-Executive Presbyter were appointed. The team met with the Connellsville session on October 13, 2014. At that meeting, the session voted to move forward with the discernment process with an anticipated congregational meeting scheduled for April 19, 2015. During this period of discernment, the session and congregation of the Connellsville Church and the Presbytery team engaged in times of prayer as well as discussion and conversation on the primary issues related to their consideration of a possible request for dismissal from the Presbytery of Redstone and the Presbyterian Church (USA).

A more detailed timeline is outlined below, but the key steps in the process for both discernment and requesting dismissal were followed. These included,

- Notification of the Stated Clerk concerning item being placed on the agenda of the Session meeting
 - Commitment by the Session to enter into the discernment process
 - A minimum six-month time of discernment whereby the congregation and the Presbytery team were encouraged to pray for God's leading and direction
 - Opportunities for the Presbytery team to both hear and speak with the members of the congregation as partners in the discernment process
 - Opportunities for the Presbytery team to participate through "voice" within the congregational meeting where the request was deliberated and voted
 - Notification of the Stated Clerk of the vote of the congregation requesting dismissal from the Presbytery and denomination
 - Notification of the members of the congregation in writing concerning the process available to each member concerning retaining membership in a congregation of the Presbyterian Church(USA)
-
- **Congregational vote**

At the end of the period of discernment, a congregational meeting was held on April 19, 2015 with Elder Susan Nesti, Rev. Suzanne Currie, Rev. Gary Close and Rev. Martin Ankrum representing the Presbytery. In consideration of the motion to request of the Presbytery of Redstone dismissal to the Evangelical Presbyterian Church, a written ballot was used with a member of the Presbytery team witnessing the vote count. The ballot was 34 voting in favor of making the request and 0 (zero) voting against it.

- **Issues considered**

The Presbytery team met with the session of the Connellsville Church in order to consider resolution of possible issues associated with a request for dismissal to another “Reformed body.” As a result, the Connellsville session agreed to the following:

- Every member of the Connellsville Church has been provided information and opportunity to remain within a congregation of the Presbyterian Church (USA).
- The “Reformed body” to whom the Connellsville Church is requesting dismissal is the Presbytery of the Alleghenies, Evangelical Presbyterian Church. This denomination is a member of the World Communion of Reformed Churches. The session of Connellsville has initiated the process to move toward their acceptance pending a dismissal from the Presbytery of Redstone. Any dismissal by the Presbytery of Redstone is contingent upon being received into that specific denomination.
- While the people of the congregation have always referred to it as the Connellsville Presbyterian Church, in research on the corporation through the Commonwealth of Pennsylvania, it was determined that the current name of the corporation is the “Connellsville United Presbyterian Church.” Upon dismissal, the session has agreed to complete the necessary corporation name change to Connellsville Presbyterian Church with a denominational affiliation of the Evangelical Presbyterian Church.
- The session has agreed to revise the by-laws through the required procedures in order to remove any references of the congregation to the Presbyterian Church

(USA).

- There were only a couple identified signs or symbols using either the Presbyterian Church (USA) name or logo. Upon dismissal, the session has agreed to remove any of these signs or references.
- The session has reviewed any encumbrances of the congregation to make sure that those are only the responsibility of the congregation. Additionally, special gifts or funds were reviewed to ensure that there were no donor restrictions designating the funds for use within the mission and ministry of either the Presbytery of Redstone or the Presbyterian Church (USA).
- The Connellsville Church recognizes and is committed to payment in full (approximately \$160,000) of the remaining balance on the loan that was obtained through Presbyterian Investment Loan Program.
- Because the request for dismissal assumes that the property “held in trust” would also be included and the Presbytery would provide a “quitclaim,” the session of the Connellsville Church offered remuneration in the form of a gift of \$10,000 to the Presbytery of Redstone.
- A title search was completed in recent years and there are no other claims to the property.
- The session has agreed to bear the costs in order to make sure that minutes, rolls and other official records (G-3.0107) are retained by the Presbytery of Redstone or the Presbyterian Historical Society.
- The session understands that any decision about the request of the congregation for dismissal is separate from the standing and status of their current pastor. Rev. Suzanne Zampella is a teaching elder member of the Presbytery of Redstone. Any request for dismissal neither permits nor obligates her remaining PCUSA or seeking a transfer.

- The members and other leaders within the Connellsville Church understand that upon dismissal, anyone serving in an elected, approved, or appointed service in the presbytery, other councils and agencies of the PCUSA and under its jurisdiction will hereby forfeit that position or responsibility.

- **Connellsville Discernment Process Timeline**

- **9/4/2014** Connellsville Church Session wrote initial letter to the Stated Clerk of Presbytery of Redstone noting the placing of the item of seeking to enter process of “gracious dismissal” on the agenda of the September 7, 2014 Session meeting.
- **9/22/2014** Stated Clerk Gary Close responded to the Clerk of Session of the Connellsville Church confirming their desire to enter into the discernment process in order to consider making a request to be dismissed from the Presbyterian Church, U.S.A. The Stated Clerk also identified the “Team” as appointed or by designation (Elder Susan Nesti, Rev. Suzanne Currie, Rev. Martin Ankrum, Rev. Gary Close, Rev. Skip Noftzger). He attached to his letter copies of the “Policy on Congregations considering making a request to leave the PCUSA” and the handout on “Implementation of Presbytery Policy.”
- **10/13/2014** Team and the Session of Connellsville Church met together. The Team solicited from members of the Session their concerns and reasons for considering having the congregation express its will on making a request to be dismissed. Session members also offered responses why they believed their sentiments were shared by the larger congregation. Particular actions of the General Assembly, both most recent and past, were discussed and clarified concerning their meaning and implications. At the conclusion, the Session voted to schedule the congregational meeting at the end of the six-month period of discernment on April 19, 2015.
- **1/18/2015** Team conducted an open forum for the congregation to discuss the process, hear about their concerns and efforts at discernment and to answer questions and issues about denominational policies and positions. Approximately 35 people attended this forum and expressed their

disagreement with more recent actions including permission for individual/session decision making on same gender marriages, questions of biblical authority, church discipline and divestiture in the three companies selling products and services used by Israel against Palestinians.

