



2016 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

March 15, 2016



Westmont Presbyterian Church
Johnstown, PA

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

Directions to
Westmont Presbyterian Church
601 Luzerne Street
Johnstown, PA 15905
814.536.0796

From Route 30 and West:

- a. Take Route 30 East to Route 711
- b. Follow Route 711 through Ligonier 2-3 miles
- c. Bear right onto Route 271 North
- d. Cross mountain
- e. At base of mountain, bear left remaining on Route 271
- f. Continue on Route 271 North about 5 more miles to third traffic light
- g. Bear left onto Luzerne Street
- h. Church is on the right about six blocks
- i. Parking in rear

From Route 219 and North:

- a. Take Route 219 South to Johnstown Expressway, Route 56 West
- b. Follow Route 56 West five miles downhill to Bedford Street exit
- c. From left lane of exit ramp, cross railroad tracks and immediately turn left onto Haines Street
- d. Follow Haines Street to end, turn left onto Menoher Boulevard, Route 271 South
- e. In exactly 2 miles, turn right onto Geneva Street
- f. Proceed three blocks to Wayne Street
- g. Turn right onto Wayne Street
- h. Church parking lot half block on left

INSTRUCTIONS FOR THE PRESBYTERY MEETING

Parking is in the rear of the church. You will enter the church through the entrance under the portico off the parking lot. Everything is taking place on the sanctuary level of the church and there is an elevator and stairs to that level from the portico entrance. Registration, the Pine Springs Camp display, and refreshments will be in the Koinonia Room. The Session Minutes Review and the Prayer Team will also be meeting in rooms near the sanctuary and there are restrooms located outside the sanctuary. There is **limited WI-FI** access available. If commissioners wish to use a laptop for their packet, it is suggested that you download them onto a file that does not need internet access.

Notes for the March 15, 2016 Presbytery Meeting!

- Presbyters are reminded to get “Prayer Requests” to the Clerk as soon as possible as they will be lifted up during the prayers in the Worship Service.
- The Offering received during worship at this meeting will go to South Sudan relief.
- ***It is Very Important*** that all Background Checks be completed. Presbyters are reminded that the “Praesidium” clearances no longer fulfill a church’s responsibility.

**Presbytery of Redstone Gathering
Westmont Presbyterian Church
March 15, 2016**

11:30 a.m.	<i>Clerks---Minutes Review</i>	<i>Classroom</i>
12:00 p.m.	<i>Registration and fellowship (light refreshments provided)</i>	<i>Koinonia Room</i>
1:00 p.m.	<u>Presbytery Gathering Convenes</u> <ul style="list-style-type: none"> • Formation of the Roll • Seating of Corresponding Members • Introduction of Elders • Arrangements 	<i>Sanctuary</i> Rev. Cliff Foster Rev. Cliff Foster Rev. Pete Goetschius Rev. Craig Miller
	<u>Clerk(s) Reports - p. 5 - 6</u> <ul style="list-style-type: none"> • Statistical Report (2015) (Appendix A) • Consent Agenda (p. 6 - 7) 	Rev. Skip Noftzger Rev. Cliff Foster
	<u>Worship</u> (including prayers, proclamation of the Word, and Lord's Supper)...Offering will go to South Sudan Relief	
	<u>Reports</u> <ul style="list-style-type: none"> • Executive Presbyter (p. 8 - 9) • Treasurer (p. 10) • Pine Springs Camp (p.11 - 12) • Mission Network (p. 13) • Synod Commissioner 	Rev. Skip Noftzger Don Gobbel Greg Davis Rev. Sylvia Carlson Rev. Neal Galley
	<u>Announcements "Loop"</u>	Rev. Laura Blank
	<u>Action Agenda</u> <ul style="list-style-type: none"> • Council (p. 14) • Committee on Ministry (p.15 - 16; Appendix C) • Nominating (p. 18) • New Business <u>Benediction</u> <u>Adjournment</u>	Glenn Hart Rev. Martin Ankrum Rev. Curtis Paul Rev. Craig Miller

The next stated meeting of the Presbytery of Redstone will take place on May 17, 2016, 6:00 p.m. at the First Presbyterian Church, Jeannette.

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
March 7, 2016 - email	West Hempfield Presbyterian Church, Irwin	2016 Terms of Call for the Rev. Pastor Peggy Shannon, Interim Pastor	To COM and FILE
March 4, 2016 - mail	Laurel Hill Presbyterian Church, Dunbar	2016 Terms of Call for CRE Jeffrey Smith	To COM and FILE
March 4, 2016 - mail	First Presbyterian Church, Irwin	2016 Terms of Call for the Rev. Ronald Wakeman	To COM and FILE
March 3, 2016 - mail	Ft. Burd Presbyterian Church, Brownsville	Waiver Request for Elder Darrell Smith	To COM and FILE
March 2, 2016 - mail	First Presbyterian Church, Irwin	2016 Terms of Call for the Rev. Ronald Durika	To COM and FILE
March 2, 2016 - mail	Pleasant View Presbyterian Church, Smock	2016 Terms of Call for the Rev. Anthony Catullo	To COM and FILE
February 29, 2016 - mail	Cresson Presbyterian Church	2016 Terms of Call for the Rev. David McCabe	To COM and FILE
February 24, 2016 - hand delivered	New Hope Presbyterian Church, North Huntingdon	2016 Terms of Call and Interim Pastor Agreement for the Rev. Brenda Barnes	To COM and FILE
February 24, 2016 - mail	Calvin United Presbyterian Church, Brownsville	2016 Terms of Call for the Rev. Aleda Menchyk	To COM and FILE
February 24, 2016 - mail	Latrobe Presbyterian Church	2016 Terms of Call for the Rev. Clark Kerr	To COM and FILE
February 22, 2016 - mail	First Presbyterian Church, Johnstown	Stated Supply Agreement between First Presbyterian Church and the Rev. Charles MacPherson while Rev. Alice Tondora on sabbatical leave	To COM and FILE
February 22, 2016 - mail	Presbytery of Kiskiminetas	Pastoral Call Forms for the Rev. Kathleen Shirey Nice	To COM and FILE
February 22, 2016 - mail	First Presbyterian Church, Greensburg	2016 Terms of Call for the Rev. Martin Ankrum and the Rev. Nicole Brodeur	To COM and FILE
February 22, 2016 - mail	Rev. Rebecca Maiman	Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
February 20, 2016 - email	Rev. Meredith Yuckman	Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
February 19, 2016 - email	Rev. Colin Yuckman	Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
February 18, 2016 - mail	First Presbyterian Church, Masontown	Stated Supply Agreement with the Rev. James Giesey	To COM and FILE
February 12, 2016 - mail	Rev. John Michael	Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
February 11, 2016 - mail	Second Presbyterian Church, Johnstown	2016 Terms of Call for the Rev. Arthur Moffat	To COM and FILE
February 10, 2016 - mail	Dunlap's Creek Presbyterian Church, Merrittstown	Waiver Request for Elder Darlene Troisi	To COM and FILE
February 10, 2016 - mail	Westminster Presbyterian Church, Greensburg	2016 Terms of Call for the Rev. Donna Havrisko	To COM and FILE
February 5, 2016 - mail	Newlonsburg Presbyterian Church, Murrysville	2016 Terms of Call for the Rev. Curtis Paul and the Rev. Marnie Silbert	To COM and FILE
February 4, 2016 - mail	First Presbyterian Church, Fairchance	2016 Terms of Call for the Rev. Robert Robinson	To COM and FILE
February 3, 2016 - mail	Hopewell Presbyterian Church, Brownsville	Waiver Request for Elder Francis Shaw	To COM and FILE
January 30, 2016 - hand delivered	Westmont Presbyterian Church, Johnstown	2016 Terms of Call for the Rev. Craig Miller	To COM and FILE
January 28, 2016 - mail	Trinity United Presbyterian Church, Uniontown	1 year contract interim pastor extension for the Rev. Thomas Holslag	To COM and FILE
January 25, 2016 - mail	Delmont Presbyterian Church	2016 Terms of Call for the Rev. Caroline Vickery	To COM and FILE
January 21, 2016 - mail	Tyrone Presbyterian Church, Dawson	2016 Terms of Call for CRE Robert Prinkey	To COM and FILE
January 19, 2016 - mail	Rehoboth Presbyterian Church, Belle Vernon	2016 Terms of Call for the Rev. Richard Klein	To COM and FILE

2. Summary of 2015 Comparative Statistical Summary for the Presbytery

<u>Membership Statistics</u>	2009	2010	2011	2012	2013	2014	2015
Active members	14,971	14,799	14,329	13,961	13,679	12,543	11,477
Gains by Profession of Faith - 17 under	136	105	82	102	105	101	85
Gains by Profession of Faith - 18 over	220	169	178	146	154	155	171
Gains by Certificate	126	65	85	79	95	61	56
Gains by Other	59	38	67	52	37	99	23
Losses by Certificate	81	57	95	78	243	519	437
Losses by Death	289	281	274	252	248	252	239
Losses by Other	477	211	511	417	182	781	725
Infant Baptisms	212	140	163	122	158	128	127
Adult Baptisms	29	26	25	22	35	17	24

As of the 2016 deadline for statistical reporting to the General Assembly, 71 churches have filed at least portions of their annual statistical reports for 2015. The following churches failed to submit their Annual Statistical Report in a timely fashion: Sewickley, West Newton. For a summary membership report, see Appendix A.

