



2015 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

September 15, 2015



Laurel Hill Presbyterian Church
Dunbar, PA

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

Laurel Hill Presbyterian Church
327 Laurel Hill Road
Dunbar, PA 15431
(724) 439-6212

From I-70

Take Route 51 South. Travel 14.8 miles Turn left at the traffic light onto Laurel Hill Road by the Kawasaki dealership. Travel 2.9 miles. Church is on the left.

From Uniontown PA

Follow Route 51 North from Route 119. Travel 3.7 miles. Turn right onto Laurel Hill Road by the Kawasaki dealership. Travel 2.9 miles. Church is on the left.

From Connellsville PA

Get onto West Crawford Avenue. Access West Crawford Avenue from Route 119 by turning right by the Sheetz in Connellsville. Don't take the sharp right. From Route 711, go straight at the light onto West Crawford Avenue. Once on West Crawford Avenue, drive 5.2 miles, the road then becomes Laurel Hill Road. Travel 1.2 miles. Church is on the right.

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. Refreshments, Registration, and the Pine Springs Camp staff will be in the social room, which is directly behind the sanctuary. A prayer room (the Middle School classroom – near the Sanctuary) is available where you will find the basket and cards for prayer requests. The restroom is on the main floor of the church. WI-FI is NOT available for use at this meeting.

Notes for the SEPTEMBER, 2015 Presbytery Meeting!

- Presbyters are reminded to place “Prayer Requests” in the basket (Registration) 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 – the deadline was July, 2015. Presbyters are reminded that the “Presidium” clearances no longer fulfill a church’s responsibility.

Michael and Rachel Weller

We are pleased that Michael and Rachel Weller will be our guest speakers at this meeting. Michael is the PC(USA) area liaison for the horn of Africa whose area includes Sudan and South Sudan, and Rachel is a nurse engaged in Community Health Evangelism (CHE.) They are based in Gambela, Ethiopia.

Presbytery of Redstone
September 15, 2015---1:00-4:30 p.m.
Laurel Hill Presbyterian Church, Dunbar, PA
“EMPOWERING MISSION PARTNERSHIPS”

12: 40 p.m. Pre -Presbytery Presentation---Pine Springs Camp-2015 Summer in Review....Greg Davis

Presbytery Convenes (1:00 p.m.)

Formation of the Roll	Glenn Hart
Introductions/Seating of Corresponding Members	Cliff Foster
Arrangements	Jeff Smith
Clerks’ Report(s)-(p. 5)	

Consent Agenda – (p. 6) Cliff Foster

Reports

Executive Presbyter – (p. 7-8)	Skip Noftzger
Treasurer – (p. 9)	John Dickson
Executive Director-Pine Springs Camp – (p. 10-11)	Greg Davis
Mission Network – (p. 12)	Sylvia Carlson

Worship

Celebration of the Lord’s Supper Michael Weller

Announcements Loop Laura Blank

Action Agenda

Council-- (p. 13)	
Armagh-Seward Request for Dismissal – Ad. Comm. (Appendix C –p. 25)	Tim D’Aurora
Manor Request for Dismissal – Discernment Team (Appendix D – p. 29)	Janet Reid
Middle Request for Dismissal – Discernment Team (Appendix E – p. 34)	Nicole Brodeur

Committee on Ministry--(p. 14)	
2016 Minimum Terms of Call (Appendix F – p. 39)	Martin Ankrum
Examinations (Appendix G – p. 41)	Martin Ankrum
Nominating Committee – (p.15)	Curtis Paul

New Business (must be submitted to the Associate Clerk before worship begins)

Attendance Report

Adjournment

Benediction

There will be a special meeting of the Presbytery for the examination of candidates on October 1, 2016; 6:00 p.m. at Maplewood Presbyterian Church, Greensburg. The next stated meeting of the Presbytery will be on November 17; 9:30 a.m. at Rehoboth Presbyterian Church, Belle Vernon.

STATED CLERK'S REPORT:

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

CORRESPONDENCE LOG

Date Received	Received From	Content	Action
mail 08/31/2015	Presbyterian Investment and Loan Program	confirmation of payment in full of the Connellsville Presbyterian Church loan	TO FILE
mail 08/14/2015	United Presbyterian Church in New Kensington	Emma Johnston Fund Application	TO COM
mail 08/05/2015	Jack Moore, Clerk of Session of the Dunlap's Creek Presbyterian in Merrittstown	regarding their per capita	TO FILE
mail 07/10/2015	The Synod of the Trinity	setting the Per Capita Apportionment for 2016 at \$2.30	TO FILE
mail 06/04/2015	Marion Center Presbyterian Church from the Presbytery of Kiskiminetas	Call forms for the Rev. Chris Enoch	TO FILE AND RETURN
mail 06/03/2015	Second Presbyterian Church in Johnstown	2015 Terms of Call for the Rev. Art Moffat	TO COM
mail 06/03/2015	Tyrone Presbyterian Church in Dawson	2015 Terms of Call for CRE Robert Prinkey	TO COM
hand-delivered 06/02/2015	McClellandtown and Grace Chapel Presbyterian Churches	2015 Terms of Call for the Rev. Lee McDermott	TO COM
email 06/02/2015	First Presbyterian Church in Masontown	2015 Terms of Call for the Rev. Jeff Kisner	TO COM
mail 06/01/2015	Latrobe United Presbyterian Church	2015 Terms of Call for the Rev. Donald Graff	TO COM
mail 06/01/2015	Connellsville Presbyterian Church	requesting a Quit Claim be issued for the property	TO COUNCIL
mail 06/01/2015	Rev. Suzanne Zampella	requesting that her membership be transferred to the Presbytery of the Alleghenies of the EPC	TO COM
mail 06/01/2015	Third Presbyterian Church in Uniontown	Interim Pastor Contract for the Rev. Colleen Molinaro	TO COM

2. The following stated meetings of the Presbytery of Redstone are announced for 2016.

- a. JANUARY - 1/16/2016 (Saturday) at 1:00 - 4:00 p.m. - *Maplewood Presbyterian, Greensburg*
- b. MARCH - 3/15/2016 (Tuesday) at 1:00 - 4:00 p.m. - *Westmont Presbyterian, Johnstown,*
- c. MAY - 5/17/2016 (Tuesday) at 6:00 - 9:00 p.m. - *First Presbyterian, Jeannette*
- d. SEPTEMBER - 9/20/2016 (Tuesday) at 10:00 a.m. - 2:00 p.m. - *Pine Springs Camp*
- e. NOVEMBER - 11/19/2016 (Saturday) at 9:00 a.m. - 1:00 p.m. - *Poke Run Presbyterian, Apollo*

CONSENT AGENDA:

The Stated Clerk of the Presbytery, Rev. Skip Noftzger, presents the following Consent Agenda.

From Executive Committee

1. Following the review of the Moderator, Vice-Moderator, Stated Clerk and Associated Stated Clerk, it is **recommends** that the minutes of the Presbytery meeting of May 19, 2015 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council and to the Presbytery be received and filed for audit.
2. Council **recommends** the adoption of the proposed 2016 Budget (Appendix A, p. 19) for consideration by the Presbytery for a "first reading." (*This presented for a First Reading. The Presbytery will take action at the November meeting.*)

From the Committee on Ministry

1. The Committee on Ministry **recommends** to the Presbytery granting the request of the First Presbyterian Church, Murrysville to abolish the position of Associate Pastor at that congregation.

From the Committee on Representation

1. The Committee on Representation **recommends** to the Presbytery that its full report (pp. 17-18) be received and be forwarded to the Nominating Committee with encouragement to address any inequitable representation wherever possible.

From the Armagh-Seward Administrative Commission

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

MINISTRY AND MISSION REPORTS

Executive Presbyter

Rev. Richard "Skip" Noftzger Executive Presbyter Report	
<i>Communicate the Word, Carry on the Work, Change the World.....Together!</i>	
VISION	5/20/2015-9/15/2015
Congregation-centered (ENGAGE)	<p>Visible presence within the Presbytery engaging with congregations---</p> <ul style="list-style-type: none"> • Church Visits---participated in Sunday services and special services in eighteen congregations since May presbytery meeting. Preached at the worship or installation services of thirteen of those churches. • Session Visits---Moderated at Third during May and June. Worked directly with two other sessions on consideration of ministry strategy and pastoral leadership. • Listening Teams – Coordinated and served as a resource person for the ongoing work of the two response teams and the one Administrative Commission. Assisted in the production of the final report for all three Presbytery groups concerning resolution on issues concerning dismissal in a way that is honest and just. • Actively supporting our PNC's in their pastoral search through working with final candidates for both Ft. Burd and New Kensington. Worked with Trinity, Uniontown to establish their online MIF in order to begin searching. • Provided resources and consultation for Third, Uniontown, First, Murrysville, and Pleasant View, Smock, in their pursuit of possible interim pastoral relationships. Facilitated the consideration of alternative pastoral leadership for New Salem and Trinity, New Florence, including communicating appropriate financial parameters and possible candidates.
Leadership developed (EQUIP)	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none"> • Initiated another pastor's book study on the book, <u>Union in Christ</u> in order to enhance a structure to think with others theologically/biblically about our identity and ministry. • Offered support and resources individually with numerous pastors in order to assist them with ministry strategy, organizational leadership, and conflict resolution. • Coordinating the inter-Presbytery initiative with Washington and Upper Ohio Valley presbyteries to consider alternative training models for Ruling Elders Commissioned to Particular Service. Will be developing the program for spring, 2016. • Ongoing work of actively soliciting and providing candidates to the nominating committee for consideration for positions of leadership within the presbytery. • Worked directly with the Committee on Ministry and Committee on Preparation for Ministry, along with the Christian education, Stewardship and Budget committees in both developing new approaches as well as addressing ongoing operational issues.