- **3/7/2015** Team and the Session met together to discuss the progress within the discernment process. The Team also reviewed with the Session possible resolution on the various issues necessary and helpful for the presbytery to consider in receiving any request for dismissal from a congregation. These issues were reviewed in case there would be an affirmative vote to make such a request. The Team made clear to the Session that they do not speak or decide on behalf of the presbytery, but that resolution on these issues would be presented to the presbytery for its own consideration as it decides dismissal requests on a case by case basis. The Session agreed to put in writing to the Team the responses to the various issues, including the financial information upon which the departure gift was based.
- **4/19/2015** The congregational meeting of the Connellsville Church was conducted in order to consider the question whether the congregation shall request dismissal from the Presbytery of Redstone into the Evangelical Presbyterian Church (Presbytery of the Alleghenies). Written ballots were distributed only to active members using the membership directory. Presbytery representatives were given privilege of the floor to speak and advocate for staying PCUSA. The written ballots were counted by three tellers in the presence of a member of the Team. The final vote was 34 - 0 (zero) in favor of requesting dismissal to the Evangelical Presbyterian Church.
- **4/21/2015** A letter from the Presbytery of Redstone was mailed to the membership of the Connellsville Church recounting the vote on the request for dismissal and that it would be considered at the May meeting. The letter also noted options for any members desiring to remain members of the Presbyterian Church (USA).
- **4/28/2015** Final Team report was completed and submitted to the Session of the Connellsville Church for any corrections or clarifications upon what had

been offered or had transpired. The final document is prepared for distribution with materials for the presbytery packet for the May meeting of the Presbytery of Redstone.

- 5/8/2015 Final Team report was posted as part of the presbytery packet for consideration of the Presbytery of Redstone at the meeting to be held on May 19, 2015 at the United Presbyterian Church of West Newton.

- **Proposed motion for dismissal**

WHEREAS the Connellsville United Presbyterian Church entered into and followed the “Redstone Presbytery Policy on Congregations Considering Making a Request to Leave the PC (USA)” including; notification of the Stated Clerk, minimum period of six months for discernment where Presbytery representatives were afforded opportunities to engage members of the congregation;

WHEREAS the Connellsville session has agreed to the removal of any signs, symbols and insignia of the Presbyterian Church (USA) and its antecedent denominations;

WHEREAS the Connellsville Church has agreed to change the name of the corporation and make any necessary revisions to the by-laws that include references to the Presbyterian Church(USA) and its antecedent denominations;

WHEREAS the Connellsville Church has agreed to bear all costs associated with retaining a copy with the Presbyterian Historical Society of all important historical records including minutes, rolls and other official records;

WHEREAS recognizing the real property held in trust for the denomination, the ongoing per capita commitments and the fiduciary responsibility of the Presbytery, the Connellsville Church has committed to a financial remuneration \$10,000;

WHEREAS the Presbytery of Redstone will relinquish any interest and all claims it may have with respect to any property, real or personal, of the Connellsville Church. Connellsville Church will bear any costs associated with legal documentation of the quitclaim deed.

WHEREAS both the Connellsville Church and the Presbytery of Redstone indemnify and hold one another harmless from judgments arising out of the relationship between

themselves and any of their related governing bodies, councils, employees, officials and members defined in the broadest sense possible.

WHEREAS the dismissal to another reformed body is dependent upon the final acceptance into the Presbytery of the Alleghenies of the Evangelical Presbyterian Church;

WHEREAS the Connellsville congregation at a duly called meeting held on April 19, 2015 and witnessed by Presbytery representatives voted 34 – 0 (zero) to make a request of the Presbytery of Redstone to be dismissed to the Evangelical Presbyterian Church;

WHEREAS the Stated Clerk included this request as an “Order of the Day” at 8:00 p.m. of the Stated Meeting of the Presbytery of Redstone on May 19, 2015 at the West Newton Presbyterian Church, distributing the pertinent pieces of information to the presbyters for that meeting 10 days prior to the meeting, pursuant to paragraph H of The Policy.

The Connellsville Church requests of the Presbytery of Redstone to be dismissed with property to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon completion of the terms above.

Presbytery of Redstone and Slickville United Presbyterian Church Request for Dismissal Documents

Team Report

- **Discernment Process**

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- Opportunities for the Presbytery team to participate through “voice” within the congregational meeting where the request was deliberated and voted
- Notification of the Stated Clerk of the vote of the congregation requesting dismissal from the Presbytery and denomination
- Notification of the members of the congregation in writing concerning the process available to each member concerning retaining membership in a congregation of the Presbyterian Church(USA)

- **Congregational vote**

At the end of the period of discernment, a congregational meeting was held on March 8, 2015 with Elder Cheryl Rhea, Rev. Cliff Foster, Rev. Gary Close and Rev. Skip Noftzger representing the Presbytery. In consideration of the motion to request of the Presbytery of Redstone dismissal to the Evangelical Presbyterian Church, a written ballot was used with a member of the Presbytery team witnessing the vote count. The ballot was 36 voting in favor of making the request and 2 voting against it.