3. The list of proposed presbytery meeting dates for the 2017 calendar year were presented and approved by the Council.

- January 21, 2017 (Saturday) – Westminster Presbyterian Church, Greensburg
- March 21, 2017 (Tuesday)
- May 16, 2017 (Tuesday)
- September 19, 2017 (Tuesday)
- November 18, 2017 (Saturday)

Requests to serve as the host of any of these gatherings may be submitted to the Council through the Stated Clerk.

4. The following dates represent additional opportunities for Clerks to have their Session minutes and Church Registers reviewed for 2015.

- March 15 – 11:30 a.m.--- Westmont Presbyterian Church
- April 11---5:00 p.m.--- Third Presbyterian Church
- April 19--- 6:00 p.m.--- Congruity Presbyterian Church

CONSENT AGENDA:

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

From Executive Committee

1. Following the review of the Moderator, Vice-Moderator, Stated Clerk and Associate Stated Clerk, it is **recommended** that the minutes of the Presbytery meeting of the January 16, 2016 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council be received and filed for audit. See Appendix B.

From the Committee on Ministry

1. The Committee **recommends** that Presbytery grant the requests for a Waiver of Rotation of Term of Office for the Dunlap's Creek Presbyterian Church (1 Elder - Darlene Troisi); the Hopewell Presbyterian Church (1 Elder - Francis Shaw); and for the Ft. Burd Presbyterian Church (1 Elder - Darrell Smith).
2. The Committee **recommends** that the Presbytery receive Rev. James Giesey (Honorably Retired) from the Washington Presbytery.

From the Committee on Preparation for Ministry

From the Nominating Committee

From the Committee on Representation

From the Discernment Teams

1. It is **recommended** that the written report of the Discernment Team for the Pine Run Presbyterian Church discernment process (p. 15) be received and filed.

MINISTRY AND MISSION REPORTS

Executive Presbyter

**Rev. Richard "Skip" Noftzger
Executive Presbyter Report**

Communicate the Word, Carry on the Work, Change the World.....Together!

VISION	1/16/2016 - 3/15/2016	
Congregation-centered (ENGAGE)	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none">• Visited ten congregations in worship or special services since the last report. Preached at two worship services. Attended or moderated two session meetings and moderated two congregational meetings.• Successfully identified a pool of candidates for three vacated positions who have now been selected and are beginning service as either an interim pastor or transition (stated supply) pastors.• Explored with three smaller congregations possible scenarios and options for future leadership and pastoral services.• Oriented the Level Green Presbyterian Church PNC as they begin study/search process. Actively supporting Trinity PNC in their pastoral search through identifying and referring appropriate candidates. Worked with the COM liaison on consulting with them on their screening and selection process.	
Leadership developed (EQUIP)	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none">• Coordinated on behalf of the Committee on Preparation for Ministry contact and follow up with our currently enrolled inquirer and candidate, as well as the prospective inquirer who will be enrolled in the process next week.• Participated in Enrichment Day including offering a workshop on tough questions facing the contemporary Church.• Consulted with the Nominating Committee on possible options for available vacant positions for both Council and the Permanent Judicial Commission.• Met individually with several pastors to review pastoral concerns and offering advice and counsel on future ministry plans and issues.• Coordinated with leaders within the Presbytery who serve in roles promoting or leading both the Presbyterian Youth Triennium and the Confirmation Retreat.	

<p>Collaboration - Districts/Network (ENABLE)</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> • Initiated a gathering of pastors serving in District III in order to begin process of development of indigenous leadership in coordinating district gatherings for both pastors and church leadership. • Coordinated session minutes review, providing oversight for first three (of five) possible options for compliance with the BOO requirement. • Participated and provided liturgical leadership in ecumenical service in Johnstown along with the bishops of the Carpatho-Russian diocese, the Altoona/Johnstown Roman Catholic diocese and the Evangelical Lutheran Church synod. • Promoted, coordinated and provided leadership to one of the annual network gatherings of authorized preachers and commissioned ruling elders. • Provided leadership to the Inter-Presbytery Leadership Formation group currently finalizing the plan for shred preparation and continuing education of commissioned ruling elders. • Participated in the Executive Presbyter forum within the Synod of the Trinity in order to consider issues of common concern. • Meet with various pastors as part of regional pastor gatherings within the geographic district of the presbytery. 			
<p>Partnership in Mission promoted (EMPOWER)</p>	<p>Promoted and provided leadership in our partnerships in mission---</p> <ul style="list-style-type: none"> • Ensured that all funds donated for restricted purposes of supporting Presbyterian Disaster Assistance, special offerings and Presbyterian missions were received and disbursed in timely fashion. • Participated in meetings as an ex-officio member of the board of directors for Pine Springs Camp. Offered consultation and advice with the Executive Director concerning the capital campaign committee and implementation of the capital campaign. • Consulted with Mission Committee on ongoing plans for future advocacy of mission within the Presbytery, as well as upcoming plans for visitation by South Sudan partners and a possible 2017 mission trip to South Sudan. 			
<p>Operational Support</p>	<ul style="list-style-type: none"> • Completion of ensuring updated congregational statistics and revision of our numbers for purposes of assessment of per capita by both the General Assembly and the Synod of the Trinity. • Provided oversight in the management and distribution of funds related to special grants received. 			
<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's Report

INCOME & EXPENSE REPORT

The Income and Expense statement ending February 2016 reflects the second operating month of the Redstone Presbytery for fiscal year 2016.

FINANCIAL OVERVIEW / INCOME

The month of February saw Commitment contributions received meet budgeted monthly prorated projections (\$32,741) with YTD totals for two operating months equaling \$57,470. This is a wonderful start for the new operating year. Currently, funds received in this income category are above what was received last time this year in 2015.

Total Income for the month, which is inclusive of Commitments, Investment, Miscellaneous, and Restricted Income released for operational needs, totaled \$34,399. YTD, \$62,897 has been recorded as income.

FINANCIAL OVERVIEW / EXPENSES

Total expenses for the month of February equaled \$38,537 or 9% of total budgeted amount, which on a monthly percentage basis of expenses not to exceed 8.3%, is just slightly higher than budget. The only outlier operating expense category that is outpacing what was budgeted is Committee on Ministry. However, expensed funds from COM-SCLD are eventually replenished through the Synod for said activities. Therefore, for the first two operating months of the 2016 operating year, expenses on a percentage review to the budget, are trending appropriately.

EXCESS INCOME / EXPENSES

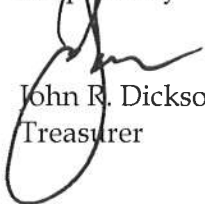
For the month, operating expenses exceed income by -\$4,138, but YTD a positive amount of \$3,179 has been realized.

INVESTMENTS

Holdings with Ameriprise Financial for the month ending February totaled \$252,935. The portfolio in February experience a change in value -\$766 and the previous month also a negative change occurred -\$9,425. Therefore, for the first two months of the new operating year, investment holds with Ameriprise has dipped by -\$10,191.

Total investments inclusive of Ameriprise, First Commonwealth, PILP, New Covenant, Presbytery Foundation and Pine Springs total \$543,136 (Note: Some holding figures are carried forward as part of the total subject to timing of when portfolio statements are received).

Respectfully Submitted,



John R. Dickson IV
Treasurer

Pine Springs Camp

Faith for the Future Capital Campaign-We're off to a great start but need your help for us to reach our goal!

We are grateful to the Lord for his provision, not only for the progress of the current campaign but also throughout the 68 years of this ministry. So far we have raised over \$1,300,000 toward our goal of \$1,800,000. Each church will be receiving information about prayerfully supporting this. Our desire is to have at least 80% of the churches in both presbyteries participate in the campaign. Materials will be sent out shortly but the campaign website is up and running! For more information about the Faith for the Future Campaign go to www.pinespringscampaign.org

2016 Summer Camp

Another exciting summer of ministering to the hundreds of campers through our overnight and day camps is just a few months away. We are busy recruiting summer staff and volunteers. We currently need only 2 nurses and a few Volunteer Weekly Directors. Please call Mike Hurley if interesting in serving in this capacity. We will be studying the life of Joshua this summer

Recruiting Campers

So far the Pine Springs Camp staff have visited approximately 30 churches from September 2015-Present. Registered Camper numbers currently stand at 150, which is a slight increase from this time last year. Please note that to receive the \$15.00 Early Bird Discount, registrations must be postmarked by March 21, 2016. We still have some open Sundays in mid-late April for church visits; to schedule a time when we can come to your church or call the camp office and talk to either Greg or Mike to schedule a visit.

Don't forget to ask other youth who may not be involved in your church! **Please remember that we have scholarships for any camper with a demonstrated need.** We want as many people to capture the PSC Experience of encountering Jesus in a vital way! Also we are always willing to come to after school programs plan a special evening for families if so desired.

