



2016 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

September 20, 2016



Pine Springs Camp
Jennerstown, PA

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

Directions to

Pine Springs Camp
371 Pine Springs Camp Road, Jennerstown, PA 15547
814.629.9834

Take Route 30 (East or West) to Route 985 North. Follow Route 985 North for approximately 1-2 miles. Pass Green Gables Restaurant on the right and make a left on to Pine Springs Camp road. The camp A-frame and parking area is .5 miles up on the left.

INSTRUCTIONS FOR THE PRESBYTERY MEETING

Carpooling is strongly encouraged. Please wear comfortable clothing and shoes. If you would like a tour of the camp, please arrive by 9:00 a.m. Registration, the meeting, and meal will all take place in the Sports Pavilion (weather permitting). Because the Sports Pavilion is open, if it is pouring and blowing rain everything will be held in the A-Frame. Parking is limited throughout the camp. If you are able to walk, please park by the A-Frame. If you need to park closer to the Sports Pavilion there is limited parking near the Elijah House. (See attached map for locations of various buildings) Restrooms are available in the Elijah House. If you are in need of handicap access, please let us know so prior arrangements can be made for parking, etc.

Notes for the September 20, 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 the work and ministry of Presbyterian Disaster Assistance.
- The cost of the noon meal will be \$5.00.
- ***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
Pine Springs Camp, Jennerstown, PA; September 20, 2016
"Enabling Ministry Networks"

9:00 a.m.	<u>Pine Springs Camp tours</u> ---If it has been a few years since you have been on the grounds of PSC, participate in either a walking or riding tour. (A-Frame)	<u>General Assembly Commissioner's Forum</u> - If you would just like to know more about the 2016 from our commissioners who attended. (A-Frame)	
9:30 a.m.	<u>Registration and fellowship</u> -- (Sports Pavilion)		
10:00 a.m.	<u>Presbytery Gathering Convenes</u> (Sports Pavilion) <ul style="list-style-type: none"> • Formation of the Roll • Seating of Corresponding Members • Introduction of Elders • Arrangements 	Rev. Cliff Foster Rev. Cliff Foster Rev. Pete Goetschius Greg Davis	
10:10 a.m.	<u>Clerk(s) Reports</u> <ul style="list-style-type: none"> • Correspondence log Minutes Review Report • Consent Agenda (p. 7) 	Rev. Skip Noftzger Rev. Cliff Foster	
10:15 a.m.	<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) 	Rev. Skip Noftzger John Dickson Greg Davis Rev. Sylvia Carlson	
	<u>2017 Holy Land Pilgrimage</u>	Rev. Donna Havrisko	
	<u>Announcements "Loop"</u>	Rev. Laura Blank	
11:00 a.m.	<u>Worship ---The Hope in our Calling</u>	Rev. Curtis Paul Rev. Colleen Molinaro	
12:00 p.m.	<u>LUNCH/NETWORKING</u>	Find a table space with a ministry area.... Either of interest or involvement....	
	<u>Networking Space</u> (two different sessions/times)		
	<u>Ministry with Addicted/those affected</u> <u>Ministries across boundaries</u>	<u>Spiritual journeys</u> <u>Short term mission experiences</u>	<u>Healing Ministry services</u> <u>Church and school ministries</u>
1:00 p.m.	<u>Action Agenda</u> <ul style="list-style-type: none"> • Council (p. 13) • Committee on Ministry (p. 17) • Nominating (p. 21) • New Business <u>Benediction</u> <u>Adjournment</u>	Glenn Hart Rev. Martin Ankrum Rev. Curtis Paul	

The next stated meeting of the Presbytery of Redstone will take place on November 19, 2016, 10:00 a.m. at the Poke Run Presbyterian Church, Apollo, PA.