<p>Collaboration-Districts/Network (ENABLE)</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> • Continue to participate and support affinity, networking and pastor groups within our presbytery as they continue to meet. • Appointed as representative of the other Executives to serve as the EP Synod advisor to the governing commission. Active participant both in Synod work and in Christian Associates in order to provide a visible presence of Redstone Presbytery as we seek to work together within the larger Church. • Actively working with Communications committee have the stories of individuals/churches of Redstone become our stories together through bulletin inserts, eNews, tweets and Facebook within the presbytery and across the synod. • Initiated coordinating teams for planning for both the upcoming youth triennium and the confirmation retreat. • Facilitated workshop for authorized preachers and ruling elders commissioned to particular service on the preaching and worship in the seasons of the church year. 			
<p>Partnership in Mission promoted (EMPOWER)</p>	<p>Promoted and provided leadership in our partnerships in mission---</p> <ul style="list-style-type: none"> • Regular participant and contributor not only in Pine Springs Camp Board, but in several consultations as part of their plans for a capital campaign and building projects. • Participated in the New Wilmington Missions Conference for the meeting of the Sudan/South Sudan mission network. Coordinated the transfer of funds for emergency relief based upon our designated giving. • Initiated and coordinated the visit of Michael and Rachel Weller to interpret and speak as part of our September Presbytery gathering. 			
<p>Operational Support</p>	<ul style="list-style-type: none"> • Developed early drafts and parameters of possible operating budgets for consideration of the Budget and Finance committee. • Continue to serve as a resource person on inquiries concerning background clearances. Ongoing follow up in receiving these clearances on persons serving as pastors in our presbytery. • Ongoing resource regarding financial and property issues related to West Leisenring property, sale of the Johnstown Home and our investment strategies. • Worked with outgoing Stated Clerk in order to ensure a smooth transition in all administrative matters related to the Presbytery and the larger Church. Revised some of the structure and protocols for collection and dissemination of information. 			
<p>VALUES</p>	<p>Servant Leadership</p>	<p>Flourishing Community</p>	<p>Witness to the World</p>	<p>Generous and effective Stewardship</p>
<p><i>Soli Deo Gloria</i></p>				

Treasurer

Prepared By: John R. Dickson IV, Treasurer

Income & Expense Statements

The Income & Expense statement provided for the Presbytery meeting represents eight (8) months of operations ending August 31, 2015. (Appendix B – p. 22)

Financial Overview / Income

The Total Income recorded by the Presbytery for the month ending August is \$23,057. Said funds comprise of Commitments totaling \$22,115 with other income sources deriving from the Sudan project, PMA-Directed, Oil & Gas, Preaching / Consulting. During the month of August, there was a release of funds from temporarily restricted accounts totaling \$-2,854 to address SCLD and PMA- Directed initiatives.

Year -To- Date (YTD) Income, from Contributions/ Commitments & Temporarily Restricted sources totals \$249,398 or 63% of a projected budgeted amount of \$395,000 for the year. YTD Income is trending appropriately.

Total Income Year-To-Date is recorded at \$253,598 or 60% received against a projected budgeted amount totaling \$422,500. Total Income YTD is trending in the right direction.

Financial Overview / Expenses

Expenses in total, are trending in concert with income for the most part, at 62%. There are minor circumstances, in which certain line-item expenses are trending ahead or above the annual budgeted expectations for the current time period. There are no concerns to report for the period regarding expenses.

Excess Income / Expenses

For the month ending August 2015, expenses were greater than income by -\$2,423, with the YTD figure also lagging behind at -\$9,915. However, the annual budgeted amount of income- over- expenses is off only by -\$499.00. Being that the Presbytery's income stems primarily from Commitments, it is to be expected that fluctuations of positive and negative values will occur throughout the operating year.

It is to be noted and as reported at Council meetings, the Presbytery is operating within the parameters of the budget and is to be commended for such efforts.

Investments

The Ameriprise holding for the end of July 31, 2015 (August statement not available at the time this report was prepared) indicates an ending value totaling \$ 278,823. During the month of July there was a positive change of value \$2,221 and YTD the portfolio has a positive change totaling \$6,715. Also, no funds have been withdrawn for the period of July or YTD from this account for operations.

Inclusive of the Ameriprise holdings, total investments for the Presbytery are reflected at \$625,275. In the month of June however, there was an increase of funds recorded within the First Commonwealth account totaling \$26,293. The Commonwealth account serves as the operating account for the Presbytery and the noted increase is a result of a timing matter and not a change in value. Simply put, at the time of receiving the bank statement, not all expenses were posted to the account. Therefore, for purpose of reporting a total investment amount, conservatively the Presbytery funds are just less than \$600,000.

Pine Springs Camp

Summer Camp

We had another great summer camp season. We again served over 1000 campers through our Summer Camp, Day Camp and Mission Ex programs. Our overnight campers were up slightly over last summer from 824 in 2014 to 831 this year. Our Day Camp served 137 campers and our Mission Ex Middle School Camp for Youth Groups had 44 participants.

Mission Cabin

The Mission Cabin sponsored by the Redstone Presbytery Mission Committee focus was on teaching campers about the mission of Presbyterian Disaster Assistance (PDA). One of our old cabins was transformed into a place where campers could hear about the different ways PDA provides assistance to those in need due to a disaster. Camper also learned of how individual congregations in our Presbytery have helped serve Christ by sending volunteers do various sites across the United States. By purchasing bracelets campers were able to contribute 5 clean up buckets to assist families and individuals in need.

Upcoming Retreats

Please take advantage of all the retreats offered through the ministry of Pine Springs Camp. Each one is designed to provide opportunities to grow in faith and discipleship as a follow up to our summer camping season. It is also an opportunity for each church to provide retreat opportunities for youth and adults and we do all the planning. You can bring just one person or bring a group, we will accommodate!

Women in the Woods -"An Invitation to Joy" September 18,2015 7:00 pm -September 19,2015 7:00 pm

Do you ever feel like "joy" is saved only for special occasions? That the idea of having "everyday joy" is almost impossible to imagine? With the press of schedules, details, disappointments, struggles and fatigue, is it even realistic to think that joy is within our grasp? The truth is that we are all called to enter into the joy of our Heavenly Father- as His beloved child. This is the place from which He would have us live out our lives. You are invited to explore the joy of being loved by your Heavenly Father and celebrate the hints of the Kingdom that we can see every day in our lives.

You are invited to choose joy! The Fall Women in the Woods retreat will be led by a group of women who will share different perspectives on choosing joy. Enjoy the leisure of individual and small group Bible Study, time in the beautiful Laurel Highlands with old and new friends and fun, fellowship and refreshment!

RETREAT DETAILS:

Cost: Cost for the retreat is \$65.00. This fee includes all teaching sessions, 3 meals, overnight accommodations and retreat activities. ****Group Rate: \$55 per person for groups of 5 or more.**

Cost for commuters is \$55 and includes everything except overnight accommodations. **Saturday night option: \$15.** This option is for those interested in staying through Sunday. Hang out with girlfriends and enjoy an extra night away.

theBIGone September 25, 2015 7:00 pm- September 27, 2015 1:00 pm - theBIGone is a big way to experience a retreat at Pine Springs Camp. Packaged like a student conference, theBIGone invites students in grades 6-12 for a retreat full of evangelism, fellowship, discipleship, worship and a whole lot of fun – Pine Springs Camp style. The weekend is packed with activities, games, entertainment, worship, teaching, friends and fun. This experience is great for individual campers and youth groups!

Retreat Theme: RESPOND - We all know what it means to RESPOND on some form of social media. You click a button and everyone knows that you have seen and approve of some person's thoughts, pictures, ideas, etc... It is

easy, somewhat superficial, but it indicates you are at least aware of what is going on. Are we RESPONDING to God and the Good News of Jesus in the same way? We know what is going on in Christianity, so we "click" our church attendance, camp experience, volunteerism buttons to show our loyalty to God. However, is that how we should RESPOND to God and the treasure of Jesus Christ or is there more? Does RESPONDING to God look different than how we RESPOND to the world? We will spend our time looking at how to RESPOND to God and how our RESPONSE will change our lives. Join us!!!