Upcoming Events

- Women in the Woods-April 1-3, 2016
- Confirmation Retreat-April 1-3, 2016
- First Annual Retreat for College Students- April 22-24
- Father and Son Saturday-April 30, 2016
- Redd Up Camp Day (Work Day)-May 14, 2016
- 16th Annual Scholarship Golf Outing-Monday, May 23, 2016

Our Retreats

Please take advantage of the retreats that Pine Springs Camp Offers. These are planned for us to continue to minister to our summer campers and also as a way to supplement and enhance the outreach and ministry of the local churches connected with Pine Springs Camp. All churches receive information on these retreats. You can also register at our website www.pinesprings.org

Women in the Woods-April 1-3

An exciting and experiential learning time will be offered with this retreat for women. Take this time to relax and be refreshed in your desire to "Draw Close to God." Ellie Davis will be leading a time of reflection and this year there will be participatory learning sessions on Drawing Near to Good through, Good Books, The Outdoors and Creativity and the Arts. Come and join in the great learning, fellowship and food that occurs during this special retreat.

Confirmation Retreat-April 1-3

No matter how many youth you have going through the confirmation process this retreat can be a wonderful asset for your confirmation class. Please consider using this retreat as a way to engage them in what it truly means to be a member of your church and the Body of Christ. This two day, one night event is led by Redstone

Presbytery members and is a great way to cover a multitude of confirmation subjects. There will also be Pine Springs Counselors to help lead throughout the weekend.

First Annual Retreat for College Students-April 22-24

In an effort to continue to minister and disciple our college age students who either have been campers or served on staff we are hosting a retreat for those who have graduated from high school and are either attending college or fall within the 19-24 age range. The retreat will focus on developing a Christian Worldview as they navigate through the "millennial" years. We are excited about this opportunity. Please be looking for more details about the new retreat.

Father and Son Saturday

Saturday April 30 is a time set aside for Father and Sons and Mentors and their Mentees to come to camp hear speakers that will challenge them to walk closer to Christ and have fun doing all the great camp things like archery, gaga-ball, adventure activities, fishing and the list goes on and on!

REDD UP Work Day

This is a great time to help camp get ready for the summer. We will have projects for all ages. Come as a church, family or just as individuals. We will spend the day doing things like cleaning cabins, painting, raking leaves and even some more skilled projects for those that are up to the task! This is a great service day for your and is always a blessing to PSC. More information will follow.

16th Annual Golf Outing-Monday, May 23, 2016

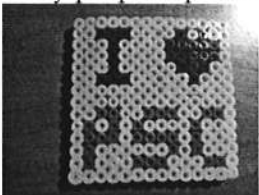
This is our major fundraiser for scholarships! We never want the cost of camp to be a factor in a camper not attending. Please mark your calendar for this event. We need individual golfers, foursomes, tee and green sponsors. This year we are having an "Amen Corner" where we hope to get sign sponsorships from many churches and locate them in one special place. These signs will be given to participating congregations before the event and churches will be encouraged to have them available for a few Sundays for people to donate as they wish. If your church is interested please contact the camp office or email Greg at pscdirector48@gmail.com

Pray for...

- Our 2016 Campers and the recruiting process
- Summer Staff recruiting
- Capital Campaign progress
- PSC continues the pursuit of being a place where all campers know that they are loved unconditionally by God!...

The Blessing of this Place

The Lord has molded and shaped Pine Springs to reflect His kingdom in many ways. I was reminded of this when this past summer we received a coaster (see picture below) handmade by a 8 year old camper that displayed "I love PSC" on it. This young camper wanted to do something so that other kids could attend camp, so he made these and sold them in his church and all the money went to a scholarship fund. We are grateful that God has made this a special place for so many people especially our young ones!



Mission Network

It is hoped that 3 people from the South Sudan Presbyterian Evangelical Church will be coming to our area in July. They are:

The Rev. Deng Bol Atem, Deputy Moderator, South Sudan Presbyterian Evangelical Church;
Elder Daniel Kech Puoc, Finance Secretary, South Sudan Presbyterian Evangelical Church;
and Achol Majok Kur, Women's Desk Chair, South Sudan Presbyterian Evangelical Church.

Please watch for announcements related to events that may be taking place in Redstone Presbytery. We expect that our partners will be here to attend the New Wilmington Mission Conference July 23-30 and will have some time before and after that event to visit in congregations in Redstone, Shenango, and Pittsburgh Presbyteries.

Representatives from Redstone, Shenango, and Pittsburgh Presbyteries will have met at the Pittsburgh Presbytery office on Thursday, March 3, to discuss the current state of affairs in South Sudan and Sudan and the upcoming visit from SSPEC people.

There is still space to join the mission trip to Bayville, New Jersey, to stay at the Morningstar Presbyterian Church to work on Hurricane Sandy rebuilding with Presbyterian Disaster Assistance. If you are interested, please contact Judy Koontz by March 10 at 724-668-2843 or e-mail her at judykoontz@windstream.net.

Please continue to pray for the people of Sudan and South Sudan - and for our mission co-workers presently working in South Sudan: Nancy McGaughey, Nancy and Shelvis Smith-Mather, Lynn and Sharon Kandel, and Leisa Wagstaff.

Respectfully submitted,
Sylvia Carlson, Chairperson

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

- Update the current status of the discernment team regarding the process with the Pine Run Presbyterian Church.
- Council task force will lead discussion on excerpts from the book, Canoeing the Mountains by Tod Bolsinger.

Information Items

- Request of Thomas and Susan Mough to transfer their membership which was temporarily held by the presbytery to the Latrobe Presbyterian Church, Latrobe, PA. It was MSP to approve the transfer of membership of Thomas and Susan Mough to the Latrobe Presbyterian Church.
- The EP asked for approval to take vacation March 20-25 and Study Leave in February 29-March 4. It was MSP to approve both the above dates for vacation and study leave.
- Rev. Havrisko noted the desire to have the January 2017 Presbytery meeting in Greensburg and offered the Westminster Presbyterian Church as the host site. This gracious offer was accepted by acclamation of the Council.
- The proposed agenda for the March 15 Presbytery meeting was distributed for consideration and deliberation. Rev. Noftzger noted that there would be either one or two examinations as part of the Committee on Ministry Report. Discussion was held on the Council Report section and the opportunity to have some discussion and networking within the Presbytery meeting on some of the topics that have been raised as part of reading the Canoeing the Mountains book. A group of volunteers consisting of Rev. Tondora, Rev. Washburn, Rev. Miller and Rev. Noftzger to put together the structure and content of that designated time of the meeting. It was agreed that Council members should serve as small group leaders for those discussions. It was MSP to approve the agenda for the March, 2016 meeting.
- A draft version of protocols for consideration of overtures and concurrences that was prepared by the task force was distributed for suggestions and feedback by members of Council. Any comments are to be forwarded to Marnie or Skip prior to the April Council meeting where a final version will be considered and decided.

Committee on Ministry

Action Items

- The Committee on Ministry recommends the examination of Rev. Brenda Barnes (Pittsburgh) to be received into the Presbytery of Redstone. See Appendix C for her Statement of Faith.
- Update and request for participation in the "Ambassador" program on behalf of the Committee on Ministry.

Information Items

- Correspondence log related to COM was reviewed at both the February and March meetings. Updates on the submission of terms of call information was provided.
- Current progress on minutes review reflect 30% of the churches having completed the process. The upcoming opportunity dates (3/15; 4/11; 4/19) were noted.
- Protocols and current practices were reviewed concerning which situations warranted a trained interim pastor and which might be completed by a transitional/stated supply pastor. Differences in terms of expectations of that person and the role(s) of the COM liaisons in each category were also reinforced.

Search and Call -

- The Churches in Transition chart continues to be updated monthly.
- Uniontown, Trinity - PNC has begun completing "Skype" interviews. will contact higher priority candidates with skype interviews.
- Smock, Pleasant View - Rev. Tony Catullo has begun his service.
- North Huntingdon, New Hope - Session has agreed to hire Rev. Brenda Barnes as the interim pastor. MSP to approve the contract effective February 8, 2016.
- MSP to approve the request to dissolve the pastoral relationship between Community United and Rev. Kathy Shirey effective February 13, 2016. Community is in the process of considering half-time temporary pastor candidates. MSP to approve Rev. Chuck MacPherson to serve as liaison for Community United Presbyterian Church.
- MSP to approve the Transitional Pastor agreement (1/2 time) between Rev. Grafton Eliason and the Community United Presbyterian Church effective March 16, 2016.
- MSP to approve the Stated Supply agreement (3/4 time for 3 months) between Rev. Chuck MacPherson and First Presbyterian Church, Johnstown.
- MSP to approve the election of PNC's for both the Level Green Presbyterian Church and the West Hempfield Presbyterian Church.

Care of Congregations -

- The Committee continues to encourage prayer for the congregations and sending cards.
- "Ambassador Program" will be addressed at the March Presbytery meeting and the committee is looking for additional recruits.

- District IV Enrichment Day was successful with approx. 60 people in attendance. 13 churches had their minutes reviewed. Skip held a Q & A session along with Elder training classes.
- District III will be hosting a leadership development program on April 11, 2016 at the Third Presbyterian Church, Uniontown.