- **Issues considered**

The Presbytery team met with the session of the Slickville Church in order to consider resolution of possible issues associated with a request for dismissal to another “Reformed body.” As a result, the Slickville session agreed to the following:

- Any member of the Slickville Church will be provided information and opportunity to remain within a congregation of the Presbyterian Church (USA).
- The “Reformed body” to whom the Slickville Church is requesting dismissal is the Presbytery of the Alleghenies, Evangelical Presbyterian Church. This denomination is a member of the World Communion of Reformed Churches. The session of the Slickville Church have initiated the process to move toward

their acceptance pending a dismissal from the Presbytery of Redstone. Any dismissal by the Presbytery of Redstone is contingent upon being received into that specific denomination.

- While the people of the congregation have always referred to it as the Slickville Presbyterian Church, in research on the corporation through the Commonwealth of Pennsylvania, it was determined that the current name of the corporation is the “Slickville United Presbyterian Church.” Upon dismissal, the session has agreed to complete the necessary corporation name change to Slickville Presbyterian Church with a denominational affiliation of the Evangelical Presbyterian Church.
- The session has agreed to review the by-laws for possible revision or new ones in order to remove any references of the congregation to the Presbyterian Church (USA).
- There were only a couple identified signs or symbols using either the Presbyterian Church (USA) name or logo. Upon dismissal, the session has agreed to remove any of these signs or references on the building and along Rt. 819.
- The session has reviewed any encumbrances of the congregation to make sure that those are only the responsibility of the congregation. Additionally, special gifts or funds were reviewed to ensure that there were no donor restrictions designating the funds for use within the mission and ministry of either the Presbytery of Redstone or the Presbyterian Church (USA).
- Because the request for dismissal assumes that the property “held in trust” would also be included and the Presbytery would provide a “quitclaim” deed, the session of the Slickville Church offered remuneration in the form of a gift of a total of \$6000 (payable in three annual installments) designated to a presbytery mission in Pine Springs Camp. Additionally, the session has agreed to “make whole” the Presbytery by providing \$792 for the per capita payments to the General Assembly and Synod of the Trinity based upon the

congregational membership.

- A title search was completed and that there are no other claims to the property.
- The session has agreed to bear the costs in order to make sure that minutes, rolls and other official records (G-3.0107) are retained either by the Presbytery of Redstone or the Presbyterian Historical Society.
- The session understands that any decision about the request of the congregation for dismissal is separate from the standing and status of their current pastor. CRE Tom Holmes is an elder of the Vandergrift Presbyterian Church and has been commissioned by Presbytery of Redstone to serve the Manor and Slickville churches. The authority of that commission is only for the ministries under the jurisdiction of the Presbytery of Redstone.
- The members and other leaders within the Slickville Church understand that upon dismissal, anyone serving in an elected, approved, or appointed service in the presbytery, other councils and agencies of the PCUSA and under its jurisdiction will hereby forfeit that position or responsibility.

- **Slickville Discernment Process Timeline**

- **8/4/2014** Slickville Church Session wrote initial letter to the Stated Clerk of the Presbytery of Redstone noting the placing of the item of seeking to enter process of “gracious dismissal” on the agenda of the September 7, 2014 Session meeting.
- **8/12/2014** Stated Clerk Gary Close responded to the Clerk of Session of the Slickville Church confirming their desire to enter into the discernment process in order to consider making a request to be dismissed from the Presbyterian Church, U.S.A. The Stated Clerk also identified the “Team” as appointed or by designation (Elder Marie Davis, Rev. Cliff Foster, Elder Cheryl Rhea, Rev. Gary Close, Rev. Skip Noftzger). He attached to his letter copies of the “Policy on Congregations considering making a request to leave the PCUSA” and the

handout on “Implementation of Presbytery Policy.”

- **9/7/2014** The Team and the Session of Slickville Church met together. The Team solicited from members of the Session their concerns and reasons for considering having the congregation express its will on making a request to be dismissed. Session members also offered responses why they believed their sentiments were shared by the larger congregation. Particular actions of the General Assembly, both most recent and past, were discussed and clarified concerning their meaning and implications. At the conclusion, the Session voted to schedule the congregational meeting at the end of the six-month period of discernment on March 8, 2015.
- **1/11/2015** The Team conducted an open forum for the congregation to discuss the process, hear about their concerns and efforts at discernment and to answer questions and issues about denominational policies and positions. Approximately 40 people attended this forum and expressed their disagreement with more recent actions including permission for individual/session decision making on same gender marriages, divestiture in the three companies (Caterpillar, Motorola and Hewlett Packard) and abortion policies.
- **2/15/2015** The Team and the Session met together to discuss the progress within the discernment process. The Team also reviewed with the Session possible resolution on the various issues necessary and helpful for a presbytery to consider in receiving any request for dismissal from a congregation. These issues were reviewed in case there would be an affirmative vote to make such a request. The Team made clear to the Session that they do not speak or decide on behalf of the presbytery, but that resolution on these issues would be presented to the presbytery for its own consideration as it decides dismissal requests on a case by case basis. The Session agreed to put in writing to the Team the responses to the various issues, including the financial information upon which the departure gift was based.
- **3/8/2015** The congregational meeting of the Slickville Church was conducted in order to consider the question whether the congregation shall request

dismissal from the Presbytery of Redstone into the Evangelical Presbyterian Church (Presbytery of the Alleghenies). Written ballots were distributed only to active members using the membership directory. Presbytery representatives were given privilege of the floor to speak and advocate for staying PCUSA. The written ballots were counted by three tellers in the presence of a member of the Team. The final vote was 36-2 in favor of requesting dismissal to the Evangelical Presbyterian Church.

- **3/26/2015** A letter from the Presbytery of Redstone was mailed to the membership of the Slickville Church recounting the vote on the request for dismissal and that it would be considered at the May meeting. The letter also noted options for any members desiring to remain members of the Presbyterian Church (USA).
- **4/24/2015** Final Team report was completed and submitted to the Session of the Slickville Church for any corrections or clarifications upon what had been offered or had transpired. The final document is prepared for distribution with materials for the presbytery packet for the May meeting of the Presbytery of Redstone.