Cost: Campers - \$90; Groups - \$80 (for 10 or more from the same youth group); Youth Leaders - \$55 ***Price includes lodging, Saturday breakfast, lunch, dinner and Sunday brunch.

FALL FUSION (4-6th grade retreat) from October 3, 2015 11:30 am -October 4, 2015 3:00 pm

What is FALL FUSION ?

Fall Fusion is PSC's fall retreat for campers who are in 4th - 6th grade! Our desire is to continue to provide an amazing environment where campers can grow in their faith and have a "vital encounter with Jesus Christ."

FALL FUSION Theme: DIGGING DEEPER

"Let your ears listen to wisdom. Apply your heart to understanding. Call out for the ability to be wise. Cry out for understanding. Look for it as you would look for silver. **Search for it as you would search for hidden treasure.** Then you will understand how to have respect for the Lord. You will find out how to know God." Proverbs 2:2-5

Being a follower of God isn't just about reading a few verses, going to church or even praying. Following God is about SEARCHING for God like we would search for hidden treasure. SEARCHING is the only way to KNOW GOD. Join us as we dig into God's Truth and SEARCH for Him.

COSTS: -> CAMPERS: \$55 ->GROUPS: \$45 for 10 or more from the same church **Price includes food, lodging and camp activities. (T-shirts will be available for an additional \$10)

Our 2015 Summer Staff-Says Thank You!

The foundation of our summer camp ministry is the staff the Lord calls each and every summer. This summer we were blessed to have over 40 staff representing over 20 colleges and universities and many different high schools. Thank you for always supporting the mission of Pine Springs Camp and specifically the summer staff.



Mission Committee

A number of people from Redstone Presbytery attended a meeting with people from Shenango and Pittsburgh Presbytery who all have partnerships with the Sudan and South Sudan Presbyterian Evangelical Churches. We received updates on the situation on the ground in Sudan and South Sudan. At the time of this meeting the two pastors, Yat Michael and Peter Reith, were still being held for trial in Khartoum. They were released from prison on August 8, and were freed to return to South Sudan to rejoin their families on August 19. We are praising God for their safe return to their families.

Hunter Farrell, Director of World Mission for the Presbyterian Church (USA) and Elizabeth Little, Associate for Church Support, Eastern Region of the Presbyterian Church (USA) were present to talk to us about the crisis in giving for world mission. There was a substantial shift in giving to world mission in 2007, and giving has been stagnant since then. Due to the lack of funding, ten mission co-workers will be returning from the field in 2016, and if mission giving continues to flat-line or decline, 40 more will be recalled in 2017. Two of those ten mission co-workers are Jacob and Aliamma George, who are returning from South Sudan. Many of you met them when they were visiting here in Redstone a little over a year ago. Aliamma was a Community Health Evangelist and her husband taught at Giffen Bible School. They will not be replaced, even though their important work is unfinished.

Rev. Michael Weller, PC(USA) regional liaison for the horn of Africa will be with us at the September meeting of Redstone Presbytery.

The Rev. Philip Akway Obang, General Secretary of the South Sudan Presbyterian Evangelical Church, will be coming to Redstone Presbytery October 16-18 and will then travel to Louisville, KY to attend the Sudan and South Sudan Mission Network Conference at Laws Lodge. Please contact Sylvia Carlson if you wish to have an event at your church to hear him tell what God is doing in South Sudan.

The Stop Hunger Now Event will take place on Saturday, October 31 at the Community Presbyterian Church in New Alexandria. You may sign up for 1 or 2 hour sessions by calling Judy Koontz at 724-668-2843 or writing to her at judykoontz@windstream.net

This summer the Redstone Mission Committee designed the Mission Cabin at Pine Springs based on the work of Presbyterian Disaster Assistance. Rev. Donna Havrisko and Rev. Sylvia Carlson educated counselors as to how to introduce campers to the work of PDA.

The November 17, 2015 meeting of Redstone Presbytery will feature a Mission Fair. Please start to think about how you might choose to highlight the outreach of your congregation in pictures and in words. This is a wonderful way for all of us to see what God is doing in Redstone Presbytery. Come to this meeting at Rehoboth Presbyterian Church and be inspired!

ACTION AGENDA

Presbytery Council

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

Action Items For Presbytery

- Along with the report of the Armagh-Seward Administrative Commission, the Council presents the request of the Armagh-Seward Presbyterian Church to be dismissed with property, real and personal, to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon completion of the terms included in the report.
- Along with the report of the Manor Discernment Team, the Council presents the request of the Manor Presbyterian Church to be dismissed with property, real and personal, to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon completion of the terms included in the report.
- Along with the report of the Middle Discernment Team, the Council presents the request of the Middle Presbyterian Church to be dismissed with property, real and personal, to the Presbytery of the Great Lakes, A Covenant Order of Evangelical Presbyterians based upon completion of the terms included in the report.

Information Items from Council

- Approved annual request of the administration of the Lord's Supper from Pine Springs Camp and PW for summer camp staff training and retreats. (PSC/PW)
- Approved the Budget Committee recommendation for authorization of the easement agreement of Bethel United Presbyterian Church, Clyde, PA with Sunoco Pipeline, L.P.(Trustees)
- Upon the recommendation of the Committee on Ministry, approved the request of the Trinity Presbyterian Church for a \$6,000 grant from the Emma Johnston Fund for their summer reading program. (Trustees)
- Authorized the West Leisenring Administrative Commission to place the Church building and all its property on the market through a local Howard Hanna (Fayette County) realtor. Authorized the AC to accept any viable offer greater than or equal to fifty thousand.(Trustees)
- Approved the "Letter of Intent" from the Johnstown Home Board for its sale based upon the solicitation of bids and their review by the Board. Authorized the Budget and Finance committee to review and sign final sales agreement.(Trustees)
- Approved the final draft of the "Redstone Social Media Policy" developed by the Communication committee and distributed to the members of Council.
- Approved increasing the annual fee for use of the Resource Center by non-Presbytery patrons at \$25 / year.(Christian Education)
- Authorized an invitation to Rev. Michael Weller(mission co-worker) to speak at the September meeting of Presbytery.(Missions)
- Approved and authorized the Westmont Presbyterian Church to pursue funding for organ repairs and capital improvements with a loan up to an amount of three hundred thousand dollars.(Trustees)

Committee on Ministry

Action Items

- The Committee on Ministry recommends a 3% increase across the board for Minimum Terms of Call. The specific numbers are outlined in the attachment (Appendix F). *(Remember: These terms are a minimum for full-time pastors. Churches may exceed these minimums and should consider their own context and experience of the pastor in establishing terms.)*
- The Committee on Ministry proposes the examination of the candidates whose statements of faith and terms of call (installed) are enclosed (Appendix G).

Information Items

- Approved the following Administrative Commission to Install Caroline Vickery as the next pastor of Delmont Presbyterian Church on July 26, 2015 at 4:00 p.m.: Rev. Ross Bash, Teaching Elder, Mr. Mark Eisler, Ruling Elder, Delmont Presbyterian Church; Rev. Pete Goetschius, Teaching Elder, Poke Run Presbyterian Church; Sarabeth Stopansky, Ruling Elder, Congruity Presbyterian Church; and Rev. Sue Washburn, Teaching Elder, Reunion Presbyterian Church.
- Approved the Interim Contract with Colleen Molinaro. Appointed Aleda Menchyk to serve as COM Liaison to the Session of the Uniontown, Third Presbyterian Church.
- Approved the request to transfer Suzanne Zampella to the Presbytery of the Alleghenies, EPC.
- Approved increase in the recommended minimum Pulpit Supply honorarium to \$100 for one service, and \$150 for two services.
- Total sets of records reviewed to date – 67 with 9 sets of records yet to be reviewed.
- Approved the MIF of Uniontown, Trinity for online posting in the CLC system with final revisions.
- New moderators for Mt. Washington and Fairchance were appointed to be Joshua Scully and Tom Holslag, respectively.
- Updates were provided all churches in transition of pastoral leadership.
- Approved the dissolutions of the pastoral relationship between Chris Dericks and the Murrysville, First Presbyterian Church - effective date: July 13, 2015. Approved the transfer of Chris Dericks to Pittsburgh Presbytery.
- Approved the dissolution of the pastoral relationship between Chuck MacPherson and the Murrysville, First Presbyterian Church, upon action by the congregation - effective date: 8/31/ 2015.