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
September 2, 2016 - mail	Reunion Presbyterian Church, Mt. Pleasant	Stated Supply Pastor agreement for the Rev. Susan Washburn	To COM and FILE
August 31, 2016 - hand delivered	Rehoboth Presbyterian Church, Belle Vernon	Interim contract for the Rev. Alan Olson	To COM and FILE
August 22, 2016 -email	Rev. Jim Farrer; Healing and Prayer Ministry Network	Request for support or endorsement of Holy Land Trip	To Council and FILE
August 18, 2016 – email	Rev. Lanny Mellinger	Request for verification of transfer to the Board of Pensions	To COM and FILE
August 10, 2016 – email	Carol Halterman, Fairchance Presbyterian Church	Request for a moderator for their 9/19 session meeting	To COM and FILE
August 5, 2016 – email	Kay Moore, OGA, Office of the Stated Clerk	Notification about the upcoming proposed amendments to the BOO and access to them.	To Council and FILE
July 29, 2016 – email	Valerie Small, OGA, Moderator's office	Notification about application for The Way Forward special commission.	To FILE
July 28, 2016 – email	Joyce Lieberman, OGA, Office of the Stated Clerk	Invitation to luncheon discussion on FLSA in Philadelphia, 8/31.	To COM and FILE
July 27, 2016 – email	Cheri Harper, OGA, Office of the Stated Clerk	Request for identification eligible participants in the Polity conference.	To FILE
July 8, 2016 – email	CLC administrator	Notification of need for annual attestation and re-attestation of PIF's.	To COM and FILE
June 27, 2016 - mail	Pine Run Presbyterian Church, Apollo	Letter stating that they have met all the necessary criteria to be dismissed to the Presbytery of the Alleghenies	To Council and FILE
June 13, 2016 - mail	United Presbyterian Church, New Kensington	2016 Terms of Call for the Rev. Wendy Keys	To COM and FILE
June 6, 2016 - email	Grace Chapel Presbyterian Church, Smithfield	2016 Terms of Call for the Rev. Lee McDermott	To COM and FILE

June 6, 2016 - email	McClellandtown Presbyterian Church	2016 Terms of Call for the Rev. Lee McDermott	To COM and FILE
May 31, 2016 - mail	Rev. Lanny Mellinger	Request to be transferred to the Presbytery of the Alleghenies, EPC be placed on the <u>August</u> agenda.	To COM and FILE
May 27, 2016 - mail	Third Presbyterian Church, Uniontown	Interim Pastor Contract between the Third Presbyterian Church and the Rev. Colleen Molinaro	To COM and FILE
May 25, 2016 - mail	First Presbyterian Church, Masontown	Agreement for CRE services between First Presbyterian Church and David Stewart	To COM and FILE
May 23, 2016 - mail	Rev. Bruce Cadenhead	Annual Report Other Ministers on the Roll of Presbytery for 2015	To COM and FILE
May 17, 2016 - email	Pam Garner; Presbytery of Southern New England	Request to release Rev. Steve Crocco to the Presbytery of Southern New England.	To COM and FILE
May 11, 2016 - email	John Rodgers; SC, Washington Presbytery	Copy of EMinister entry for dismissal of Rev. James Giesey from Washington Presbytery to Redstone.	To COM and FILE
May 10, 2016 - mail	Grace Community Presbyterian Church, Lower Burrell	2016 Terms of Call for the Rev. Kenneth Foust	To COM and FILE

2. Review of the 2015 Session minutes and Church Registers has been completed and submitted to the COM.
3. The list of proposed presbytery meeting dates for the 2017 calendar year approved by the Council are presented below.
 - January 21, 2017 (Saturday) – Westminster Presbyterian Church, Greensburg
 - March 21, 2017 (Tuesday) – Ft. Burd Presbyterian Church, Brownsville
 - May 16, 2017 (Tuesday) – First Presbyterian Church, Irwin
 - September 19, 2017 (Tuesday) – The United Presbyterian Church of New Kensington
 - November 18, 2017 (Saturday) – open

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 May 17, 2016 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council and the Presbytery be received and filed for audit. (See Appendix A)
2. Council **recommends** that the Executive Presbyter, Treasurer, Mission and Pine Springs Camp reports presented to the Presbytery be received and filed.
3. Council **recommends** the adoption of the proposed 2017 Budget (See Appendix B) for consideration by the Presbytery for a "first reading." (*This presented for a First Reading. The Presbytery will take action at the November meeting.*)
4. Council **recommends** the adoption of the proposed revisions in the Presbytery Manual based upon established practices and procedures (See Appendix C) 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. Committee on Ministry **recommends** that the Record of the Review of Session Minutes and Church Registers for 2015 be received and filed. (See Appendix D)
2. Committee on Ministry **recommends** that the Rev. Susan Speakman (Honorably Retired, Lake Erie and former member of Redstone) be received as an Honorably Retired member of Redstone Presbytery.