- **Proposed motion for dismissal**

WHEREAS the Slickville United Presbyterian Church entered into and followed the “Redstone Presbytery Policy on Congregations Considering Making a Request to Leave the PC (USA)” including; notification of the Stated Clerk, minimum period of six months for discernment where Presbytery representatives were afforded opportunities to engage members of the congregation;

WHEREAS the Slickville Church has agreed to the removal of any signs, symbols and insignia of the Presbyterian Church (USA) and its antecedent denominations;

WHEREAS the Slickville Church has agreed to change the name of the corporation and make any necessary revisions to the by-laws that include references to the Presbyterian Church(USA) and its antecedent denominations;

WHEREAS the Slickville Church has agreed to bear all costs associated with retaining a copy either with the Presbytery of Redstone or the Presbyterian Historical Society of all important historical records including minutes, rolls and other official records;

WHEREAS recognizing the real property held in trust for the denomination and the fiduciary responsibility of the Presbytery, the Slickville Church has committed to a total financial remuneration of \$6,000 (payable in three annual installments) to the mission of Presbytery of Redstone through support of Pine Springs Camp and has agreed to payment of the per capita to the General Assembly and the Synod of the Trinity in order to make the Presbytery “whole”;

WHEREAS the Presbytery of Redstone will relinquish any interest and all claims it may have with respect to any property, real or personal, of the Slickville Church. Slickville Church will bear any costs associated with legal documentation of the quitclaim deed;

WHEREAS both the Slickville Church and the Presbytery of Redstone indemnify and hold one another harmless from judgments arising out of the relationship between themselves and any of their related governing bodies, councils, employees, officials and members defined in the broadest sense possible;

WHEREAS the dismissal to another reformed body is dependent upon the final acceptance into the Presbytery of the Alleghenies of the Evangelical Presbyterian Church;

WHEREAS the Slickville congregation at a duly called meeting held on March 8, 2015 and witnessed by Presbytery representatives voted 36-2 to make a request of the Presbytery of Redstone to be dismissed to the Evangelical Presbyterian Church;

WHEREAS the Stated Clerk included this request as an “Order of the Day” at 8:00 p.m. of the Stated Meeting of the Presbytery of Redstone on May 19, 2015 at the West Newton Presbyterian Church, distributing the pertinent pieces of information to the presbyters for that meeting 10 days prior to the meeting, pursuant to paragraph H of The Policy.

The Slickville Church requests of the Presbytery of Redstone to be dismissed with property upon request to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon completion of the terms above.

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED	\$41,558.60	\$118,389.80	\$395,000.00	29.97%	\$115,543.50
TEMPORARILY RESTRICTED	973.40	7,997.60	0.00	0.00%	0.00
Subtotal Contribution Income	42,532.00	126,387.40	395,000.00	32.00%	115,543.50
INVESTMENT INCOME					
INTEREST INCOME	481.10	1,329.41	5,000.00	26.59%	2,230.96
MISCELLANEOUS INCOME	58.97	711.31	5,000.00	14.23%	5,544.13
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-2,729.00	-8,399.56	0.00	0.00%	500.00
Subtotal Release From Restrictions	-2,729.00	-8,399.56	0.00	0.00%	500.00
RELEASED FROM RESTRICTION	2,729.00	8,399.56	0.00	0.00%	0.00
TOTAL INCOME	43,072.07	128,428.12	422,500.00	30.40%	137,968.59
EXPENSES					
MISSION PARTNERSHIPS	\$9,565.72	\$27,694.14	\$86,000.00	32.20%	\$18,443.58
COMMITTEE EXPENSES					
COUNCIL					
COUNCIL EXPENSES	857.15	1,128.98	4,100.00	27.54%	25.61
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	375.00	375.00	2,180.00	17.20%	375.00
COUNCIL - AC/LT	0.00	46.00	0.00	0.00%	0.00
Subtotal Council	1,232.15	1,588.20	6,280.00	25.29%	281.61
COMMITTEE ON MINISTRY	420.00	420.00	500.00	84.00%	230.99
CPM	0.00	180.46	500.00	36.09%	0.00
Subtotal Committee Expenses	1,652.15	2,188.66	7,280.00	30.06%	512.60
OPERATIONS	3,209.94	9,602.04	36,196.00	26.53%	12,071.22
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER	8,023.13	33,493.68	98,700.00	33.93%	35,123.50
ASSOC/CHRISTIAN FORMATION	0.00	0.00	0.00	0.00%	6,068.06
STATED CLERK	1,499.66	5,998.64	12,497.00	48.00%	6,240.56
Subtotal Executive Staff	9,522.79	39,492.32	111,197.00	35.52%	47,432.12
SUPPORT STAFF					
OFFICE ADMINISTRATOR	4,148.33	16,593.32	49,779.00	33.33%	16,330.00
RECORDING CLERK	0.00	0.00	500.00	0.00%	0.00
Subtotal Support Staff	4,148.33	16,593.32	50,279.00	33.00%	16,330.00
EMPLOYER PAID FICA TAXES	765.72	3,062.88	8,729.64	35.09%	3,567.44
Subtotal Presbytery Staff	14,436.84	59,148.52	170,205.64	34.75%	67,329.56
APPORTIONMENTS	9,689.47	38,757.85	123,317.00	31.43%	41,105.80
TOTAL EXPENSES	38,554.12	137,391.21	422,998.64	32.48%	139,462.76

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
TRANSFER ACCOUNTS					
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	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00%</u>	<u>850.00</u>
EXCESS INCOME\EXPENSES	<u>\$4,517.95</u>	<u>-\$8,963.09</u>	<u>-\$498.64</u>	<u>1,797.51%</u>	<u>-\$644.17</u>