Care of Church Professionals -

- It was announced that the Board of Pensions Retiree luncheon on 3/30 will be at Gianilli's II on Route 30.
- **MSP** to approve the dismissal of Rev. Kathy Shirey to the Presbytery of Kiskiminetas effective March 3, 2016.
- **MSP** to approve the dismissal of Rev. Barry Young to the Newton Presbytery in New Jersey effective immediately.
- Upon successful review with the AP/CRE subcommittee, it was **MSP** to reinstate Jeff Keilman to the Pulpit Supply roster of the Presbytery of Redstone.
- Rev. Skip Noftzger and Bobbi Jo Huebner will be participating in the Regional Benefits meeting of the Board of Pensions and will report back on upcoming changes for 2017.

Action Items

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Information Items

- Interviewed inquirer Rick Watson on the current status and progress of his seminary education being taken through University of Dubuque Theological Seminary. **MSP to recommend to the Presbytery that Rick Watson be moved to candidate status once two pre-conditions are met: 1) the Session of Calvin United PC votes to endorse his candidacy, and 2) Rick completes the psych evaluation satisfactorily.**
- **MSP - Inquirer Rick Watson has been granted permission to take the Bible Content Exam.**
- A summary update was presented on those currently under care of the Presbytery preparation process. These included:
 - Susan Blank - in process of looking for an ordained position
 - Dawn Sherwood - in process of looking for an ordained position
 - Taylor Barner - completed second term of his last year; committee will meet in April to consider his PIF and statement of faith in order to make a determination about approval to negotiate for service.
 - Richard Watson - per our Feb. meeting, Rick has begun the process in order to complete the "Entering Ministry Assessment through Pittsburgh Pastoral Institute via his own computer.
- Completed interview with David Deutsch, a member of Level Green Presbyterian Church who is enrolled as a first-year student at Pittsburgh Theological Seminary. David has received the endorsement of the Level Green Session and was accompanied by Tom Postupac, who serves as his liaison on behalf of Level Green. Upon spending time getting to know him better, the following actions were taken.
- **MSP - This committee recommends enrolling David Deutsch as an Inquirer.**
- **MSP - This committee approved Ray Edelman to be David's CPM liaison.**
- **MSP - If the way be clear, David Deutsch may serve a summer, paid internship at the Church of the Ascension (Anglican), but it will not count towards field ed. experience.**
- Discussion about possible other candidates looking to enroll as inquirers occurred within the committee. Lisa Dormire, chair and Skip Noftzger agreed to meet with possible students to consider their individual circumstances in light of Book of Order requirements and Presbytery policies.

Nominating Committee

Action Items

- The Nominating Committee nominates the following person for the Offices/Classes indicated:

Information Items

- Nominating Committee met to review possible vacancies that exist in Council, the Presbytery Permanent Judicial Commission and the Committee on Representation. Suggestions were made concerning possible nominees and candidates were prioritized for being contacted by individual members of the committee.

Discernment Team Reports:

Pine Run Presbyterian Church Team Report

Prior to the meeting on 26th, the session of the Pine Run Presbyterian Church communicated to the team their thinking on a variety of issues including a possible gift to Pine Springs Camp and the Presbytery in lieu of the Presbytery relinquishing any claim to the property and as a means of the Presbytery exercising its fiduciary responsibility in considering any request for dismissal. On January 26th, members of the Discernment Team met with the Session and reviewed all of the accompanying issues, including financial considerations. Subsequent to that meeting, a follow up confirming possible resolution of a number of the issues and a revision in the financial gift has been received. The congregational meeting to consider whether the congregation should request dismissal to the Evangelical Presbyterian Church has been scheduled for April 17, 2016. It is anticipated that if that vote was to be overwhelmingly affirmative that the specific request would come before the Presbytery at its May meeting.

ANNOUNCEMENTS

>>**Confirmation Retreat** - Remember the confirmation retreat will be held April 8-9 at Pine Springs Camp. Contact the Presbytery office for registration forms.

>>**District 3 Pastors Event** - Monday, April 11, 2016, 6:30 - 8:30 p.m., Third Presbyterian Church, 425 Union Street, Uniontown, Theme: To and Through - What God is Doing in District III Congregations
The evening will include worshiping, sharing stories, learning, and connecting. Three breakout sessions will be offered: 1. Interim Ministry - Embracing the Hard Questions, 2. Mission - Taking it to the Next Level, 3. Officer Training - Answering the Call with Energy, Intelligence, Imagination, and Love
Snacks: Pot luck - each congregation participating is asked to bring something to share; beverages will be provided.

>>**Session Minutes Reviews** - *Monday, April 11, 2016 - 5:30 p.m. at the Third Presbyterian Church in Uniontown.* This is immediately prior to the District 3 event being held there.

Tuesday, April 19, 2016 - 6:00 p.m. at the Congruity Presbyterian Church in New Alexandria.

>>**Triennium 2016** - Registration forms are available online. If you are planning on sending and supporting youth participating from Redstone, please submit their registrations to the office as soon as possible.

Summary Membership Report for 420-560 2015

<u>Location</u>	<u>Pin #</u>	<u>Church Name</u>	<u>Begin Total</u>	<u>17 & Under</u>	<u>Gains</u>	<u>18 & Over</u>	<u>Gains</u>	<u>Cert</u>	<u>Gains</u>	<u>Other</u>	<u>Gains</u>	<u>Cert</u>	<u>Losses</u>	<u>Death</u>	<u>Losses</u>	<u>Other</u>	<u>Losses</u>	<u>End Total</u>	<u>Diff</u>
Adah	8271	Palmer Community	20															20	0
Apollo	7209	Pine Run	153			9								3		33		126	-27
Apollo	7238	Poke Run	254			4							1	8				249	-5
Avonmore	7211	First	113			2				1				1				115	2
Belle Vernon	8272	First	190			7								2				195	5
Belle Vernon	8273	Harmony	75			2								1		6		76	1
Belle Vernon	8293	Marion	62		3													59	-3
Belle Vernon	8274	Rehoboth	192		3	12				1			3	5				200	8
Bolivar	5146	Bolivar	32			4								2				34	2
Boswell	10052	Covenant	61													31		30	-31
Brownsville	8278	Calvin	43											3				40	-3
Brownsville	9655	Fort Burd United	96											1		21		74	-22
Brownsville	8277	Hopewell	22															22	0
Colver	7216	Colver	85		2	1				1				3		1		88	3
Connellsville	2811	United	78										78					0	-78
Cresson	7218	Cresson	68		1	6		1		1				1				76	8
Dawson	8285	Tyrone	58															58	0
Delmont	7220	Delmont	245									1		4				242	-3
Derry	7221	Derry	71		1			2				1		3				70	-1
Dunbar	8286	First	36											1				36	0
Dunbar	8287	Laurel Hill	85							1				1		13		72	-13
Ebensburg	7222	Ebensburg	91		2	2								1				94	3
Fairchance	8290	Fairchance	27															31	4
Farmington	8291	Mt Washington	60													2		58	-2
Fayette City	8292	Fayette City	32			5								1		10		26	-6
Fayette City	8294	Little Redstone	76			2								2		20		55	-21
Greensburg	7225	First	898		5	9		6					4	5		8		901	3
Greensburg	5421	Maplewood	221		5			1					1	4		41		181	-40
Greensburg	7226	Westminster	208			8		1					2	3		1		211	3
Irwin	7228	First	1119		13	13		5					5	16		9		1120	1
Irwin	8320	West Hemphfield United	377		6	1							5	7		146		226	-151

Summary Membership Report for 420-560 2015

Location	Pin #	Church Name	Begin Total 17 & Under					18 & Over					Cert. Losses	Death Losses	Other Losses	End Total	Diff
			Gains	Gains	Cert. Gains	Other Gains	Losses	Gains	Gains	Cert. Gains	Other Gains	Losses					
Jeannette	7229	First	189	2	8	5				3	6	13	182	-7			
Johnstown	7232	Bethany	56			2					1		57	1			
Johnstown	7230	First	183								7	2	174	-9			
Johnstown	7231	Second	76		2	8				1	1	2	82	6			
Johnstown	7233	Westmont	514	4	11					4	12	57	456	-58			
Lake Lynn	10584	Springhill Furnace	51		1						1		51	0			
Latrobe	7234	Latrobe	528		1					1	10		518	-10			
Latrobe	5456	Latrobe United	225								12		214	-11			
Leisenring	8300	Leisenring	22									2	24	2			
Ligonier	7236	Pleasant Grove	48									1	49	1			
Lower Burrell	5473	Grace Community	583	6	5	10				4	5		595	12			
Lower Burrell	5492	Puckety	193		5						5		193	0			
Manor	7239	Manor	68							68			0	-68			
Masontown	8301	First	22									6	16	-6			
McClellandtown	7704	McClellandtown	110			1				2	2		107	-3			
Merrittstown	8309	Dunlapps Creek	17		2								19	2			
Mount Pleasant	8312	Middle	122							122			0	-122			
Mount Pleasant	8313	Reunion	66							2	2	6	56	-10			
Murrysville	7241	First	200		5					5	3		197	-3			
Murrysville	5465	Newlonsburg	638	9	22	4				1	7	21	645	7			
Murrysville	5467	Union	201	5	2	1					3		206	5			
N Huntingdon	12124	New Hope	119							3	2	2	112	-7			
New Alexandria	7242	Community	138								3	12	123	-15			
New Alexandria	7227	Congruity	167		1						6		162	-5			
New Florence	5469	Bethel	72	1							2		71	-1			
New Florence	11739	Trinity	151	10	1	2				2	2		160	9			
New Kensington	10223	United	271		3	2	6			1	11	46	224	-47			
New Salem	8316	New Salem	79	2								1	80	1			
Patton	7249	Patton	104	3		2					4		105	1			