Nominating Committee

Action Items

The Nominating Committee places the following persons in nomination for the Offices and Classes indicated:

COUNCIL - Class of 2018

Elder Belinda Lambie (2) District IV, Colver

Rev. Donna Havrisko (1) District II, Greensburg, Westminster

COMMITTEE ON MINISTRY - Class of 2018

Rev. Martin Ankrum (2) District II, Greensburg, First

Rev. Mike Shepard (2) District III, Little Redstone/Fayette City, First

Elder Bernice Adams (2) District IV, Johnstown, Westmont

Rev. Aleda Menchyck(2) District III, Brownsville, Calvin

Elder George Kuhn (2) District II, Trafford, Level Green

Rev. Chuck MacPherson (1) District I, Member at Large

COMMITTEE ON PREPARATION FOR MINISTRY

Rev. Lisa Dormire (2) District II, Redstone Highlands – **Class of 2016**

Elder Ray Edelman (1) District II, Irwin, First – **Class of 2018**

Rev. Becca Siddle (1) District I, Redstone Highlands – **Class of 2018**

COMMITTEE ON REPRESENTATION - Class of 2018

Elder Susan Nesti (1) District III, Little Redstone

CAMP PINE SPRINGS BOARD - Class of 2018

Elder Greg Johnston (2) District II, Trafford, Level Green

Elder Brian Misner (2) District IV, Johnstown, Westmont

VICE MODERATOR - 2016 (Vice Moderator-announced in September; to be elected in November – Manual)

Rev. Sue Washburn, District II, Mt. Pleasant, Reunion

Information Items

Nominating Committee solicits the submission of names of ruling elders who might be willing to serve the greater Church through involvement at the Presbytery level.

Committee on Preparation for Ministry

Action Items

- NONE

Information Items

- Sue Blank and Dawn Sherwood, having completed all of the requirements of candidacy, were approved to circulate their PIF's and given permission to negotiate for service.
- Taylor Barner was approved to moved to candidacy at the May meeting of the Presbytery.
- Readers for ordination examinations for the upcoming year were suggested to the nominating committee to be: Ken Foust(TE); Becky Maiman(TE); Rolf Hansen(RE); Lynn Mance(RE).
- Received an update from Rick Watson on his seminary education which has begun through the intensive/online program of Dubuque Seminary.
- Approved grant money for seminary education expenses for all inquirers/candidates for the 2015-16 academic year.

Committee on Representation - Annual Report, 2015

Standing Committees	# Members	Gender	Age	TE/RE	Ethnicity
Council	17	9-M; 8-F	0-(16-25) 1-(26-35) 2-(36-50) 11-(51-65) 3-(66+)	9-TE; 8-RE	16-W 1-NA
Nominating	6	4-M; 2-F	0-(16-25) 1-(26-35) 1-(36-50) 2-(51-65) 2-(66+)	3-TE; 3-RE	5-W 1-NA
Preparation for Ministry(CPM)	8	3-M; 5-F	0-(16-25) 1-(26-35) 1-(36-50) 6-(51-65) 0-(66+)	5-TE; 3-RE	8-W
Committee on Ministry(COM)	23	15-M; 8-F	0-(16-25) 1-(26-35) 5-(36-50) 11-(51-65) 6-(66+)	13-TE; 10-RE	23-W
Representation	4	2-M; 2-F	1-(16-25) 0-(26-35) 1-(36-50) 1-(51-65) 1-(66+)	2-TE; 1-RE; 1-L	3-W 1-NA
Pine Springs Board	6	4-M; 2-F	0-(16-25) 3-(26-35) 2-(36-50) 1-(51-65) 0-(66+)	3-TE; 2-RE; 1-L	6-W
Permanent Judicial Commission	7	4-M; 3-F	0-(16-25) 0-(26-35) 2-(36-50) 1-(51-65) 4-(66+)	3-TE; 4-RE	7-W
Committee Summary	71	41-M; 30-F	1-(16-25) 7-(26-35) 14-(36-50) 33-(51-65) 16-(66+)	38-TE; 31-RE; 2-L	68-W 3-NA
Commissions/ Teams	11	6-M; 5-F	0-(16-25) 2-(26-35) 1-(36-50) 7-(51-65) 1-(66+)	3-TE; 8-RE	11-W
Council SubCommittees					
Budget and Finance	6	5-M; 1-F	0-(16-25) 1-(26-35) 1-(36-50) 3-(51-65) 1-(66+)	2-TE; 3-RE; 1-L	6-W

Christian Education	5	1-M; 4-F	0-(16-25) 2-(26-35) 1-(36-50) 2-(51-65) 0-(66+)	1-TE; 3-RE; 1-L	5-W
Communication	7	3-M; 4-F	0-(16-25) 2-(26-35) 1-(36-50) 3-(51-65) 1-(66+)	4-TE; 3-RE	7-W
Mission	8	3-M; 5-F	0-(16-25) 0-(26-35) 3-(36-50) 2-(51-65) 3-(66+)	2-TE; 6-RE	8-W
Staff Support	4	2-M; 2-F	0-(16-25) 0-(26-35) 1-(36-50) 3-(51-65) 0-(66+)	3-TE; 1-RE	4-W
Stewardship	7	4-M; 3-F	0-(16-25) 0-(26-35) 1-(36-50) 6-(51-65) 0-(66+)	3-TE; 4-RE	7-W
GRAND TOTALS (duplicated)	119	65-M; 54-F	1-(16-25) 14-(26-35) 23-(36-50) 59-(51-65) 22-(66+)	56-TE; 59-RE; 4-L	

Observations and Recommendations:

1. The Racial-Ethnic membership of the churches of the Presbytery equals 5/10 of 1% of the total membership. The balance for Racial-Ethnic inclusion is appropriate on the Committees overall.
2. Compared with our church membership the committee membership is significantly lower in the Under 25 and 26-45 brackets and significantly higher in the 56-65 age bracket. One probable reason is that most Committees require members to be either a ruling or teaching elder, and not many from the youngest bracket are ruling elders or clergy.
3. The Teaching Elder - Ruling Elder ratios are nearly equal.
4. The Gender ratios for most Committees are reasonably good, but the ratio for the Committee on Ministry and the Permanent Judicial Commission continue to be out of balance in that female representation is too low. However, there has been a request from some of the female Teaching Elders to cease attempting to make the membership in the Teaching Elder equal on the Committees since there are significantly fewer female Teaching Elders who are members of the Presbytery. [There are 58 Male Teaching Elders (of whom 12 are retired and inactive plus and another 12 are non-resident and inactive) and there are 25 Female Teaching Elders (of whom one is retired and inactive plus and another one is non-resident and inactive).]
5. The report is very similar to last year, and the information is being related to the Nominating Committee with encouragement to address the inequities identified wherever possible.

Appendix A

INCOME/RECEIPTS

	2015 Budget	2016 Budget
Shared Ministry/Mission		
Church contributions	395000	397000
Shared		
Directed		
Interest/Investments	5000	5000
	17500	17500
Reserves(total) (directed funds)		
Miscellaneous	5000	5000
TOTAL REVENUE	422,500.00	424,500.00

EXPENSES

SharedMinistry

Council

Council expense	1,600.00	1,600.00
Communications	500.00	500.00
Presbytery meetings	500.00	500.00
Website	180.00	180.00
GA Expenses	0.00	0.00
PCUSA meetings	2,000.00	5,000.00
Networking and Leadership	2,000.00	2,000.00
Engaging Congregations		2,000.00

Committee On Ministry

Committee Expense	500.00	500.00
Partnership for Missional Church		

Committee on Preparation

Committee Expense	500.00	500.00
Scholarships		

Committee-Nominating**Committee on Representation****Executive Presbyter**

EP Salary	67,000.00	69,010.00
EP Pension	23,450.00	24,153.50
EP Study Leave	1,500.00	1,500.00
EP Professional Services	2,000.00	2,000.00
EP Travel	4,750.00	4,750.00

EPNC costs	0.00	0.00
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Christian Education/Resources

Christian Education		
Triennium		6,000.00
Resource Center	2,000.00	1,500.00

Associate for Christian Formation	0.00	0.00
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Assoc. Christian Formation Salary	0.00	0.00
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Assoc. Christian Formation Study Leave	0.00	0.00
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Assoc. Christian Formation Travel		
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Denominational/Ecumenical Ministry

Presbyterian Media Mission		
Christian Associates	1,500.00	1,500.00
Synod of Trinity(per capita)	29,425.00	27,595.00
General Assembly(per capita)	93,892.00	88,750.00

TOTAL SHARED MINISTRY	233,297.00	239,538.50
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Shared Mission

Sudan Partnership	16,000.00	16,000.00
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Pine Springs Camp	38,000.00	38,000.00
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Synod Mission	0.00	0.00
Presbyterian Mission Agency	32,000.00	32,000.00
Presbyterian Disaster Assistance		2500

TOTAL SHARED MISSION	86,000.00	88,500.00
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Operations

Supplies	5,500.00	5,500.00
Postage	900.00	900.00
Telephone	4,000.00	4,000.00
Utilities & Maintenance	9,500.00	9,637.00
Property Insurance	3,656.00	3,656.00
Worker's Compensation	821.00	821.00
Legal and Auditing	4,000.00	5,000.00
Leases	3,819.00	3,500.00
Miscellaneous	0.00	500.00

Stated Clerk	11,997.00	1,000.00
Stated Clerk Travel	500.00	0.00
Associate Clerk		1,000.00
Recording Clerk	500.00	1,000.00