From the Committee on Preparation for Ministry

From the Nominating Committee

From the Committee on Representation

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	5/17/2016-9/20/2016	
<p>Congregation-centered (ENGAGE)</p>	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none"> • Visited sixteen congregations in worship or special services since the last presbytery meeting. Preached at eight worship services. Officiating at two baptisms and ordination of officers. Attended or moderated three session meetings. • Worked directly with one session and search committee in order to identify timely interim pastoral leadership in order to ensure a "smooth" transition. • Actively supporting Trinity PNC in the final stages of their pastoral search through reference checks, facilitating decision making and serving as resource in the call process. • Supported and followed up with particular congregations who received small grants for outreach activity and ministry. • Provided daily updates (blog, facebook, twitter, pictures, video) during the General Assembly of experiences, events and actions of this council of the denomination. Offered reporting and interpretation in order that our own congregations might have a firsthand account of these proceedings. 	
<p>Leadership developed (EQUIP)</p>	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none"> • Offered the pastoral charge for the installation service for one of our former candidates under care of the Presbytery. • Oriented and trained the Pastor Nominating Committee for three different congregations beginning their search process • Met individually with several pastors to review pastoral concerns and offering advice and counsel on future ministry plans and issues. • Worked with the Nominating Committee in order to recommend possible candidates for consideration for positions of leadership within the Presbytery. • Resourced the GA commissioners participating in the biennial gathering of the General Assembly. Assisted in their preparation and processing the events and actions of the GA both in committee and in plenary. • Consulted with our candidates under care in their various stages of preparation, including position searching, preparing for and taking the Bible content examination and the field education experience. 	

<p>Collaboration-Districts/Network (ENABLE)</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> Actively involved during the General Assembly gathering both in networks across the denomination in the areas of mission partnerships, executive service and theological institutions. Continue to participate and support affinity, networking and pastor groups within our presbytery as they continue to meet. Serve as the Executive Presbyter advisory liaison to the Governing Commission of the Synod of the Trinity. Continue to coordinate the InterPresbytery Leadership Formation steering group in the implementation of the preparation and training program across three presbyteries. (Redstone, UOV, Washington). Presented the IPLF model to the Executive Presbyter forum within the Synod of the Trinity. Reviewed opportunities for it to serve as the template for future Ruling Elder and Commissioned Pastor training. 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"> Met with Rev. Deng and Elder Daniel with a group of Redstone male clergy for a luncheon that I coordinated. Escorted those two visitors to Pine Springs Camp in order that they might see our camping ministry and have an opportunity to speak to that week's campers. Along with others, participated in the Sudan/South Partnership Network meetings at the New Wilmington Mission Conference. We heard from our visiting delegation and spent time praying with and for them. Consulted and worked alongside of others in order to identify possible "lead" gifts for the capital campaign for Pine Springs Camp. Participated in developing and making recommendations concerning possible building construction to the Board of Directors as part of the capital campaign. Promoted the support of the Presbyterian Disaster Assistance after the flooding in West Virginia. Also, communicated and referenced others to appropriate sources to provide assistance after Connellsville flooding. 			
<p>Operational Support</p>	<ul style="list-style-type: none"> Prepared multiple alternative scenarios regarding changes in the Board of Pensions program applicable to the Presbytery employees. Presented to the Staff Support and Budget and Finance Committees for consideration and decision making. Continue to support sessions in the development of child protection policies and follow up in order to ensure adoption of policies by each session within the presbytery. 			
<p>VALUES</p>	<p>Servant Leadership</p>	<p>Flourishing Community</p>	<p>Witness to the World</p>	<p>Generous and effective Stewardship</p>
<p style="text-align: center;"><i>Soli Deo Gloria</i></p>				

Treasurer's Report

INCOME & EXPENSE STATEMENT ENDING AUGUST 2016

This report is for the period ending August 2016 and represents eight (8) months of operations (unaudited) for the fiscal year.

FINANCIAL OVERVIEW / INCOME

Income for the month of August consisting of Church Commitments and Temporarily Restricted accounts totaled \$ 22,470 and YTD \$ 221,837 has been recorded. At the present time in total, the Presbytery has received 56% of its budgeted revenue in these categories. Said funds received are behind a targeted goal of 67% by 11% annually or -\$42,163.