Wednesday, February 24, 2016

Summary Membership

Summary Membership Report for 420-560 2015

Location	Pin #	Church Name	Gains					Losses			End Total	Diff	
			Begin Total	17 & Under	18 & Over	Cert	Other	Cert	Death	Other			
Revloc	7251	Revloc	44									44	0
Scottdale	9515	Calvin United	125								4	121	-4
Seward	7210	Armagh-Seward United	39							39		0	-39
Slickville	7254	Slickville	65							65		0	-65
Smithfield	8328	Grace Cpl of High House	30			1						31	1
Smock	8317	Pleasant View	201								5	196	-5
Trafford	5617	Level Green	451			1				8	5	224	-227
Uniontown	8329	Tent	9									9	0
Uniontown	8326	Third	341		4						20	325	-16
Uniontown	8324	Trinity United	228	2	3						9	224	-4
Vanderbilt	8330	East Liberty	85		1					2	3	81	-4
Vandergrift	11954	Vandergrift	248								4	244	-4
West Newton	5671	Sewickley	13	0	0	0				0	0	13	0
West Newton	8318	Sewickley United	23		2							25	2
West Newton	8332	West Newton United	219		5					3	6	218	-1
Windber	7262	First	61								2	59	-2
ZZZZZ	420560	Redstone		0	0	0				0	0	0	0
Totals			12543	85	171	56	23	0	437	239	725	11477	-1066

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, February 2016

03/02/2016 09:20 AM

Page: 1

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED	\$32,741.03	\$57,470.03	\$396,000.00	14.51%	\$46,196.51
TEMPORARILY RESTRICTED	1,416.97	5,118.09	0.00	0.00%	2,376.93
Subtotal Contribution Income	34,158.00	62,588.12	396,000.00	15.81%	48,573.44
INVESTMENT INCOME					
INVESTMENT INCOME	0.00	0.00	17,500.00	0.00%	0.00
INTEREST INCOME	81.69	136.79	5,000.00	2.74%	55.10
MISCELLANEOUS INCOME	159.07	172.11	5,000.00	3.44%	415.08
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-341.62	-1,470.62	0.00	0.00%	-5,294.56
Subtotal Release From Restrictions	-341.62	-1,470.62	0.00	0.00%	-5,294.56
RELEASED FROM RESTRICTION	341.62	1,470.62	0.00	0.00%	5,294.56
TOTAL INCOME	34,398.76	62,897.02	423,500.00	14.85%	49,043.62
EXPENSES					
MISSION PARTNERSHIPS	\$5,011.33	\$10,973.66	\$88,500.00	12.40%	\$12,835.76
COMMITTEE EXPENSES					
COUNCIL	68.32	478.42	14,280.00	3.35%	155.05
COMMITTEE ON MINISTRY	254.40	454.40	500.00	90.88%	0.00
COMMITTEE ON PREPARATION	0.00	50.00	500.00	10.00%	180.46
Subtotal Committee Expenses	322.72	982.82	15,280.00	6.43%	335.51
OPERATIONS					
OPERATIONS	1,598.11	3,506.00	40,014.00	8.76%	2,946.78
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER	8,658.42	16,402.74	101,413.50	16.17%	16,007.06
STATED CLERK	0.00	0.00	1,000.00	0.00%	2,999.32
Subtotal Executive Staff	8,658.42	16,402.74	102,413.50	16.02%	19,006.38
SUPPORT STAFF					
OFFICE ADMINISTRATOR	4,257.17	8,493.28	50,960.12	16.67%	8,296.66
ASSISTANT CLERKS	0.00	0.00	2,000.00	0.00%	0.00
Subtotal Support Staff	4,257.17	8,493.28	52,960.12	16.04%	8,296.66
EMPLOYER PAID FICA TAXES	670.52	1,341.04	8,178.07	16.40%	1,531.44
Subtotal Presbytery Staff	13,586.11	26,237.06	163,551.69	16.04%	28,834.48
APPORTIONMENTS	18,018.91	18,018.91	116,345.00	15.49%	0.00
TOTAL EXPENSES	38,537.18	59,718.45	423,690.69	14.09%	44,952.53
EXCESS INCOME\EXPENSES	-\$4,138.42	\$3,178.57	-\$190.69	-1,666.88%	\$4,091.09

Redstone Presbytery
Commitment to Larger Church
February 29, 2016

	2016 PLEDGE	TOTAL PAID	% Payup as of 2/29/2016	Unpaid Pledge Balance
Adah, Palmer	400.00		0%	400.00
Apollo, Pine Run				-
Apollo, Poke Run				-
Avonmore	3,500.00	391.50	11%	3,108.50
Belle Vernon, First	7,000.00	1,750.00	25%	5,250.00
Belle Vernon, Harmony	1,440.00	240.00	17%	1,200.00
Belle Vernon, Marion	1,700.00	315.20	19%	1,384.80
Belle Vernon, Rehoboth	6,000.00	4,918.00	82%	1,082.00
Bolivar	1,500.00	1,000.00	67%	500.00
Boswell	500.00	500.00	100%	-
Brownsville, Calvin				-
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver		397.00		(397.00)
Cresson				-
Dawson, Tyrone				-
Delmont	4,000.00	2,390.00	60%	1,610.00
Derry				-
Dunbar, First	2,800.00	2,800.00	100%	-
Dunbar, Laurel Hill	2,000.00		0%	2,000.00
Ebensburg	800.00		0%	800.00
Fairchance				-
Farmington		1,800.00		(1,800.00)
Fayette City, First	400.00		0%	400.00
Fayette City, Little Redstone	2,000.00	500.00	25%	1,500.00
Greensburg, First	30,000.00	5,000.00	17%	25,000.00
Greensburg, Maplewood	4,000.00	670.00	17%	3,330.00
Greensburg, Westminster	6,000.00	1,000.00	17%	5,000.00
Irwin, First	25,000.00	6,252.00	25%	18,748.00
Irwin, W. Hempfield				-
Jeannette	7,296.00	1,092.00	15%	6,204.00
Johnstown, Bethany	2,050.00	537.50	26%	1,512.50
Johnstown, First	7,000.00		0%	7,000.00
Johnstown, Second	3,000.00	500.00	17%	2,500.00
Johnstown, Westmont	22,000.00	1,833.33	8%	20,166.67
Lake Lynn	4,008.00	334.00	8%	3,674.00
Latrobe, Main St.	26,500.00	4,420.00	17%	22,080.00
Latrobe, Spring St.				-

Redstone Presbytery
Commitment to Larger Church
February 29, 2016

	2016 PLEDGE	TOTAL PAID	% Payup as of 2/29/2016	Unpaid Pledge Balance
Leisenring				-
Ligonier, Pleasant Grove	930.00	930.00		-
Lower Burrell, Grace	15,720.00	2,620.00	17%	13,100.00
Lower Burrell, Puckety	12,000.00	2,500.00		9,500.00
Masontown	1,000.00		0%	1,000.00
McClellandtown	4,500.00			4,500.00
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion		593.00		(593.00)
Murrysville, First	8,400.00			8,400.00
Murrysville, Newlonsburg	22,912.00	1,956.00		20,956.00
Murrysville, Union				-
N. Alexandria, Community	4,000.00		0%	4,000.00
N. Alexandria, Congruity	7,800.00	1,126.00	14%	6,674.00
New Florence, Bethel	2,400.00	400.00	17%	2,000.00
New Florence, Trinity		400.00		(400.00)
New Kensington	9,000.00	1,500.00		7,500.00
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	4,256.00	710.00	17%	3,546.00
Patton	3,990.00	3,990.00	100%	-
Revloc	1,500.00	250.00	17%	1,250.00
Scottdale	750.00	99.00	13%	651.00
Smithfield, Grace Chapel	1,200.00		0%	1,200.00
Smock, Pleasant View	12,540.00		0%	12,540.00
Trafford, Level Green	2,167.00	342.00	16%	1,825.00
Uniontown, Tent	342.00	342.00	100%	-
Uniontown, Third				-
Uniontown, Trinity	9,000.00	421.50	5%	8,578.50
Vanderbilt, E. Liberty	2,580.00	430.00	17%	2,150.00
Vandergrift		1,122.00		(1,122.00)
West Newton, Sewickley				-
W. Newton, Sewickley UP	500.00		0%	500.00
West Newton, United				-
Windber	2,400.00	400.00	17%	2,000.00
Totals	304,081.00	59,072.03	19%	245,008.97