AA Salary	35,116.00	36,892.87
AA Medical/Pension	14,663.00	14,877.14

FICA paid-Presbytery	8,729.64	8,178.07
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TOTAL OPERATIONS	103,701.64	96,462.08
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422,998.64 424,500.58

Appendix B

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
INCOME					
CONTRIBUTION INCOME	\$22,912.48	\$249,397.66	\$395,000.00	63.14%	\$242,848.33
INVESTMENT INCOME	0.00	4.97	17,500.00	0.03%	30,841.30
INTEREST INCOME	0.00	2,636.72	5,000.00	52.73%	4,553.48
MISCELLANEOUS INCOME	144.37	1,558.89	5,000.00	31.18%	7,499.00
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-2,853.95	-19,073.11	0.00	0.00%	-12,961.60
Subtotal Release From Restrictions	-2,853.95	-19,073.11	0.00	0.00%	-12,961.60
RELEASED FROM RESTRICTION	2,853.95	19,073.11	0.00	0.00%	12,961.60
TOTAL INCOME	23,056.85	253,598.24	422,500.00	60.02%	285,742.11
EXPENSES					
MISSION PARTNERSHIPS	\$9,899.32	\$57,178.93	\$86,000.00	66.49%	\$51,704.19
COMMITTEE EXPENSES					
COUNCIL	249.36	2,644.37	6,280.00	42.11%	1,661.74
COMMITTEE ON MINISTRY	0.00	420.00	500.00	84.00%	230.99
CPM	0.00	547.46	500.00	109.49%	3,355.99
Subtotal Committee Expenses	249.36	3,611.83	7,280.00	49.61%	5,248.72
OPERATIONS	633.55	17,709.86	36,196.00	48.93%	31,524.46
PRESBYTERY STAFF					
EXECUTIVE STAFF	9,783.88	78,559.95	111,197.00	70.65%	92,939.30
SUPPORT STAFF	4,148.33	33,186.64	50,279.00	66.00%	32,660.00
EMPLOYER PAID FICA TAXES	765.72	6,125.76	8,729.64	70.17%	7,134.88
Subtotal Presbytery Staff	14,697.93	117,872.35	170,205.64	69.25%	132,734.18
APPORTIONMENTS	0.00	67,141.26	123,317.00	54.45%	61,658.70
TOTAL EXPENSES	25,480.16	263,514.23	422,998.64	62.30%	282,870.25
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS	\$0.00	\$0.00	\$0.00	0.00%	-\$15,364.29
TRANSFER FROM OTHER FUNDS	0.00	0.00	0.00	0.00%	8,714.29
TOTAL TRANSFERS	0.00	0.00	0.00	0.00%	-6,650.00
EXCESS INCOME\EXPENSES	-\$2,423.31	-\$9,915.99	-\$498.64	1,988.61%	-\$3,778.14

Redstone Presbytery
Commitment to Larger Church

August 31, 2015

	2015 PLEDGE	TOTAL PAID	% Payup as of 8/31/2015	Unpaid Pledge Balance
Adah, Palmer	600.00	400.00	67%	200.00
Apollo, Pine Run	0.00			-
Apollo, Poke Run	3,125.00	2,343.75	75%	781.25
Avonmore	3,000.00	1,814.50	60%	1,185.50
Belle Vernon, First	7,000.00	5,250.00	75%	1,750.00
Belle Vernon, Harmony	1,320.00	770.00		550.00
Belle Vernon, Marion	2,000.00	1,643.28	82%	356.72
Belle Vernon, Rehoboth	6,000.00	4,000.00	67%	2,000.00
Bolivar	1,500.00	1,200.00	80%	300.00
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		2,808.00		(2,808.00)
Cresson	2,400.00	1,200.00		1,200.00
Dawson, Tyrone				-
Delmont	5,000.00	3,605.00	72%	1,395.00
Derry	2,000.00	1,000.00	50%	1,000.00
Dunbar, First	2,800.00	2,800.00	100%	-
Dunbar, Laurel Hill	1,500.00	1,000.00	67%	500.00
Ebensburg	750.00	775.00	103%	(25.00)
Fairchance	4,000.00		0%	4,000.00
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First	1,015.00	825.00	81%	190.00
Fayette City, Little Redstone	2,400.00	1,200.00	50%	1,200.00
Greensburg, First	34,318.00	19,733.17	58%	14,584.83
Greensburg, Maplewood	4,000.00	2,668.00	67%	1,332.00
Greensburg, Westminster	6,000.00	4,000.00	67%	2,000.00
Irwin, First	25,000.00	14,582.00	58%	10,418.00
Irwin, W. Hempfield	4,000.00	3,000.00	75%	1,000.00
Jeannette	6,993.00	4,993.40	71%	1,999.60
Johnstown, Bethany	2,050.00	1,537.50	75%	512.50
Johnstown, First	9,000.00	4,200.00	47%	4,800.00
Johnstown, Second	3,000.00	2,000.00	67%	1,000.00
Johnstown, Westmont	22,000.00	12,833.31	58%	9,166.69
Lake Lynn	4,008.00	2,831.00	71%	1,177.00

Latrobe, Main St.	26,500.00	17,680.00	67%	8,820.00
Latrobe, Spring St.	4,800.00			4,800.00
Leisenring		325.00		(325.00)
Ligonier, Pleasant Grove	1,008.00	1,008.00		-
Lower Burrell, Grace	15,720.00	10,480.00	67%	5,240.00
Lower Burrell, Puckety Manor	12,000.00	7,430.00		4,570.00
Masontown	1,000.00	333.34	33%	666.66
McClellandtown	4,500.00	4,500.00		-
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Middle	2,000.00	1,500.00		500.00
Mt. Pleasant, Reunion	2,400.00	1,646.00	69%	754.00
Murrysville, First	8,400.00	7,000.00		1,400.00
Murrysville, Newlonsburg	15,000.00	11,925.00		3,075.00
Murrysville, Union	840.00	600.00		240.00
N. Alexandria, Community	6,000.00	3,000.00	50%	3,000.00
N. Alexandria, Congruity	7,800.00	5,632.00	72%	2,168.00
New Florence, Bethel	2,400.00	1,600.00	67%	800.00
New Florence, Trinity	2,400.00	1,700.00		700.00
New Kensington	10,000.00	6,666.67		3,333.33
New Salem	3,000.00	1,566.00	52%	1,434.00
N. Huntingdon, New Hope	4,500.00	2,625.00	58%	1,875.00
Patton	3,700.00	3,700.00	100%	-
Revloc	1,500.00	1,000.00	67%	500.00
Scottdale	750.00	631.20	84%	118.80
Seward, Armagh				-
Slickville		792.00		(792.00)
Smithfield, Grace Chapel				-
Smock, Pleasant View	14,256.00	7,130.00	50%	7,126.00
Trafford, Level Green	500.00	181.00	36%	319.00
Uniontown, Tent	333.00	333.00		-
Uniontown, Third		995.00		(995.00)
Uniontown, Trinity	9,000.00	8,701.00	97%	299.00
Vanderbilt, E. Liberty	2,520.00	1,670.00	66%	850.00
Vandergrift				-
West Newton, Sewickley	508.00	254.00	50%	254.00
W. Newton, Sewickley UP	500.00	250.00	50%	250.00
West Newton, United	4,000.00	3,000.00		1,000.00
Windber	3,000.00	2,000.00	67%	1,000.00
Totals	341,014.00	229,106.12	67%	111,907.88

Appendix C

Presbytery of Redstone and Armagh-Seward Presbyterian Church Request for Dismissal Documents

Administrative Commission Report

- **Background and history**

On November 26, 2008, the Stated Clerk received a letter from the Armagh-Seward session indicating their desire to enter into a process leading to dismissal. A team entered into a period of discernment with the Armagh-Seward session and congregation beginning in the summer of 2009. During that period of discernment, the Team met with the Armagh-Seward session on several occasions and also had opportunity to meet with the congregation in an open forum. As recorded on December 15, 2009, the congregation of the Armagh-Seward Presbyterian Church had voted by a margin of (31-1) to request dismissal of the Presbytery of Redstone.

During the period of time, the Team met with the Session to consider possible terms for the dismissal request. Through several delays and though there was not agreement on the terms, a proposed dismissal request was placed before the Presbytery on November 16, 2010. At a meeting of the Presbytery on that date, the body voted to dismiss the Armagh-Seward Presbyterian Church to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon conditions of financial remuneration and other issues. There were no commissioners or representatives from the Armagh-Seward church present during the meeting.

On November 30, 2010, the Stated Clerk wrote to the Armagh-Seward Presbyterian Church to communicate the action of the Presbytery. In response, on January 26, 2011 the Armagh-Seward Session provided written communication that they would not be leaving to the Evangelical Presbyterian Church under the approved conditions, but would not continue to participate in the life of the presbytery and the denomination.