Total Income for this period inclusive of Investments, Miscellaneous and funds released from Temporarily Restricted accounts for the month of August equaled \$25,144 and YTD \$254,916 was recorded. Subject to budget percentage goals monthly and annually for this time period, funds received are 7% below target.

Note: This is the first operating month that there has been an income discrepancy this diverse, as the previous months were keeping pace for the most part with targeted income goals monthly and annually.

FINANCIAL OVERVIEW / EXPENSES

Expense categories are trending as budgeted with the exception of a few outlier areas that are not financially impactful. Expenses for this reporting period should average no more than 67% in total. Total expense YTD for the Presbytery are at 61% or 6% better than the budget.

EXCESS INCOME / EXPENSES

For the month ending August 2016, expenses were greater than revenue (-\$9,515) and YTD expenses are greater than revenue as well (-\$4,539).

INVESTMENTS & ASSETS

As reported at the Presbytery Council meeting in August, the Ameriprise portfolio results were diverse opposites in the months of June and July. For the month of June, the portfolio value dropped -\$906 and in July rebounded +\$ 7,210.

Total investments and assets for the Presbytery subject to this period, that is inclusive of First Commonwealth, PILP, New Covenant (Emma Johnston & Pine Springs) holdings total \$581,544.

Respectfully Submitted,



John R. Dickson IV
Treasurer

Pine Springs Camp

Faith for the Future Capital Campaign

We want to continue the incredible blessing of providing vital en-counters with Jesus Christ to the next generation. At Pine Springs we are committed to a unique, relationship-based camping and retreating experience. Within the context of nurturing relationships and a passion for Christ-centered exploration, we are serving kids' needs for healthy recreation, godly self-discovery and friendship building from preschool through adulthood. Thousands of people point to Pine Springs as the place where they committed their lives to Christ and it remains a foundational experience in their faith journey. **Through the incredibly gracious gifts of individuals, churches and a Foundation, we currently have over \$1,452,000 committed to our goal of raising \$1,800,000!**

What are Our Goals for the Faith for the Future Campaign?

- **Multi-purpose Dining Hall**
- **Capital Improvements including Winterizing Creekside Cabins and Expanding our Nurses Station**
- **Increasing the Carrie Foust Memorial Scholarship Fund**
- **New Program Initiatives**

So far we have 13 churches in both Redstone and Washington Presbyteries that have supported the Faith for the Future Campaign. Our goal is to get at least 70 churches to participate. We still need many more congregations to commit to supporting this campaign. Please call Greg and set up a visit to your session, mission commission or congregation!

Campaign Update

We are grateful to God for His provision. As you can see from the chart below we have been blessed. We do need to hear from many more churches and individuals for us to meet the goal of \$1,800,000.

Please continue to pray about how your congregation may be able to contribute to this amazing ministry of the Presbytery. Below is a Giving Breakdown:

Board/Staff Donations	\$73,898
Individuals	\$1,148,974
Churches	\$204,441
Other	\$25,000
Total	\$1,452,313
Donations Received to Date	\$1,019,173
Balance/Pledges	\$433,141

Carry the Torch! Another Great Summer of Ministry

In this Olympic year we saw a lot of images in the news of people carrying the Olympic torch. These people were usually former or current athletes, notable for how they embody Olympic ideas and accomplishments. The people who have the privilege of carrying the torch are seen as ambassadors of the spirit of the Olympics. As followers of Jesus we too carry a torch. We are instructed to be the light of the world, to go to the ends of the earth to make disciples and to bear witness to our faith. This summer we explored the life of Joshua, a torch-bearer for God's chosen people, and how he carried this privilege and responsibility into the Promised Land.

Camper Numbers-Summer 2016

We are thankful for the continued growth we are experiencing in our camping program. Our overnight campers increased by 6% from last year. We had 850 campers this summer which was the most overnight campers since 2006 and this is the 8th year in a row that we have seen an increase in overnight campers. Our

Day Camp Program had 131 campers and ran for 3 weeks. Our Mission EX Service Camp for Middle School Youth Groups had 28 campers. Overall we served a total of 1008.

Camper Numbers-By Presbytery

Although numbers were up overall, the number of campers from Washington and Redstone Presbyteries declined, a significant increase occurred again this summer from campers who were from other denominations or no church affiliation. Please note: This is difficult to track accurately!