Brenda Barnes
Statement of Faith

1
2 I believe in the God as revealed in Scripture, three co-eternal and co-equal persons: Father, Son and Holy Spirit,
3 who relate to me in different ways. I believe that the Triune God of grace and glory is the Creator, Redeemer, and
4 Sustainer of all things visible and invisible. God so loves creation that in holy providence, God was revealed and
5 demonstrated love through Jesus Christ. It is the unique Triune God whom we worship and in whom we place our trust
6 and it is the glorification of God which gives meaning to human existence.
7

8 Jesus Christ is the unique Son of God who was born of a woman as the Word of God incarnate. Christ is the
9 perfect union of the two natures - fully God and fully human. Jesus is the Christ, the savior of all creation. He descended
0 to earth as mediator between God and creation. In the incarnation, he assumed human nature and lived without sin.
1 His earthly life demonstrated God's grace and mercy through his teachings, miracles, fellowship and human
2 vulnerability. On the cross, Christ bore the sin of the world, died and was buried. He willingly was separated from God
3 the Father in his agonizing death so we might be reconciled to God. On the third day, he rose from death and later
4 ascended to heaven. Through the resurrection, Christ has overcome death and through our baptism we share in his life,
5 death and resurrection so that we might be found righteous before God. In this way, Christ is the way for all those who
6 are called, to believe in their place in the Kingdom of God. As the living and active Word of God, Jesus Christ holds all
7 things under his authority; therefore, we proclaim the assurance of our own resurrection.
8

9 God in the person of the Holy Spirit enables us to perceive the constant presence of Christ, dwelling in us so that
0 we become the Body of Christ, moving us to respond in faith when the Good News of Jesus Christ is proclaimed. Christ's
1 Spirit is fully God with the Father and the Son. The primary work of the Holy Spirit is to bind us to Jesus Christ so that we
2 live in Him. Without the work of the Christ's Spirit, no one could believe and have faith that our imperfect obedience is
3 perfected through Christ. This process of regeneration in Christ is our sanctification which leads us in gratitude towards
4 works of mission in the Church.
5

6 The Scriptures, both Old and New Testaments, which need to be understood fully in light of each other, bear
7 witness to God's desire to be reconciled with creation and are the primary means by which God has revealed Himself to
8 the world. We are to interpret Scripture in its historical and literary contexts. The Bible is the perfectly reliable Word of
9 God, inspired by God through Christ's Spirit and written by human beings, bearing witness to the faithfulness of God
0 towards all that God created.
1

2 The one holy, catholic and apostolic Church throughout the world is the company of people (triumphant,
3 militant and to come), chosen by God, who have faith in Jesus Christ, the head of his Church. The church particular is the
4 body of Christ at a specific place and time. The marks of the church are three-fold: the faithful proclamation and hearing
5 of God's Word; the receiving of God's grace through celebration of the two, Christ-instituted sacraments of baptism and
6 communion; and ecclesiastical discipline as directed by Scripture and demonstrated in the love of the Triune God. In
7 baptism we are submersed into Christ and affirm God's promise in our lives. The element of water symbolizes cleansing
8 and new life, God's promise of relationship with Creation and God's faithfulness. In communion, we are nurtured in our
9 relationship with Christ and continue to grow in that relationship through God's grace. The elements of bread and wine
0 symbolize the spiritual but real presence of Christ in and among his believers. Through the three-fold marks of the
1 Church, God instructs and equips the church for mission in the world – to participate in God's work wherever and
2 whenever we recognize Him working. The Church also gathers to praise and adore God and prays for the world so that
3 she can reflect the grace of God and the light of Christ.
4

5 Our hope rests on the resurrection and bodily ascension of Christ who returned to the Father and now awaits us
6 as he prepares a place for his extended Body, the Church. In God's time, the Risen Christ will return for the last judgment
7 and final triumph over sin, evil, and suffering for He alone will bring about perfect justice and judgment in a New Heaven
8 and a New Earth where the Great Cloud of Witnesses will live forever; His Kingdom will have no end.

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

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HOW MINISTRY TEAMS GET THINGS DONE

The pastor charged with recruiting teachers for the congregation's Sunday school classes expressed her frustration: "Every year it gets harder and I don't see that changing! I've tried every strategy and reached out to new people over and over again. At least I know one thing—what I'm doing isn't working." But one thing this leader and many others have not yet tried is a ministry team approach.

The biggest myth about mobilizing teams is that they can be created by gathering a few people together and naming them a team.¹ Leaders often wonder: Can a church add ministry teams without revising their present structure or bylaws? Yes! Churches that transition to a team-driven methodology add teams while reducing the number and size of their traditional committees. Although the church neither renames nor disbands all of its committees, those groups may meet less frequently.

Unleashing the Power of Teams

Each ministry team is comprised of church members and worshipers who have not yet joined the church. Unlike committee appointments, ministry-team coordinators recruit for their teams throughout the year.² Anyone can be invited at any time to join a team. Being part of a ministry team offers in-service learning and a sense of belonging for congregational newcomers. Further, the governing board and committees do not assume micro-management control of ministry teams. Rather, they hold ministry teams accountable to their church's core values, beliefs, vision, and mission.

Ministry-focused vs. constituency-focused. Traditional, constituency-focused committees tend to be assigned tasks. Each member senses a responsibility to represent the constituency that appointed him or her. When churches establish committees (typically on an annual basis), members are elected or appointed to reflect the diverse views of the congregation. Thus, committee members relate to the leaders or group who gave them their charge and to those they represent. In contrast, ministry-focused teams seek

out individuals with the skills and talents needed to make the team work effectively. As a result, team members relate to each other and look for ways to best use their gifts to make a difference. In this way, the enthusiasm generated for ministry glues the team together.

Shared leadership vs. designated chairperson. In teams, the leadership function is shared by team members. In the most high-functioning teams, every member considers him- or herself to be a leader. A consensus model of decision making works well because members feel free to act on their own sense of things. Whereas in a committee, individuals may feel the pull to represent the interests of a constituent group. Because the committee chairperson receives authorization from the church's governing board, he or she assumes responsibility for communicating the committee's decisions back to the board. In effect, an expansion of team ministry decentralizes congregational control.

Motivating people vs. maintaining control. Teams unleash the three factors that motivate people—autonomy,



THE ONE DISADVANTAGE OF ADOPTING
A MINISTRY TEAM APPROACH IN YOUR CHURCH.

mastery, and purpose. Delegating leaders, in the traditional committee model, give subordinates responsibility for decision making and problem solving. While delegation works in situations where people draw paychecks for their work rather than intrinsic rewards, Daniel Pink asserts in his book *Drive: The Surprising Truth about What Motivates Us* that workers gain autonomy when they own independence over “their task, their time, their technique, and their team.”³ Thus, ministry teams help satisfy the innate human need to be needed, help others, make a difference, share their God-given gifts, master skills and learn new ones, enhance self-esteem, and gain a sense of belonging and acceptance.

Setting up a Team to Succeed

Creating an effective team requires intentionality and accountability. First, the team’s purpose must be clearly defined by the group. For example, if a team achieves its purpose, what will be the result or impact? What will be different because of the team’s work? Teams can get distracted and over time expand their task list. Teams that state their purpose in writing and have continuing conversations about their focus tend to avoid wandering away from their original assignment.

Second, what type of team is needed? Understanding the distinct work of three types of teams enhances the probability that members with the right gifts will be recruited.

- *Decision-making teams* take on big-picture issues like making choices about a congregation’s vision, identifying the goals that move the church toward its next chapter in ministry, or outlining strategies for building financial stability. Strategic planning or visioning teams are good examples of this type of teamwork that eventually is taken under consideration by the entire congregation.
- *Task-accomplishing teams* undertake specific assignments important to the church’s mission. For example, a task team may take on the responsibility of providing a free breakfast to community residents each weekday in the church’s fellowship hall. Task teams are evaluated by how well they carry out their assignments.
- *Self-directed teams* assume a great deal of autonomy to accomplish their goals. For example, church leaders know they need to review their policies with regard to the use of church facilities by community groups. A team is formed to con-

duct the review, gather information, and make recommendations about rental policies and fees.

Third, how many people make up a good team? Research indicates that five to seven individuals is about the right size. For instance, Amazon.com, which operates with teams, suggests that team size is optimal when “two pizzas” can feed the team. Team size operates independently of the size of the congregation. Even large congregations need to exercise discipline to keep teams in the two-pizza range.

Fourth, effective teams pay attention to the small issues. The following specific behaviors undermine a team when members fail to

- show up or arrive on time for meetings
- respond to emails, texts, or other communications in a timely way
- demonstrate commitment to the work or complete assignments on time
- share resources and credit for work well done.⁴

Finally, few teams operate effectively in a congregation struggling with dysfunction. A dysfunctional congregation is characterized by an absence of trust. Congregational leaders must earn trust and work to create trust within the congregation as whole.

“Every Member in Ministry”

One congregation that uses the ministry team model adopted “every member in ministry” as their motto. By involving a high percentage of members in team ministries, the church grew several hundred new ministries. Congregations and other nonprofits are America’s largest employers. Volunteers show up for work in churches that “pay well.” The “salary” they seek is challenge, personal growth, opportunity to make a difference, and meaningful experiences and relationships. How well does your church pay?