As a result, an Administrative Commission was agreed to by the Presbytery at its meeting on November 20, 2012 and was formed by appointment of moderator. The purpose of the Administrative Commission was to “work with the Seward, Armagh-Seward Session” with the power to assume original jurisdiction. After some initial written correspondence from the Administrative Commission in the succeeding months, during the summer of 2013, the Administrative Commission authorized both the Executive Presbyter and the Stated Clerk to initiate informal individual conversations with members and the Session in order to re-open the lines of communication. These conversations took place during the month of August, 2013. Based upon these conversations, a meeting was scheduled for October 28, 2013 between the Administrative Commission and the Armagh-Seward session. At that initial meeting, both groups laid out their expectations and talked openly about trying to find a way forward that neither left things as they are or resulted in litigation. From that point, both the Session and the Administrative Commission agreed to keep talking in order to develop and work through a process to request dismissal in keeping with the Redstone policy and similar to other more recent dismissal requests. The following request in this report represents the completion of those discussions.

- **Armagh-Seward Timeline with this Administrative Commission**

- January 31, 2013 Initial meeting of Administrative Commission and Armagh-Seward Session to re-open communication. Subsequently, there were other meetings of the Administrative Commission affirming initial correspondence with the Armagh-Seward session. Prior to a second letter, conversations were initiated by the Stated Clerk (August 25) and the Executive Presbyter.

- October 28, 2013 Initial meeting between the Administrative Commission and the Armagh-Seward session to begin “laying out on the table” essential issues and ways that we might move forward. Executive Presbyterian agreed and followed up with a letter outlining the areas discussed and what might be the substantive issues that would need to be resolved.
- May 12, 2014 Another meeting between the Administrative Commission and the Armagh-Seward session to have initial discussion on further reflections upon some of the key issues. Written correspondence sent to the Armagh-Seward session outlining what issues and concerns would need to be addressed as an implementation of the Redstone Policy.
- June 29, 2014 Members of the Administrative Commission met with representatives of the Armagh-Seward session and validated that there was a willingness to move forward and acknowledged the remaining issues.
- August 4, 2014 Reached agreement on almost all of the substantial issues. The necessary exploration of a particular denominational destination that would be considered a Reformed body was still up in the air. Requested further financial information in order to evaluate the merit of their proposed \$8,000 contribution to Pine Springs Camp.
- March 8, 2015 Congregational vote again affirming desire to request dismissal to the Presbytery of the Alleghenies, Evangelical Presbyterian Church.
- June 29, 2015 Meeting to confirm final resolution and their progress in choosing the Evangelical Presbyterian Church as the denomination to which they request being dismissed.
- August 27, 2015 Receipt of books of session, congregational minutes and church rolls; received a check for contribution to Pine Springs Camp and reviewed progress on their acceptance into the Evangelical Presbyterian Church
- September 3, 2015 Final preparation and review of the Administrative Commission report and the submission of the request for dismissal by the Armagh-Seward Presbyterian Church.

- **Congregational vote**

- December 15, 2009 As reported through the Team, the recorded vote congregation to request dismissal to the Evangelical Presbyterian Church was 30-1 in favor of the motion to request dismissal.
- March 8, 2015 At the request of the Administrative Commission a second vote was taken within the congregation to confirm that this was still the desire of the body. The vote was 21-0 in favor of requesting dismissal to the Evangelical Presbyterian Church.

- **Issues considered**

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

- Any member of the Armagh-Seward Church will be provided information and opportunity to remain within a congregation of the Presbyterian Church(USA).
- The “Reformed body” to whom the Armagh-Seward 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 Armagh-Seward 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.
- The session has agreed to review the by-laws for possible revision or preparation of new ones in order to remove any references of the congregation to the Presbyterian Church(USA).
- There was only one identified sign or banners using either the Presbyterian Church(USA) name, symbol or logo. Upon dismissal, the session has agreed to either remove or renovate the sign to remove any reference to the congregation as a Presbyterian Church(USA) congregation.
- 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 Armagh-Seward Church offered remuneration in the form of a gift of a total of \$8000 designated to a presbytery mission in Pine Springs Camp.
- A title search is in process and will be completed, verifying that there are no other claims to the property prior to actual dismissal.
- The session has agreed to provide all available minutes, rolls and other official records(G-3.0107) to the Presbytery of Redstone and has delivered those on August 27.
- The members and other leaders within the Armagh-Seward Presbyterian 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.

- **Proposed motion for dismissal**

WHEREAS the Armagh-Seward Presbyterian Church initially 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 and although the process was delayed and then rejuvenated, all components have been completed;

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

WHEREAS the Armagh-Seward Church has agreed to change any necessary to the corporation status or by-laws of the congregation that include references to the Presbyterian Church(USA) and its antecedent denominations;

WHEREAS the Armagh-Seward Church has provided copies of the minutes, rolls and other official records of the Armagh-Seward Church to the Presbytery of Redstone.

WHEREAS recognizing the real property held in trust for the denomination and the fiduciary responsibility of the Presbytery, the Armagh-Seward Church has committed to a total financial remuneration of \$8,000 to the mission of Presbytery of Redstone through support of Pine Springs Camp.

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 Armagh-Seward Presbyterian Church. Armagh-Seward Presbyterian Church will bear any costs associated with legal documentation of the quitclaim deed;

WHEREAS both the Armagh-Seward Presbyterian 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 Armagh-Seward congregation voted in December, 2009 to make a request of the Presbytery of Redstone to be dismissed to the Evangelical Presbyterian Church and confirmed that intention with another vote in March, 2015;

WHEREAS the Stated Clerk included this request on the docket of the Stated Meeting of the Presbytery of Redstone on September 15, 2015 at the Laurel Hill 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 Armagh-Seward Church requests of the Presbytery of Redstone to be dismissed with property, real and personal, upon request to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon completion of the terms above.

Appendix D

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

Team Report

- **Discernment Process**

Based upon an initial request of the session of the Manor Presbyterian Church, a Presbytery team consisting of Elder Anthony Marciano, Elder Josh (*Joshua*) Scully, Rev. Janet Reid, Rev. Gary Close-Stated Clerk and Rev. Skip Noftzger-Executive Presbyter was appointed. The team met with the Manor session on January 26, 2015. At that meeting, the session voted to move forward with the discernment process with an anticipated congregational meeting scheduled for July 26, 2015. During this period of discernment, the session and congregation of the Manor 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 July 26, 2015 with Elder Anthony Marciano, Elder Josh Scully, 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 33 voting in favor of making the request and 2 voting against it.

- **Issues considered**

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

- Any member of the Manor Church will be provided information and opportunity to remain within a congregation of the Presbyterian Church(USA).
- The “Reformed body” to whom the Manor 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 Manor 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 Manor Presbyterian Church, in research on the corporation through the Commonwealth of Pennsylvania, it was determined that the current name of the corporation is the “Manor United Presbyterian Church.”(1969) Upon dismissal, the session has agreed to complete the necessary corporation name change to Manor 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) or its predecessors.
- There were several identified signs or banners using either the Presbyterian Church(USA) name, symbol or logo. Upon dismissal, the session has agreed to remove any of these signs or references within the building or on various streets leading up to the church building along Rt. 993 and other roads.
- 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 Manor Church offered remuneration in the form of a gift of a total of \$5000(payable in three annual installments) designated to a presbytery mission in Pine Springs Camp and to fulfill the per capita obligation of \$570 of the Presbytery to Synod and General Assembly on their behalf.
- A title search was completed and that there are no other claims to the property has been verified.
- The session has agreed 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. If copies are to be provided to the Presbytery, those will be completed within ninety days of the dismissal request.

- 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 a ruling 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 Manor 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.

- **Manor Discernment Process Timeline**

- **12/17/2014** Manor Presbyterian 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 January 26, 2015 Session meeting.
- **12/22/2014** Stated Clerk Gary Close responded to the Clerk of Session of the Manor Presbyterian 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 Anthony Marciano, Rev. Janet Reid, Elder Josh Scully, Rev. Gary Close, Rev. Skip Nofztger). 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.”
- **1/26/2015** The Team and the Session of Manor Presbyterian 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 July 26, 2015.
- **5/17/2015** 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 30 people attended this forum and expressed their disagreement with more recent actions including permission for individual/session decision making on same gender marriages, policies on gun violence and control and functional understanding of biblical authority.
- **7/26/2015** The congregational meeting of the Manor Presbyterian 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 33-2 in favor of requesting dismissal to the Evangelical Presbyterian Church.

- **7/31/2015** A letter from the Presbytery of Redstone was mailed to the membership of the Manor Presbyterian Church recounting the vote on the request for dismissal and that it would be considered at the September meeting. The letter also noted options for any members desiring to remain members of the Presbyterian Church (USA).
- **8/17/2015** 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 order to provide the accompanying conditions and context *of* the congregation's request for dismissal. The Team made clear to the Session that they do not speak or decide on behalf of the presbytery, but that the 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. Almost all of the issues were resolved with the Session agreeing to forward a final response on any outstanding details. . *(The second period should be removed.)*
- **8/31/2015** Final Team report was completed and submitted to the Session of the Manor Presbyterian Church for any corrections or clarifications upon what had been offered or had been agreed. The final document is prepared for distribution with materials for the presbytery packet for the September meeting of the Presbytery of Redstone.