Redstone Presbytery
Commitment to Larger Church
April 30, 2015

	2015 PLEDGE	TOTAL PAID	% Payup as of 4/30/2015	Unpaid Pledge Balance
Adah, Palmer	600.00	150.00	25%	450.00
Apollo, Pine Run	0.00			-
Apollo, Poke Run	3,125.00	781.25	25%	2,343.75
Avonmore	3,000.00	1,122.00	37%	1,878.00
Belle Vernon, First	7,000.00	3,500.00	50%	3,500.00
Belle Vernon, Harmony	1,320.00	440.00		880.00
Belle Vernon, Marion	2,000.00	821.83	41%	1,178.17
Belle Vernon, Rehoboth	6,000.00	2,000.00	33%	4,000.00
Bolivar	1,500.00	825.00	55%	675.00
Boswell	800.00		0%	800.00
Brownsville, Calvin				-
Brownsville, Ft. Burd		3,600.00		(3,600.00)
Brownsville, Hopewell				-
Colver	500.00	539.00	108%	(39.00)
Connellsville				-
Cresson	2,400.00	600.00		1,800.00
Dawson, Tyrone				-
Delmont	5,000.00	2,105.00	42%	2,895.00
Derry	2,000.00	500.00	25%	1,500.00
Dunbar, First	2,800.00	2,800.00	100%	-
Dunbar, Laurel Hill	1,500.00	500.00	33%	1,000.00
Ebensburg	750.00	685.00	91%	65.00
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	8,584.13	25%	25,733.87
Greensburg, Maplewood	4,000.00	1,003.00	25%	2,997.00
Greensburg, Westminster	6,000.00	2,000.00	33%	4,000.00
Irwin, First	25,000.00	6,250.00	25%	18,750.00
Irwin, W. Hempfield	4,000.00	2,000.00	50%	2,000.00
Jeannette	6,993.00	2,378.00	34%	4,615.00
Johnstown, Bethany	2,050.00	1,025.00	50%	1,025.00
Johnstown, First	9,000.00	2,100.00	23%	6,900.00
Johnstown, Second	3,000.00	1,000.00	33%	2,000.00
Johnstown, Westmont	22,000.00	7,333.32	33%	14,666.68
Lake Lynn	4,008.00	1,660.00	41%	2,348.00
Latrobe, Main St.	26,500.00	8,840.00	33%	17,660.00
Latrobe, Spring St.	4,800.00			4,800.00

Redstone Presbytery
Commitment to Larger Church
April 30, 2015

	2015 PLEDGE	TOTAL PAID	% Payup as of 4/30/2015	Unpaid Pledge Balance
Leisenring				-
Ligonier, Pleasant Grove	1008.00	1,008.00		-
Lower Burrell, Grace	15,720.00	5,240.00	33%	10,480.00
Lower Burrell, Puckety Manor	12,000.00	2,430.00		9,570.00
Masontown	1,000.00	333.34	33%	666.66
McClellandtown	4,500.00	1,125.00		3,375.00
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	1,166.00	49%	1,234.00
Murrysville, First	8,400.00	3,000.00		5,400.00
Murrysville, Newlonsburg	15,000.00	6,825.00		8,175.00
Murrysville, Union	840.00	350.00		490.00
N. Alexandria, Community	6,000.00	1,500.00	25%	4,500.00
N. Alexandria, Congruity	7,800.00	3,925.00	50%	3,875.00
New Florence, Bethel	2,400.00	800.00	33%	1,600.00
New Florence, Trinity	2,400.00	900.00		1,500.00
New Kensington	10,000.00	3,333.33		6,666.67
New Salem	3,000.00	1,082.00	36%	1,918.00
N. Huntingdon, New Hope	4,500.00	1,500.00	33%	3,000.00
Patton	3,700.00	3,700.00	100%	-
Revloc	1,500.00	500.00	33%	1,000.00
Scottdale	750.00	288.60	38%	461.40
Seward, Armagh				-
Slickville				-
Smithfield, Grace Chapel				-
Smock, Pleasant View	14,256.00	3,565.00	25%	10,691.00
Trafford, Level Green	500.00	145.00	29%	355.00
Uniontown, Tent	333.00	333.00		-
Uniontown, Third		995.00		(995.00)
Uniontown, Trinity	9,000.00	3,231.00	36%	5,769.00
Vanderbilt, E. Liberty	2,520.00	620.00	25%	1,900.00
Vandergrift				-
West Newton, Sewickley	508.00	127.00		381.00
W. Newton, Sewickley UP	500.00	250.00	50%	250.00
West Newton, United	4,000.00	1,000.00		3,000.00
Windber	3,000.00	1,200.00	40%	1,800.00
Totals	341,014.00	118,389.80	35%	222,624.20

Statement of Faith - Caroline A. Vickery

1 "In life and in death we belong to God."(1)

2 Because I belong to God, my life is not my own; I live my life in grateful response to God's grace, as a
3 steward of all the gifts I have received.

4 "The earth is the Lord's and the fullness thereof."(2). All creation belongs to God. God created the world.
5 The Spirit breathed across the chaos, and where there was nothing, Bang!, there was something, and it
6 was good. Because of human sin, things fell apart, but God did not destroy or abandon creation.
7 Instead, God began the work of redeeming what was fallen, covenanting in faithful love to care for what
8 belonged to the Lord. God made promises: to bless Abraham and Sarah so that their family would be a
9 blessing, to deliver the Hebrews from slavery to freedom, to establish an everlasting kingdom through
10 David's line, and to welcome all who come to Jesus. God is faithful, God kept the promises, and the
11 Spirit continues the work of creation.
12

13 At the right time, Jesus, the Son of God, came into the world, the world which God loves so very much, to
14 accomplish God's redemptive purposes, God's promise kept. Fully human, fully divine, he healed the
15 sick, welcomed the lost, was a friend of sinners, and made God's love visible as he crossed every
16 boundary and put down every power that threatens to hurt or divide us. Jesus continues to call us to
17 repent and believe the good news that we belong to God.