The Blessing of the Place... Volunteers!

In one 24 hour period men and women from the churches in our Presbyteries converged on Pine Springs Camp to get a start on constructing a new ADA Restroom located in main camp. What a blessing to have skilled and caring workers give their time and talent to help this building become a reality. We thank God for these and the many other volunteers that help Pine Springs Camp provide vital encounters with Jesus Christ!

Our 2016 Fall Retreats! The PSC Experience into a weekend.

Pine Springs retreats are designed to foster a vital encounter with Christ, no matter what age you are. Details for each of these retreats will be forthcoming. We want to continue to provide growth opportunities for all campers and be a resource for churches. Our retreats are a great way to continue to grow closer to God.

Quotes from the Summer...

Another summer of camping ministry at Pine Springs Camp has come and gone and once again we are so grateful for all the Lord continues to do through this ministry. The ministry of Pine Springs Camp is a relational ministry where the love of Christ is shared and experienced in Christian community.

"We both had an amazing experience, exceeding all expectations! The counselors and staff were caring, attentive, and enthusiastic, and my son and I were both sad to leave! We can't wait to return next summer!" Grandma, Mom and Tot Camper

"Thank you, thank you, thank you Pine Springs!!! This was the kids 6th year and the best one yet! They absolutely loved the ad-venture, the fellowship and the friendships they made during long week 2016! They've already made plans to meet all their new friends at Kennywood in a few weeks! Evan, Karen, Vilma and the rest went above and beyond-just an amazing staff!!! This summer has been a rough one, and Pine Springs offered the perfect getaway to see God's world at its best."

"What a blessing your camp is on our boys. Thanks!"

I can't believe the summer is already coming to an end! I spent 10 weeks of my summer working at Pine Springs Camp as a counselor. I am so beyond thankful for the amazing opportunity I was given this summer to grow in my faith and work in the lives of campers. God has provided so many blessings this summer through every moment. From the most joyful moments to the most exhausting moments, I wouldn't have wanted to spend my summer doing anything else. Pine Springs Camp has been an absolute gift to my life. The friendships and memories that I formed are those that I will cherish forever. God is so GOOD!-2016 Counselor

Mission Network

Three South Sudanese visitors were in the bounds of Redstone Presbytery from July 21-24. You may know that war broke out in Juba, the capital of South Sudan in early July, which resulted in the closing of the airport and the delay of the departure of our South Sudanese visitors for about a week. This also resulted in an increase in cost for their visit, since airline tickets can't be re-scheduled if the delay is due to an act of war.

The visitors were: Rev. Deng Bol Atem, Deputy Moderator, South Sudan Presbyterian Evangelical Church (SSPEC); Elder Daniel Kech Puoc, Finance Secretary, SSPEC, and Madam Achol Majok Kur (wife of Daniel), head of the Women's Desk, SSPEC. Rev. Curtis Paul and his family graciously hosted the three South Sudanese in their home during their stay in Redstone. Madam Achol was able to meet with Redstone clergywomen and with the members of the Redstone Presbytery PW Coordinating Team. The men met with some clergy men and also visited Pine Springs Camp. First Presbyterian Church of Greensburg held a pot luck dinner; the Pauls had a dinner at their home for members of Newlonsburg; Sue Washburn had a luncheon with members of Reunion church at her home; and the Redstone Mission committee met with them at the home of Sylvia Carlson. Our visitors led worship at Westminster Presbyterian Church in Greensburg on Sunday and enjoyed the corn roast that followed before they were transported to New Wilmington to attend the New Wilmington Mission Conference.

The Sudan/ South Sudan Mission Network will meet October 3 and 4 in Louisville, at Law's Lodge. Members of the Redstone Mission committee will be attending.

If the way be clear, we would like to plan a Redstone mission trip to South Sudan for 2017. We would consider partnering with Shenango and Pittsburgh Presbyteries so that we don't strain the resources of our SSPEC partners. If you or someone you know might be interested, please call Sylvia Carlson at 724-755-2288.

We had a report on recent trips taken in conjunction with Presbyterian Disaster Assistance, and were updated on the flooding in Louisiana and the continuing work in West Virginia. The offering at the September meeting of Redstone Presbytery will be for PDA.