- **Proposed motion for dismissal**

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

WHEREAS the Manor 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 Manor 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 Manor Church has committed to a total financial remuneration of \$5,000 to the mission of the Presbytery of Redstone through support of Pine Springs Camp.

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 Manor Presbyterian Church. Manor Presbyterian Church will bear any costs associated with legal documentation of the quitclaim deed;

WHEREAS both the Manor Presbyterian 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 Manor congregation at a duly called meeting held on July 26, 2015 and witnessed by Presbytery representatives voted 33-2 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" of the Stated Meeting of the Presbytery of Redstone on September 15, 2015 at the Laurel Hill 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 Manor Church requests of the Presbytery of Redstone to be dismissed with all property, real and personal, upon request to the Presbytery of the Alleghenies, Evangelical Presbyterian Church based upon completion of the terms above.

Appendix E

Presbytery of Redstone and Middle Presbyterian Church Request for Dismissal Documents

Team Report

- **Discernment Process**

Based upon an initial request of the session of the Middle Presbyterian Church, a Presbytery team consisting of Rev. Nicole Brodeur, Ruling Elder Michael Dorich, Ruling Elder Bobbi Jo Huebner, Rev. Gary Close-Stated Clerk and Rev. Skip Noftzger-Executive Presbyter were appointed. The team met with the Middle session on November 10, 2014. At that meeting, the session voted to move forward with the discernment process with an anticipated congregational meeting scheduled for June 7, 2015. During this period of discernment, the session and congregation of the Middle 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 June 7, 2015 with Rev. Nicole Brodeur, Ruling Elder Bobbi Jo Huebner, and Rev. Gary Close-Stated Clerk representing the Presbytery. In consideration of the motion to request of the Presbytery of Redstone dismissal to A Covenant Order of Evangelical Presbyterians, a written ballot was used with a member of the Presbytery team witnessing the vote count. The ballot was 42 voting in favor of making the request and 10 voting against it.

- **Issues considered**

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

- Every member of the Middle Church has been provided information and opportunity to remain within a congregation of the Presbyterian Church (USA).
- The “Reformed body” to whom the Middle Church is requesting dismissal is A Covenant Order of Evangelical Presbyterians. This denomination is a member of the World Communion of Reformed Churches. The session of Middle 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.
- 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).Upon dismissal, the session has agreed to complete the necessary changes in the corporation status of the Middle Presbyterian Church with a denominational affiliation of A Covenant Order of Evangelical Presbyterians.
- Upon dismissal, the session has agreed to remove any signs or references to the Presbyterian Church (U.S.A).
- 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,” the session of the Middle Church offered remuneration in the form of a gift of \$16,000 to the Presbytery of Redstone plus an additional gift to Pine Springs Camp.
- A title search was completed 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. Linda Snyder is a teaching elder member of the Presbytery of Redstone. Any request for dismissal neither permits nor obligates her remaining in the PCUSA or seeking a transfer.
- The members and other leaders within the Middle 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.

- **Middle Discernment Process Timeline**

- **October 6, 2014** Middle Presbyterian 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 November 10, 2014 Session meeting.
- **October 10, 2014** Stated Clerk Gary Close responded to the Clerk of Session of the Middle Presbyterian 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 Bobbi Jo Huebner, Rev. Nicole Brodeur, Elder Michael Dorich, 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.”
- **November 10, 2014** Team and the Session of Middle Presbyterian 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 after the end of the six-month period of discernment on June 7, 2015.
- **March 15, 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 40 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, abortion positions, and divestiture in the three companies selling products and services used by Israel against Palestinians.
- **May 11, 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.
- **June 7, 2015** The congregational meeting of the Middle Presbyterian Church was conducted in order to consider the question whether the congregation shall request dismissal from the Presbytery of Redstone into A Covenant Order of Evangelical Presbyterians. Written ballots were

distributed only to active members of the congregation 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 two tellers in the presence of a member of the Team. The final vote was 42 – 10 in favor of requesting dismissal A Covenant Order of Evangelical Presbyterians.

- **June 9, 2015** A letter from the Presbytery of Redstone was mailed to the session for distribution to the membership of the Middle Presbyterian Church recounting the vote on the request for dismissal and that it would be considered at the September meeting. The letter also noted options for any members desiring to remain members of the Presbyterian Church (USA).
- **August 14, 2015** Final Team report was completed and submitted to the Session of the Middle Presbyterian 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 September meeting of the Presbytery of Redstone.
- **September 4, 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 September 15, 2015 at the Laurel Hill Presbyterian Church of Dunbar, PA.

- **Proposed motion for dismissal**

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

WHEREAS the Middle Church has agreed to make necessary changes to the by-laws that include references to the Presbyterian Church(USA) and its antecedent denominations;

WHEREAS the Middle 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 Middle Church has committed to a financial remuneration of \$16,000 plus a donation to Pine Springs Camp;

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 Middle Presbyterian Church. Middle Presbyterian Church will bear any costs associated with legal documentation of the quitclaim deed.

WHEREAS both the Middle Presbyterian 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 A Covenant Order of Evangelical Presbyterians;

WHEREAS the Middle congregation at a duly called meeting held on June 7, 2015 and witnessed by Presbytery representatives voted 42 – 10 to make a request of the Presbytery of Redstone to be dismissed to A Covenant Order of Evangelical Presbyterians;

WHEREAS the Stated Clerk included this request as a docket item for consideration at the Stated Meeting of the Presbytery of Redstone on September 15, 2015 at the Laurel Hill Presbyterian Church and distributed 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 Middle Church requests of the Presbytery of Redstone to be dismissed with property, real and personal, to A Covenant Order of Evangelical Presbyterians based upon completion of the terms above.

Appendix F

3% Increase Across the Board - For All Persons Serving in Pastoral Positions - Living in a Manse

Church _____

Pastor or Associate Pastor _____ Full or Part Time _____
include percentage if part-time

2016 Terms of Call	2015 Presbytery Minimum	2016 Presbytery Minimum	Our Church
1. Base Salary	\$35,166.00	\$36,220.98	
2. Housing: ⁵ <i>Free Use of Manse (30% of lines 1,3,4,5)</i>	10,550.00	10,866.50	
3. Deferred Compensation [Tax-deferred Annuity] ⁵			
4. Un-vouchered allowances, gifts from employer, bonuses			
5. Medical Expense Reimbursement			
TOTAL EFFECTIVE SALARY (Items 1-5)	\$45,716.00	\$47,087.48	
6. Requisite Dues to the Board of Pensions of the Presbyterian Church (USA) [either <u>36.5%</u> of Effective Salary for plans with dependents; or <u>35%</u> of Effective Salary for individuals ^{3,4}]	16,686.27	17,186.93 <i>(calculated at 36.5%; 35% would be less)</i>	
7. Social Security Contribution (7.65% of Effective Salary)	3,497.00	3,602.19	
8. Mileage Reimbursement ¹ (At current I.R.S. Rate)	.575	.575	
9. Study Leave & Reimbursement (This is cumulative to six weeks + \$1,800.00)	two weeks + \$600.00	two weeks + \$600.00	
10. Vacation	4 weeks to include 4 Sundays	4 weeks to include 4 Sundays	
11. Other Compensation/ Allowances/ Reimbursements: ²			
Book Reimbursement			
Pastor's Professional Expense Reimbursement			
Dental Insurance			
Other:			
TOTAL COST TO CONGREGATION	\$65,899.27	\$67,876.60	

Clerk _____ Pastor _____

1. Currently \$0.575/mile. Any I.R.S. changes will be communicated as soon as they are known to the Presbytery of Redstone.
2. Some "other compensation" may need to be included in Total Effective Salary for Board of Pensions Calculations. Please check with the Board of Pensions if there are questions. The Board's booklet *Understanding Effective Salary* is very helpful.
3. **Reminder:** For Teaching Elders serving after retirement, the church is required to pay 12% of Effective Salary as Post-Retirement Dues.
4. **Reminder:** For Commissioned Ruling Elders who are not participating in the Board of Pensions, no dues are required.
5. **Clarification:** The only amounts that should be entered on this line are the amounts by which your Base Salary (1) or Housing Allowance (2) are reduced to invest money in a tax-deferred investment. You should not enter any amount that you invest on your own from money that has already been taxed or that is excluded from taxable income on your Income Tax Return (1040) such as an IRA.