1. Material drawn from John W. Wimberly Jr., *Mobilizing Congregations: How Teams Can Motivate Members and Get Things Done* (Lanham, MD: Rowman & Littlefield, 2015). See also *Church Effectiveness Nuggets*, Vol. 23, “Fine Tuning the Organizational and Communication Engine,” <http://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%202023.pdf>

2. Depending on team type, coordinators arise from the team or are recruited by church leadership.

3. Daniel Pink, *Drive: The Surprising Truth about What Motivates Us* (New York: Riverhead Books, 2009), p. 94.

4. William Dyer, et al., *Team Building*, 4th Edition (San Francisco: Jossey-Bass, 2007).

THE PAYDAY LENDING CRISIS: WHAT CAN CONGREGATIONS DO?

Several years ago, the Rev. Dr. Freddy Hayes III, pastor of Friendship West Baptist Church in Dallas, noticed storefront payday lenders popping up like mushrooms, replacing banks. Getting organized, he and other clergy testified before the Texas legislature, saying: “If someone is drowning, instead of throwing them a life preserver . . . we have thrown them shackles. That is what the payday industry has done to too many people.”¹

Congregations involved in community ministry confront a new challenge: the payday lending industry. Financially insecure persons live among us; attend our churches; and, especially in times of personal crisis, ask for assistance.

What Are Payday Loans?

Millions of Americans without access to traditional financial services rely on check cashers, pawnshops, and storefront payday lenders to make ends meet. With more than 22,000 payday loan shops in the U.S., according to the Center for Responsible Lending, predatory lenders are almost as numerous as McDonald’s (14,350) and Burger King restaurants (roughly 12,000) combined. Since the 1990s, when such payday lenders numbered only two hundred, the growth has been explosive.

Specifically, payday loans are short-term, high interest rate loans that are designed to be repaid with the borrower’s next paycheck. The typical two-week payday loan has an annual percentage rate ranging from 391 to 521 percent. They appeal to those who are struggling because a credit check is not required. The process generally involves the borrower writing a post-dated check that the lender will cash, and the borrower incurs any bank fees from a bounced check. This can begin a cycle of multiple loans being issued to cover the growing debt.²

How Can Congregations Help?

A broad-based coalition of Christian groups, Faith for Just Lending (<http://lendjustly.com>), called for an end to the practice of predatory lending. The signers include

the Center for Public Justice, the Ecumenical Poverty Initiative, the Southern Baptist Convention, National Association of Evangelicals, and the U.S. Conference of Catholic Bishops. The group’s principles assign equal responsibility to individuals, congregations, lenders, and lawmakers for eliminating practices that prey on the poor. The principles for just lending are:

- Individuals should manage their resources responsibly and conduct their affairs ethically, saving for emergencies and being willing to provide support to others in need.
- Churches should teach and model responsible stewardship, offering help to neighbors in times of crisis.
- Lenders should extend loans at reasonable interest rates based on ability to repay within the original loan period, taking into account the borrower’s income and expenses.
- Government should prohibit usury and predatory or deceptive lending practices.



LET’S SEE...THE CURRENT ANNUAL PERCENTAGE RATE RANGES FROM 391% TO, “YOU WORK FOR US NOW.”

These principles lend themselves to three avenues of assistance that can be provided by congregations.

Charitable Giving. Charitable giving is by far the most popular answer among congregations. A nationwide survey reported that each of the top three community outreach activities claimed by congregations involved direct assistance of some kind: cash (reported by 88 percent), food (85 percent), and clothing (60 percent).

Advocacy. Public policy advocacy, such as Rev. Dr. Haynes undertook, is another option. The federal government created the Consumer Financial Protection Bureau in 2010 to protect citizens from abusive financial practices. The Center for Responsible Lending (www.responsiblelending.org) offers a program called "Faith and Credit." This effort encourages congregations to advocate Congress to replace a patchwork of state laws with national legislation that curbs predatory lending practices. Yet only 38 percent of congregations claimed advocacy as something they do.

Empowerment. Empowerment (or personal development) ministry that attempts to move beyond meeting immediate needs to undergird the whole person may be a less recognizable piece of the community ministry toolkit. Examples include programs of counseling, training, education, or support for persons struggling with significant life issues. In the national survey, fully one-third of congregations reported participating in personal development ministries.³

A New Kind of Loan: A Case Study

The Rev. Rodney Hunter of Wesley United Methodist Church in Richmond, Virginia, leads a predominately black, middle-class congregation located in a low-income community. Feeling constantly bombarded by requests for emergency assistance, the pastor created a mission fund through the church, but found it to be inadequate for those who faced major expenses. The pervasiveness of predatory loans compounded the problem. In the face of massive debt, charitable giving seemed neither practical nor wise. What could be done?

Rev. Hunter, along with Rev. Charles Swadley of Lakeside United Methodist Church, approached the Virginia United Methodist Credit Union to create a partnership. The result: the Jubilee Assistance Fund (JAF). Here's how it works: The congregation provides a small dollar loan (\$500 - \$1,000) to church members to use as collateral for obtaining a larger loan from the credit union. People typically use the loans for rent, mortgages, medicine, utilities, and food. JAF loans can

also be used to refinance a predatory loan. In return, the borrower must agree to participate in financial counseling, loan monitoring, and payroll deduction.

A JAF loan compares quite favorably to one type of predatory loan, a car title loan. A one-year Jubilee loan with \$500 in principal at a 6% annual percentage rate (APR) requires \$16 interest, while a one-year car title loan with \$500 principal has a 264% APR and requires payment of \$953 interest. In eight years, the JAF has helped parishioners secure fourteen loans—from \$500 to \$8,800.

Rev. Hunter writes, "We are doing something to alleviate the pain of debt as we continue to urge our legislators for fair and sensible laws for the common working society. Since we started the Jubilee Fund, our mission's fund has doubled in income. It is just like the multiplication of the two fish and five loaves (Mark 6:30-44). We have done something."⁴

Questions for the Congregation

If your congregation offers cash, food, or clothing, do you know what particular financial challenges may have led your recipients to seek help in the first place? Do the financially stressed individuals assisted by your church rely on predatory loans? Do you know which institutions in your community provide free or low-cost financial education? Do you have church members with financial expertise who could be involved in empowerment ministry?⁵

ABOUT THE WRITER: The Rev. Dr. Dana Horrell, executive director of Faithful Citizen (www.faithfulcitizen.net) and United Methodist pastor, works to engage congregations in social ministry.

1. Rachel Hope Anderson, "A Religious Movement to End Predatory Payday Lending," *Tikkun*, Winter 2015, 37-38, 66-67.

2. Stacey Tisdale, "Congress and Church Take Aim at Payday Lending," *Black Enterprise* Posted July 24, 2015. <http://www.blackenterprise.com/money/congress-church-take-aim-payday-lending/>

3. D. Roozen and C. Dudley, *Faith Communities Today* (2001), in Heidi Unruh, Ronald Sider, *Saving Souls, Serving Society* (New York: Oxford University Press, 2005), 29-32.

4. Rodney Hunter, "How Our Church Freed Its Members from Predatory Lending," *Tikkun Daily*, March 16, 2015 (www.tikkun.org).

5. For more about predatory lending, see the guide for churches, *Modern Day Usury: The Payday Loan Trap*, Center for Responsible Lending (<http://www.responsiblelending.org/allies/faith-and-credit/Modern-Day-Usury-The-Payday-Loan-Trap.pdf>).

WHAT NUMBERS MATTER FOR CONGREGATIONS? LESSONS FROM FIVE-YEAR TRENDS

Church growth, as measured by the average number of regular participants or worship attendees, has been the go-to statistic for many researchers and leaders tracking religion. Leaders less often consider other yardsticks of vitality—such as more meaningful worship, growth in ministry with youth, social advocacy, or engagement in foreign mission work. A new report based on information from over four thousand congregations gives us new insights about how congregations have responded to change over the past five years.¹ The study suggests that some churches are thriving and surviving, despite the discouraging overall attendance trends.

Declining Attendance Overall

The change in worship attendance reported by congregational leaders between 2010 and 2015 is disheartening. For the first time since 2000, half of all congregations report 80 or fewer worshippers as their church size. In 2010, just five years ago, this median size was 110 worshippers. To put this drop in perspective, almost 30,000 additional churches nationally dropped below 110 in worship attendance in the past five years.² This leaves nearly 60 percent of all congregations with an attendance size lower than the median size of just six years ago.

The exceptions to this downward trend are congregations where the majority of members are racial/ethnic worshippers. However, even fewer of these churches are growing compared to five years ago.

Some Churches Continue to Grow

The study examines the 45 percent of congregations that reported 2 percent or more growth over the past five years. This modest yardstick of growth means almost half of U.S. congregations are holding their own or adding new worshippers.

Some patterns emerged among those congregations reporting attendance growth. Growing congregations describe their worship as innovative. Their demograph-

ics include fewer senior adults and more young adults, eighteen to thirty-four years of age.

Dr. David Roozen, the report's author, comments on one broad cultural change, namely the "perception of one's life as a continual set of options and choices." Thus, even religious identity and participation are increasingly seen as choices. Today's worshippers feel comfortable deciding which congregation to attend as one choice among many options. Roozen goes on to argue that, to the extent religion has become part of a consumer-oriented marketplace, growing congregations must find ways to "stick out from the crowd." The data support his assertion. Six out of ten growing congregations claim to be very different from other congregations.