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

- It was **MSP** the revised the September Presbytery of Redstone agenda with the addition of a time to promote the 2017 Holy Land Pilgrimage preceding the Announcements Loop as approved.
- After discussion about all of the upcoming BOO amendments (See Appendix E) that will require deliberation and vote by the Presbytery, it was **MSP** to schedule the following and to announce at the September gathering.
 - November---Child/Youth protection policy, "parity," "Minister of Word and Sacrament," language on renunciation/restoration, other certifications, "caring for creation" in list of ministry of members.
 - January---Directory of Worship
 - March ---Language on participation in worship

Information Items

June 2016

Stated Clerk

- The Stated Clerk presented three requests to host the March, May and September, 2017 meetings from Ft. Burd, Brownsville, First Presbyterian, Irwin and The United Presbyterian Church of New Kensington respectively. It was **MSP** to accept the offers of hospitality and schedule those meetings at the requested locations. The site for the November meeting is still to be determined.

Executive Director of Pine Springs Camp

- Executive Director Greg Davis provided a written report on the progress of the summer camping program. PSC remains on a similar "pace" to last year, but they are still hopeful that they might increase that number by the end of the summer (**There is still time to sign someone up for camp**).
- An update on the progress of the Pine Springs capital campaign showed the current pledges standing just short of 1.4 million.

Executive Presbyter

- Skip Noftzger, Executive Presbyter, distributed a copy of the delegation from Redstone who will be participating in the Presbyterian Youth Triennium. Scheduled for later in July, we anticipate that it will be a great experience for high school students and adult chaperones alike.
- Reporting on the summary actions of the General Assembly, Skip offered reflections on the many transitions within our denomination and the General Assembly. These included transitions in leadership, transitions in confessions, and transitions in structure. Discussion ensued about the "best" way to have commissioners report to the Presbytery. After considering a special commissioners forum, it was decided to have them report as part of the September meeting instead.
- There was also discussion about how we may include the Confession of Belhar in some of the ways we organize presbytery meetings.
- The new CRE preparation and enrichment program, which will begin this fall, was presented. Members of the Council were encouraged to identify and solicit possible ruling elders to participate in this program.

SUBCOMMITTEES/NETWORKS

Staff Support

- Glenn Hart reported on behalf of the Staff Support committee that annual evaluations have been completed. He noted that Skip, along with a member of the committee (Marnie Silbert) evaluated Bobbie. The committee, using written feedback from both within the presbytery and outside of it, completed an evaluation of the Executive Presbyter.
- He indicated that later in the summer the Committee, along with the Budget and Finance committee, will review the implications of the changes in the pensions program for each of our employees. Skip Noftzger offered a quick summary of the planned changes in the Board of Pensions offerings for 2017 and noted that we are awaiting pricing on the various plans. Specific recommendations will be provided to the Council at the August meeting.

Communications

- Sue Washburn reviewed the planned “Redstone Stories” schedule and solicited ideas for future bulletin inserts.
- She also called upon Lee McDermott to talk about the ongoing discussions within the committee concerning a possible program and/or resources on how congregations might provide support and ministry for people and families affected by drug addiction problems in our region. General discussion followed about the value and importance of such resources and how we might focus churches on what they might distinctively provide.

Missions

- Donna Havrisko reviewed the proposed schedule for the visitors from the South Sudan Presbyterian Evangelical Church. Three members of that partner church will serve as a delegation visiting the Presbytery of Redstone from July 19-24. Members were encouraged to promote participation at any of the planned events.
- Skip Noftzger offered a reminder about the upcoming New Wilmington Missions Conference beginning on July 23. He encouraged others to think about attending even if it is only for a day or two.

Budget and Finance

- Skip Noftzger provided a summary in minor changes made in the investment portfolio managed by Ameriprise. These changes were approved by the committee based upon a recommendation from Tim Henry, our advisor from Ameriprise.
- Craig Miller reported on the request from the Westminster Presbyterian Church for approval of their plans and expenditure of funds for improvements to their parking lot and facility. It was MSP to approve this request.
- Lee McDermott provided an update on the West Leisenring property. The property has been shown several times with some interest. There was a question about the original deed, but through research by a couple in the Smithfield congregation this has been located. The successor company to the original donor of the property has been contacted and is willing to relinquish rights to the property with the exception of oil and gas rights. He also noted that the contract with Howard Hanna was about to expire. It was MSP to renew the contract with Howard Hanna under the same terms as last year.