Church _____

Pastor or Associate Pastor _____ Full or Part Time _____
include percentage if part-time

2016 Terms of Call	2015 Presbytery Minimum	2016 Presbytery Minimum	Our Church
1. Base Salary	\$35,166.00	\$36,220.98	
2. Housing Allowance (30% of lines 1,3,4,5)	10,550.00	10,866.50	
3. Deferred Compensation [Tax-deferred Annuity] ⁵			
4. Un-vouchered allowances, gifts from employer, bonuses			
5. Medical Expense Reimbursement			
TOTAL EFFECTIVE SALARY (Items 1-5)	\$45,716.00	\$47,087.48	
6. Requisite Dues to the Board of Pensions of the Presbyterian Church (USA) [either 36.5% of Effective Salary for plans with dependents; or 35% of Effective Salary for individuals ^{3,4}]	16,686.27	17,186.93 <i>(calculated at 36.5%; 35% would be less)</i>	
7. Social Security Contribution (7.65% of Effective Salary)	3,497.00	3,602.19	
8. Mileage Reimbursement ¹ (At current I.R.S. Rate)	.575	.575	
9. Study Leave & Reimbursement (This is cumulative to six weeks + \$1,800.00)	two weeks + 600.00	two weeks + 600.00	
10. Vacation	4 weeks to include 4 Sundays	4 weeks to include 4 Sundays	
11. Other Compensation/ Allowances/ Reimbursements: ²			
Book Reimbursement			
Pastor's Professional Expense Reimbursement			
Dental Insurance			
Other:			
TOTAL COST TO CONGREGATION	\$65,899.27	\$67,876.60	

Clerk _____ Pastor _____

- | |
|--|
| <p>6. Currently \$0.575/mile. Any I.R.S. changes will be communicated as soon as they are known to the Presbytery of Redstone.</p> <p>7. Some "other compensation" may need to be included in Total Effective Salary for Board of Pensions Calculations. Please check with the Board of Pensions if there are questions. The Board's booklet <i>Understanding Effective Salary</i> is very helpful.</p> <p>8. <u>Reminder</u>: For Teaching Elders serving after retirement, the church is required to pay 12% of Effective Salary as Post-Retirement Dues.</p> <p>9. <u>Reminder</u>: For Commissioned Ruling Elders who are not participating in the Board of Pensions, no dues are required.</p> <p>10. <u>Clarification</u>: The only amounts that should be entered on this line are the amounts by which your Base Salary (1) or Housing Allowance (2) are reduced to invest money in a tax-deferred investment. You should not enter any amount that you invest on your own from money that has already been taxed or that is excluded from taxable income on your Income Tax Return (1040) such as an IRA.</p> |
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Appendix G

Statement of Faith Katy Yates Brungraber, Teaching Elder September 15, 2015

1 I believe in the Triune God – Father, Son, and Holy Spirit. Out of nothing, God created the heavens
2 and the earth and declared them good. I believe God reveals God’s Word in three forms: made flesh
3 in Jesus Christ, written in scripture, and rightly preached. In the Bible – the unique, authoritative,
4 and inspired word of God – I encounter the living Word, Jesus Christ, and am called to follow him.
5 In life and in death I trust in God.

6 I believe everyone is created equally in God’s image. At the pleasure and providence of God,
7 humanity was created with wisdom, stewardship, and free will. Free will led to disobedience of
8 God’s word. The fall brought about original sin, with which we wrestle, and corrupted the good
9 nature of humanity; since the fall, we have been outside complete fellowship and union with God
10 and deserve God’s judgment. Yet, God initiates relationship with us.

11 I believe that the sovereign God selected at God’s pleasure the Israelite people, blessing them to
12 be a blessing to the world. Through them, God sent God’s son into the world to save the world.
13 Jesus of Nazareth is the Beloved Son of God, Emmanuel – fully human, fully divine – present at
14 creation, incarnate by the Holy Spirit, ruler of heaven and earth. Jesus revealed the will of God for
15 our salvation, offered himself as a sacrifice on the cross, and is Lord of all. By enduring the ultimate
16 separation from God in death, Jesus took on the sins of humanity so we can be brought into one-ness
17 with God. The atonement of Christ mediates the chasm between human and divine. God the Father
18 raised God the Son through God the Spirit, victorious over the power of evil.

19 I believe salvation – deliverance from sin, death, and condemnation of the law – belongs to
20 the sovereign God of love, who is free to give it to those whom God elects. I love to tell the story
21 of Jesus and his love – that Christ died for us and Christ is in us. New life in Christ transforms us;
22 in freedom and gratitude we glorify God, and bless others. Faith is required for salvation, but we
23 cannot save ourselves: faith is a gift from God.

24 I believe that the one, holy, catholic, and apostolic Church exists wherever the word is “purely
25 preached and heard, and the sacraments administered according to Christ’s institution.”

26 I believe the two sacraments – baptism and Lord’s Supper – to be “visible signs of invisible grace.”
27 In baptism, we are claimed by the Holy Spirit: engrafted into the body of Christ, we receive the
28 privileges of the children of God. In the Lord’s Supper, a foretaste of the heavenly banquet, Christ
29 and his benefits are present in the Holy Spirit, forgiveness is received by grace, and the church is
30 strengthened for mission. The church, Christ’s body, which inherits the Old Testament covenant
31 community, is continually formed by the *missio Dei*. God is reconciling creation with God’s self
32 through Christ, who prepares a place for us in paradise. Until Christ returns, I lend my voice to
33 the Great Ends of the Church.

Terms of Call
Rev. Katy Yates Brungraber
Fort Burd United Presbyterian Church
200 Thornton Road, Brownsville, PA 15417

2015 TERMS OF CALL WORKSHEET	Negotiated Terms
1. Base Salary	\$38,500.00
2. Housing Allowance (30% of lines 1,3,4,5)	\$11,500.00
3. Deferred Compensation [Tax-deferred Annuity]	
4. Un-vouchered allowances, gifts from employer, bonuses	
5. Medical Reimbursement	
TOTAL EFFECTIVE SALARY (Items 1-5)	\$50,000.00
6. Requisite Dues to the Board of Pension of the PCUSA [36.5% of Effective Salary]	\$18,250.00
7. Social Security Contribution (7.65% of Effective Salary)	\$3,825.00
8. Mileage Reimbursement	IRS Standard Rate - with mileage reports presented for approval monthly by session or clerk.
9. Study Leave & Reimbursement (cumulative to six weeks + \$1800.00)	2 weeks +\$1500
10. Vacation - 4 Weeks to include 4 Sunday's	4 weeks to include 4 Sundays with 1 Sunday available to roll to the following year (after 12 consecutive months of service - see additional note below). Vacation cannot be taken during Advent or Lent.
12. Other Compensation/Allowances / Reimbursements:	
Book Reimbursements	\$500.00
Pastor's Professional Expense Reimbursements	\$1,000.00
Other:	
TOTAL	\$75,075.00

Statement of Faith
Rev. Bill King

Jesus came to Galilee, proclaiming the good news of God, and saying,
"The time is fulfilled,
and the kingdom of God has come near;
repent, and believe in the good news." (Mark 1:14-15)

1 "The time is fulfilled." In the fullness of time, Jesus came into the world to reveal the love of the
2 Triune God in a unique way. Jesus Christ is the Word made flesh for us. Fully human and fully
3 God, Jesus came so that we may have life and have it abundantly. Through Jesus Christ, we are
4 reconciled with God, with our neighbor, and with ourselves.

5 "The kingdom of God has come near." Through Jesus Christ, the eternal reign of God is
6 revealed in human history. The sovereign God, who created and sustains all that is, transcends
7 human understanding. Through Jesus Christ, God with us, we discover that God loves us. This
8 testimony has been preserved for us in the Scriptures. By the power of the Spirit, the Scriptures
9 witness definitively to God's saving activity in human history and provide us an infallible rule for
10 all matters of faith and practice.

11 "The kingdom of God has come near." In Jesus Christ, the community of God finds its identity and
12 authority. With Christ as its head, the Church is a community of reconciliation, loving and serving
13 others as we have learned from Christ. Each congregation is called to be a local expression of God's
14 community. As a sign of God's love in Christ, the sacrament of baptism marks our passing from the
15 reign of death in this world to the reign of life in the community of God. As a sign of God's love in
16 Christ, the sacrament of communion celebrates our new life lived with God in the power of the Spirit.

17 "Repent, and believe in the good news." Jesus' life and work calls us to faith in God's plan for
18 salvation. God came to us in Jesus Christ because we were unable to come to God. By ourselves, we
19 are unable to live as we were created to live. Through the work of Christ, we are free to accept
20 ourselves and to love God and neighbor. In the cross, we have forgiveness of sin. In the resurrection,
21 we have newness of life and the promise of eternal life. As disciples of Jesus Christ, we live into this
22 new life as we respond to the call to be holy as God is holy.

23 "Jesus came ... proclaiming the good news of God." We who know God's love are
24 commissioned to continue the work which Jesus began. Empowered by the Spirit, we announce the
25 good news that God loves us and calls us into a community of faith. Empowered by the Spirit, we
26 demonstrate the love of God as we work to alleviate suffering and to promote social justice. By word
27 and deed, we proclaim the good news of God.