18 We rejected the Son. Murdered by those he loved, killed by our casual cruelties and sins, Jesus's death
19 on the cross reveals what God's love will do for us. Raised on the third day, as promised, Jesus's
20 resurrection shows what God's power can do for us.

21 On Pentecost, Chaos-Transforming Spirit created a church out of a ragtag collection of disciples, calling
22 them and us to work as Kingdom-builders and witnesses to the truth, power, and joy of the gospel. In
23 Jesus's name, we too are called by the Spirit to cross boundaries and minister outside of our own comfort
24 zones, to bring home to God all those who belong to the Lord. We belong to the Lord and we are saved
25 to serve.

26 The church belongs to God, and Christ is the Head of the church. God created the church to be a
27 blessing, and God blesses the church through the two sacraments, baptism and the Lord's Supper. In
28 baptism, God claims us, seals us, and calls us to serve. Adopted into the covenant in our baptism, at the
29 Lord's Table we are fed, getting strength for the journey and food for our souls as we taste heaven in the
30 communion of saints. At the Last Supper, the Passover meal where God's saving love is remembered,
31 Jesus told his disciples to remember him as he became for us the Passover lamb. Using ordinary
32 elements: water, bread, juice, wine, God does extraordinary things through the Holy Spirit's transforming
33 power; they become visible signs of an invisible reality: God saves, God provides; we belong to God.

34 In the same way, God uses ordinary people to do extraordinary things: feed the hungry, share the
35 gospel, welcome the children, and make God's invisible love clearly visible.

36 The God who claims, calls and saves us is Trinity, Three-in-one, a mystery. While God is beyond our
37 understanding, God continues to speak to us and care for us, limited as we are.

38 To bring us to faith, God provided the Bible, which is, by the Holy Spirit, the unique and authoritative
39 witness to Jesus and God's Word to us. As Calvin taught, the Bible is like a pair of glasses, we look
40 through glasses to see what's around us, and we "look" through the Bible to know God and encounter
41 Jesus so we can share with others.

42 In life and in death, we belong to God. Thanks be to God!

43 (1). Brief Statement of Faith, line 1. (2). Psalm 24:1

2015 Terms of Call**Pastor Caroline Vickery**

Base Salary	\$33,460.00
Housing Allowance	\$15,640.00
Deferred Compensation [Tax-deferred Annuity]	\$1,500.00
TOTAL EFFECTIVE SALARY	\$50,600.00

Social Security Reimb (7.65% of Eff. Salary)	\$3,870.90
Book/Resources Reimbursement	\$300.00
Requisite Dues to the Board of Pension of the PCUSA [36.5% of Effective Salary]	\$18,469.00
Pastors's Professional Expense Reimbursement	\$1,000.00
Medical Expense Reimbursement	\$1,800.00
Mileage Reimbursement (I.R.S. Rate \$.575/mi)	IRS Rate
Study Leave & Reimbursement, 2 weeks (including 2 Sundays) *	\$1,500.00

Vacation ** four weeks to include 4
sundays

TOTAL COST TO CONGREGATION **\$77,539.90**

Eligible for Sabbatical pursuant to the Redstone
Presbytery Guidelines after 6 years.

* Study Leave is cumulative up to 6 weeks, \$4500

** Maximum of one week of vacatioin can be rolled over
to the next year.

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.

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SEEKING A BIVOCATIONAL CALLING FOR PASTORS AND CHURCHES

Jim tells his neighbor about their church's bivocational pastor: "He preaches at our church at 9:00 on Sunday mornings, works in the church office two days a week, and does some visiting with sick members. On Sundays, he also drives eight miles up the road to another church and preaches there at 11:00. He sets up in their church office two days a week too. Then, he is the hospital chaplain one or two days a week." Jim's neighbor is speechless. He wonders when the pastor finds time for anything else.

Many churches need different kinds of leaders and models of ministry to remain workable and effective. The example of the Apostle Paul, who made tents to fund his ministry, inspired multitudes. Now the current demand for bivocational pastors (modern tentmakers) far exceeds the supply.

What Is a Bivocational Pastor?

The majority of pastors serve one congregation. The church fully funds the pastor's salary and other compensation benefits, such as health insurance, housing, and retirement. A growing percentage of pastors serve multiple parishes, meaning that several churches fully fund the pastor's salary. However, these multipoint ministry assignments are not the usual arrangement for Protestant pastors—only about 12 percent of mainline and 6 percent of conservative Protestant leaders serve more than one church.¹

Bivocational ministry is different from serving multiple parishes. The pastor holds a dual role—he or she serves in a local church ministry position (or in multiple churches) and meets other significant non-church work obligations. Most often, these pastors receive salary and support from other employment—such as chaplaincy, teacher or professor at a religious school, or serving in a community services non-profit organization. More than half of bivocational ministers fit this description. However, many pastors would describe the "other" part of their vocation in unique ways—like farming, a legal professional, IT specialist, or sports coach. Most bivo-

ational pastors reject the label of "part-time pastor" because they see their pastoral calling as full-time.

Bivocational ministry is more common among conservative Protestant pastors—about one in four work as tentmakers. Only about 6 percent of mainline Protestant pastors are bivocational and rarely are Catholic priests bivocational (1 percent). On average, bivocational ministers spend 20 hours per week in their non-church role. Pastors of small congregations devote closer to 30 hours per week to other employment, compared to about 9 hours a week for large-church bivocational pastors.