The research shows that distinguishing one's congregation from others in the community is linked to the willingness to change worship and a commitment to spiritual vitality. Thriving congregations are nearly ten times more likely to have changed themselves in



"SWITCH PLACES WITH ME, BILL...
I'VE READ THAT GROWING CONGREGATIONS
HAVE INNOVATIVE WORSHIP."

FLETCHER

the past five years than are struggling congregations. For example, one strategy to achieve distinctiveness is a move toward more contemporary worship. Another tactic is to add one or more services with a different style that speaks to a specific group, such as young adults.

Adapting to changing conditions creates some conflict, and the data show that growing churches experience more conflict than those that are declining. Still, while conflict is a necessary by-product of change and growth, serious levels of conflict remain detrimental to church health.

Engaging Young Adults Is Key

Currently about 20 percent of the U.S. population is in the eighteen- to thirty-four-year-old age group. In 2015, only one in ten congregations could claim to have reached this same level of regular participation by young adults in church activities. Only two in ten congregations said they put young adult ministry as a top priority. Growing congregations make the necessary changes to engage higher percentages of this critical age group as compared to stable or declining churches.

Easing Financial Stress

An earlier analysis from the 2010 FACT survey revealed that the 2008 recession generated a mix of negative effects beyond the church budget.³ Two out of three congregations reported some decline in income due to the recession. However, most congregations now are feeling an increased sense of financial security.

How did congregations adapt and cope with the economic downturn? Some used savings while others postponed capital projects and maintenance. Many congregations decided to reduce their mission and benevolence giving. The researchers estimate that only one in ten congregations chose the least attractive strategy—laying off staff or delaying the filling of positions.

In 2015, more congregations (62 percent) say that they are thriving rather than struggling financially. Even so, for the first time since 2000, more than one in three congregations were unable to employ a full-time, paid senior or sole clergy leader. The shrinking size of many congregations probably fuels this pattern. The declines in size and budget also likely accounts for some of the erosion of member-oriented programming, such as prayer and study groups, music programs, or young adult and youth programs.

Focusing on Mission

Church leaders find it helpful to distinguish between those things over which the congregation has control, generally dynamics internal to the congregation, and those things over which it has little control, generally dynamics in the community or region. The good news is that the majority of congregations were able to recover from a difficult external event that affected the entire country—the 2008 recession—and continue to do vital ministry. The evidence also points to the commitment of most congregations to remain spiritually vibrant and welcoming to new worshipers. The key to doing so lies with their willingness to change, adapt worship so that it attracts newcomers, and innovative programming.

Congregations that grew stronger in spirit and ministry over the past five years were able to say that the following statements accurately described their worshiping community. How well do these describe your congregation?

- Our congregation has a clear mission and purpose.
- Our congregation is spiritually vital and alive.
- We are caring and supportive of members who have health, financial, or personal needs.
- We are good at incorporating newcomers into the congregation.
- Our congregation is working for social justice.
- Our congregation is intentional about maximizing the number and variety of small groups offered.
- We use the Internet and social media tools effectively.
- Our congregation is quite different from other congregations in our community.

1. The Faith Communities Today Project (FACT) is a series of national surveys, beginning in 2000, and conducted in 2005, 2008, 2010, and 2015. This issue is based on the most recent report written by David Roozen, *American Congregations 2015: Thriving and Surviving*, <http://www.faithcommunitiestoday.org/sites/default/files/American-Congregations-2015.pdf>.

2. This figure is based on an estimate of 330,000 congregations in the U.S.

3. *Holy Toll: The Impact of the 2008 Recession on American Congregations*, <http://faithcommunitiestoday.org/sites/default/files/HolyTollReport.pdf>.

HOW TO DEAL WITH CHURCH CONFLICT

The governing board met to make their final decision about hiring a new pastor. Having narrowed the field to two candidates after a long discussion, a board member moved for a vote. As expected, another board member objected to the motion. During the discussion, this member made clear that she strongly opposed hiring one of the candidates. Equally clear from the discussion was that the remaining board members favored the candidate that she vehemently opposed! She stated that she would leave the church if the board voted to hire the candidate she disliked. When a final vote was taken, the board unanimously (minus the opposing member, of course) voted to offer the position to the candidate she opposed. What the board did not know at the time was that she was leaving the church because of a job transfer. Was winning an argument more important to her than what was best for the congregation?

Becoming Comfortable with Constructive Conflict

The first step is to accept that conflict is normal. Conflict and disagreements have been part of the church since the days of Paul, Peter, and Barnabas. Christians often disagree on strategies and goals. Whenever people work together on something important, they will see things differently. Research shows that growing congregations exhibit and deal with more conflict than declining churches. Thus, conflict can coexist with growth and lead to positive results.

Discovering the Key Issues behind Conflict

At a regularly scheduled meeting, ask members of the governing board or other decision-making group to individually answer the short list of questions below. Ask people not to sign their names. At the next meeting, distribute the compiled answers and request each board member to silently read the document. Discuss the results together and begin to develop some posi-

tive next steps regarding how your group will approach future conflict.

- During the past two years, have we usually disagreed about the same issue or a different issue each time? If the same, what is that issue?
- If you had to name only one cause behind our disagreements, how would you describe that cause?
- If you had to make a list of secondary causes, what would you put on that list?
- Regarding how our congregation handles conflict, please state in one sentence what you specifically *want* to see happen.

Creating a Healthy Church Culture

The more comfortable we become with discussing differences of opinion, the more we are able to find constructive ways to resolve differences. In a healthy church environment, those conversations are characterized by these traits:



1. Decisions are made by the input and involvement of most members. Damaging conflict brews in churches where too many decisions are made by only a few members and the rest are in the dark.
2. The pastor and other church staff are treated with respect and fairness. There is a process in place (such as a personnel committee) for dealing with complaints.
3. There is system in place for making decisions and assuring accountability. Effective polity—the operational and governance structure of any church—ensures that the system doesn't become an instrument for those willing to take advantage of ambiguity about the exercise of authority. Leaders refrain from making unilateral decisions and process decisions through the appropriate committees and governing board.
4. The church consistently uses a fair process to put the best-qualified persons in positions of leadership. Regular rotation of office holders is part of that process. This allows new people to become involved and prevents any individual from wielding too much influence over a long period.
5. The congregation is outwardly focused and genuinely welcomes new people.
6. The church has a clear mission focus and direction for ministry that is widely shared. Without such unity, destructive conflict flourishes in the vacuum.¹

Promoting Positive Member Behaviors

Every church member should share in the responsibility for more constructive church conversations and effective decision making. Leaders who follow these guidelines can help make that happen.

Assert that every member's view is equally important. Do not tolerate bullying behavior that is so overbearing or aggressive that it leaves no emotional room for other people to disagree.

Keep disagreements public and on the table. Sometimes people fear discussing difficult issues in a meeting because it might cause disunity or hurt feelings. But when conversations go underground, disagreements intensify and make matters worse. Unfortunately, leaders choosing this strategy later regret that they didn't do everything they could to resolve the conflict.

Always talk directly with others. Avoid the temptation to substitute this positive approach with talking *about* others. Speak only for yourself, not for others. For

example, do not tolerate the phrase “people are saying.” Insist on facts and the names of specific people if someone purports to be speaking for others.

Do not rescue people who try to exert power and control through threats. Common threats are “I will leave this church” or “I will withhold my financial contributions.” When a church yields to such threats, it is never a positive outcome.

Beware of barking dogs. Sometimes churches have one or two members who seek attention and want to win any church fight just for the sake of winning. They are like barking dogs behind the fence when you are walking down the sidewalk. The more you acknowledge their negative noise outside of meetings, the more you encourage it. Don't jump the fence and join them!²

*Don't be a rabbit or a skunk.*³ Skunks stand their ground and fight in odorous ways. They use negative comments, label persons or groups with whom they disagree, or challenge personal motives and character. Most of us are rabbits that would rather run away from such personalities. We need to assert our right to express an opinion or viewpoint that is constructive. By speaking up for ourselves, we guarantee all opinions are part of the discussion.

Hope for Positive Outcomes

The opening example illustrates several factors detrimental to preventing and resolving conflict. The church did not have a process in place to vet and select pastors. One individual had a long-established habit of using threats to get her way. Only when other members finally called her bluff did she realize she could no longer get away with such behavior. Her last vote was her parting shot.

When leaders and members faithfully fill their role as equal participants, set clear boundaries about acceptable church behavior, and create a culture where differences of opinion are expected, congregational life moves toward peaceful decision making.⁴

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

2. This analogy was part of a comment left anonymously on a blog post.

3. Herb Miller, “Become Comfortable with Conflict: Step One to Moving Beyond It!” *The Parish Paper*, January 2010.

4. Congregations can create formal covenants (see examples at <http://www.covchurch.org/wp-content/uploads/sites/20/2011/02/Behavioral-Covenant-Samples3.pdf>; or Gil Rendle, *Behavioral Covenants in Congregations: A Handbook for Honoring Differences* (Lanham, MD: Rowman & Littlefield, 1998).