The benefits for the pastor. Many bivocational pastors find opportunities for ministry that they would not be able to pursue otherwise. These pastors find places to serve where they feel a special calling (new church development, a small or urban church, a diverse multicultural community) but where fully funded ministry is not available. Their non-church employment puts these pastors squarely out in the community—outside of any holy huddle²—where cross-pollination is more likely



"WE'RE HOPING TO HIRE A BIVOCATIONAL PASTOR WHO IS ALSO A PLUMBER, ELECTRICIAN, OR PASTRY CHEF."

to happen. Tentmakers are often geographically bound because of their non-church employment, boosting the likelihood of commitment to the local community.

The downside for the pastor. The myth that bivocational ministry is a second-rate ministry persists. This myth may prevent some of the most creative and entrepreneurial leaders from seeking out what seems like a riskier path. Research confirms high levels of ministry satisfaction among tentmakers, but they are too often undercompensated and provided few or no job benefits, which keeps them and their families on the financial edge. Other issues include long commutes, exhaustion, few or no days off, and limited chances for continuing education.

How Do Congregations Respond?

Only when the congregation embraces their bivocational pastor's dual roles and sees that dual calling as fundamental to their own ministry vision are they bivocational too. One definition, from "The Bivocational Congregation," states that when local churches welcome bivocational ministry they operate on two callings: "the calling of function and the calling of mission." The authors go on to describe how churches live out this calling in five distinct ways.³

We've always been a bivocational church. This type often occurs in small towns or rural areas where the congregation has never had a full-time pastor. Because members carry out most roles and part-time pastors come and go, they have limited pastoral expectations.

We seek to be a missional, bivocational church. This second type exhibits a greater degree of intentionality to serve their local community. They want a pastor to be an equal companion in their understanding of what it means to be the church. Their church health and viability depend on their ministry outreach.

We are a transitional bivocational church. In this model, typically one church invites another congregation to share its building (sometimes called a nested congregation). The long-term outcome of the arrangement is unplanned and uncertain. In the meantime, both congregations benefit from the dual mission of support for one another.

We are an experimental bivocational church. Two or more worshipping communities form a cluster to carry out their respective ministries. Together they call a full-time pastor, but each church experiences the leadership arrangement as a part-time clergy role for their site. Over time, they may develop collaborative Christian Education, music, or social activities.

"We want out" bivocational church. In this situation, church leaders unhappily accept a part-time pastor, but their real yearning is for a full-time pastoral leader as soon as possible. Organizationally, the congregation functions as a church with a part-time pastor, but never as a bivocational congregation with a unique mission. In the end, they draw from endowments or other funds to call a full-time pastor. Rarely does exhausting all resources in the full-time clergy pursuit lead to long-term viability.

What Does This Mean for the Congregation?

Whether a congregation has always been bivocational or is just beginning to experiment with it, there are pros and cons for all involved.

The benefits for the congregation. The most obvious one is a decreased financial burden for staff expenses. Healthy congregations direct these budget savings toward other priorities and find joy in supporting ministry outside the congregation's walls. For financially struggling churches, they see a part-time pastor as their only alternative to no pastor at all.

The downside for the congregation. Most members experience transitioning away from full-time clergy leadership to a part-time pastor as a loss, triggering a loss of identity and self-esteem. Instead of highlighting the congregation's gifts and strengths, members may only describe to potential candidates what they have lost and what is not working. Their lack of church self-esteem may keep them from attracting creative and talented pastors. Instead, they may settle for whoever is willing and available immediately.

The Bottom Line

What makes a congregation thrive today and into the future? Bivocational churches and pastors face the same temptations as other congregations—the strong pull back to old systems and habits. Yet bivocational churches and pastors possess positive qualities that give them the flexibility to experiment, adapt, and respond quickly to new opportunities. They have all that they need to respond to what God is calling them to do.

1. Cynthia Woolever and Deborah Bruce, *Leadership That Fits Your Church* (St. Louis, MO: Chalice: 2012), 16.

2. Thom Rainer, "Eight Reasons Why Some Full-time Pastors and Staff Should Go Bivocational," <http://thomrainer.com/2015/01/19/eight-reasons-fulltime-pastors-staff-go-bivocational/>.

3. A. Pappas, N. Faramelli, and E. Pease, "The Bivocational Congregation: Tomorrow's Church?" *Congregations* (Alban Institute: 2009), Winter, Vol. 35, no. 1.

COULD LACK OF CURIOSITY KILL THE CHURCH?

The proverbial expression that curiosity killed the cat highlights the danger of probing the unknown. However, the original phrase means something entirely different—that care or worry could wear out nine cat's lives.¹ Even early Christians gave caution about excessive inquiry, believing that curiosity was corrosive to the soul. Saint Augustine wrote, "God fashioned hell for the inquisitive." But can too little curiosity hurt the church?

What Is Curiosity?

Lack of information motivates some people to ask questions in order to fill in their knowledge gaps. Curious people have a passion for knowing more, expanding learning, and solving problems. They are the ones who ask the most penetrating questions. Curious individuals possess a powerful drive to make sense of the world.

We think of children as curious about anything new. According to Ian Leslie, author of *Curious*, the attraction to anything novel is different from the kind of disciplined curiosity seen in creative adults.² Leslie calls this deeper, more effortful and mature type epistemic curiosity. These curious adults possess a strong desire for knowledge and understanding, which motivates them to learn new ideas. They relish problem solving. He also describes another linked form, empathic curiosity, where individuals exhibit great interest in the thoughts and feelings of other people.

Psychologists discovered that curiosity levels vary across individuals. A curiosity measure, the need for cognition (NFC), reveals that many people reach a comfortable level of knowledge and feel no push to learn more. Leslie believes that our access to easy answers led us to forget how to ask questions—what he terms the Wikipedia problem.

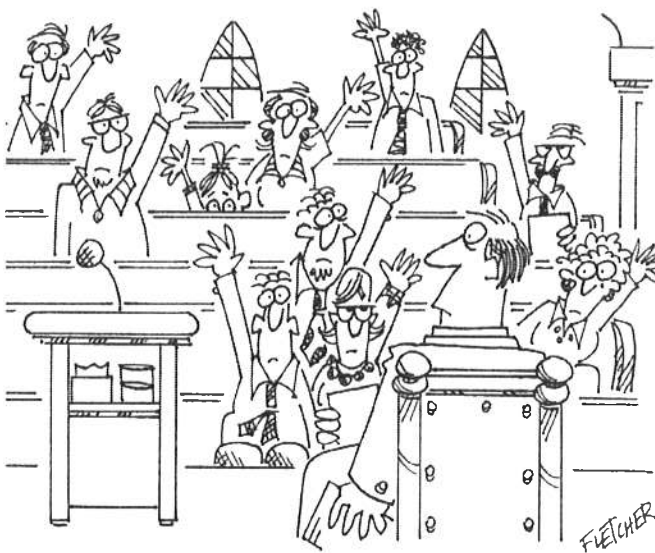
Is there an equivalent NFC measure for congregations and their leaders? And, if so, how would your congregation measure up? Ultimately, are churches that reject curiosity also rejecting viability?

What Are the Traits of a Curious Congregation?

A curious congregation is never satisfied with the status quo. While some churches get stuck in their misconceptions, curious churches focus on what is unfolding before them. They are the first to recognize that God is at work and see their holy ministry partnership in the church and community. Unfortunately, success often makes church leaders less curious because if it's not broken, why fix it?

Curious leaders are less concerned about rules and appearances than with what works. Although these leaders take the long view, they do not find the present boring. Rather, the details of current ministry efforts generate more opportunities to expand learning and experimentation.

Truly curious churches experience frustration at their information gaps and that fuels their desire to learn more. Leslie writes that we have an unlimited ability to ignore our ignorance. Some congregations practice strategic ignorance because lack of knowledge requires no action. The first step toward cultivating curiosity is to become



PASTOR TED REALIZED HE HAD A CURIOUS CONGREGATION WHEN THE QUESTIONS BEGAN DURING THE ORGAN PRELUDE.

aware of how much is still unknown. And real curiosity requires considerable effort and time. Unfortunately, congregations are prone to social loafing—what Leslie defines as the widespread tendency of individuals to decrease their own effort when working collaboratively.

Curious congregations demonstrate empathic curiosity. They respect feelings and place a high value on being a caring community. Therefore, empathically curious churches project positive impressions to the community. They are opposite from those churches known as “fighting and firing churches.”³ Non-empathic churches treat the pastor and staff poorly, ignore fair processes, and seem unwilling to stop a few members from accumulating inappropriate power. Too many of their members see the church in a possessive light—as a place to get *their* needs fulfilled.

Curious congregations develop skills in turning puzzles into mysteries. The internet creates an illusion that every question has a definitive answer. However, Leslie makes a distinction between puzzles and mysteries. Puzzles get clear answers and begin with questions like How many? and Where? Mysteries ask the more complex questions, which cannot be answered definitely. The curious church realizes that there are many things we cannot know. They work within these parameters to make continuous, and constantly changing, improvements instead of singular improvements for the short term.

Finally, curious congregations are willing to make choices. Fear and anxiety kill curiosity and keep churches locked in place. Curiosity can be more powerful than courage in the face of obstacles. Organizations that are fascinated by what they don't yet know are the least likely to be caught off guard by change.

Ask the Big Why

Beginning in the 1930s, social scientists moved away from asking *why* people behaved in particular ways and instead studied what they could observe people doing. These behaviorists took pride in the accumulation of objective observations without the subjective taint of invisible motivations. A more recent phenomenon is the perceived power that Big Data made possible by the processing of massive amounts of information. Proponents of data believe that numbers can speak for themselves.

One example of Big Data usage, the Failed State Index, was designed to measure and predict the states around the world close to collapse. Despite drawing from 130,000 data sources, the index did not predict the Arab Spring in 2012. Only experts with in-depth

knowledge of the region's history, culture, and needs could provide insight into *why* the events unfolded.

A curious congregation is always composed of people with deep faith, relationships, traditions, and history. Their willingness to dig deeper and ask *why* questions yield the most profound insights. Most questions tend to be the type where answers fit neatly. However, if the right question isn't asked, an insightful answer has nowhere to go.

Some Curious Questions

Even while many may still believe the current implication of the phrase curiosity killed the cat, the retort, and satisfaction brought him back, has also gained popularity. This reply takes back the original meaning and highlights the importance of asking curious questions. Below are just a few examples of questions that curious congregations can ask. How will your congregation respond?

- What congregational activities and programs are going well? Why is that the case? What activities and programs do we wish were more effective? Why are they less effective?
- Thinking about your current and previous pastors, what leadership approach seemed to fit your church best? Why do you think that approach was most effective at that time?
- What are the congregation's core values that help explain members' motivations and behaviors? What process is the church using to examine and transform desired values into core values?
- Is our congregation a neighborhood church where most worshippers live nearby or is it a non-geographical congregation, drawing worshippers from a wider area? Why do we believe we are called to serve in this location?
- If our church leaders could travel back in time to twenty years ago, what message would they deliver to those in our congregation? Would those earlier leaders listen and act on that message? Why not?
- Will the passage of time expand or contract our church's attractive options? Why?

1. <http://www.phrases.org.uk/meanings/curiosity-killed-the-cat.html>.

2. Material drawn from Ian Leslie, *Curious: The Desire to Know and Why Your Future Depends On It* (New York: Basic Books, 2014), whose work describes curious individuals.

3. Thom S. Rainer, “Nine Traits of Mean Churches,” <http://thomrainer.com/2015/03/23/nine-traits-mean-churches/>.