Presbyterian Women

- Susan Nesti gave a report on the Spring Retreat of the PW within the Presbytery of Redstone with the Susan Blank serving as the keynote speaker on storytelling.
- She also promoted the New Windsor mission trip which still has openings.
- The Fall Gathering was announced to be in Third Presbyterian, Uniontown for October.

August 2016

Moderator

- Moderator reported the following items which were approved by consent since the last meeting:
 - Rehoboth Presbyterian Church request to proceed with HVAC installation in education building at a cost of \$46,000 for which they have the funds already resulting from an estate gift.
- Moderator called upon Sheila Farrer, Redstone commissioner to the Synod of the Trinity. Ms. Farrer presented the two primary questions from the Synod for which she was seeking input and discussion.
 - What Biblical “story” most describes your Presbytery at this time? Why?
 - What justice issues need the most attention in our region of the church or are generating the most active engagement by congregations?

Upon some discussion of both questions, Ms. Farrer encouraged Council members to email her with further thoughts and ideas about both questions.

Stated Clerk

- The Stated Clerk presented the correspondence log since the last Presbytery meeting for review by the Council.
 - Based upon the request of Rev. Jim Farrer and the Healing Prayer Ministry Network, it was MSP to affirm the offering of the October 2017 Pilgrimage and to permit its promotion through materials and testimonials at the upcoming Presbytery meetings by former participants.
- The Stated Clerk noted the need still exists for a host for the November presbytery meeting.
- The Stated Clerk presented a proposed list of Manual “revisions” submitted by all of the Clerks. These revisions reflect existing practices of the Presbytery of Redstone’s operations. After reviewing, it was **MSP** to approve the suggested revisions and present to the Presbytery for a first reading in September and a second reading and vote in November.

Executive Director of Pine Springs Camp

- Executive Director Greg Davis provided a written report on the progress of the summer camping program. PSC continued to increase slightly in resident campers as it has for the last several years. Greg also shared the breakdowns based upon presbyteries and other groups. He also shared information about the current progress of the “Faith for the Future” Capital Campaign. He noted that the Annual “Friends” Dinner will be held on November 20, 2016 at the Willow Room.

Executive Presbyter

- Skip Noftzger, Executive Presbyter, discussed the startup of the new CRE training and preparation program which is being conducted as a joint venture of Redstone, Washington and Upper Ohio Valley Presbyteries. There are fifteen students enrolled with five of them coming from Redstone Presbytery. The program is being subsidized by a grant from the Synod of the Trinity and may serve as a model for other presbyteries.
- Rev. Noftzger also announced the upcoming fall District III gathering on October 20, 2016 at the Fort Burd Presbyterian Church, Brownsville.

SUBCOMMITTEES/NETWORKS

Staff Support

- Glenn Hart reported on behalf of the Staff Support committee and offered the listing of the 2017 holiday schedule for approval. It was **MSP** to approve the schedule as provided.
- Mr. Hart also reported on the recommendations from the Staff Support Committee to the Budget and Finance committee concerning employees and benefits. The Committee recommended that the Administrative Assistant (non-exempt) retain full benefits of medical, retirement and death/disability for employee and all dependents and for the Executive

Presbyter (exempt) be offered full benefits with the employee self-selecting the employee option for the current time being.

Additionally, the committee recommended for the AA a reduction in hours to twenty-eight (four seven hour days), but with a two percent increase. The committee also recommended the Executive Presbyter receive a two percent increase along with a two thousand dollar restoration of a previous cut through contribution to a 403B. Both recommendations were included in the proposed 2017 budget. It was **MSP** to approve these recommendations for inclusion in the 2017 budget.

Communications

- Lee McDermott offered a summary of the activities of the Communications task force and the upcoming Redstone Stories.

Missions

- Donna Havrisko reviewed the written report of the Mission Committee on the visit of the delegation from the South Sudan Presbyterian Evangelical Church. Their visit was very meaningful both for them and for all those with whom they came in contact. It was particularly important when they gathered with others in the Sudan/South Sudan partnership network meeting at the New Wilmington Missions Conference, along with a delegation from Malawi. Such fellowship across regions and countries in supporting one another was a genuine testimony to the kingdom.

Budget and Finance

- On behalf of Don Gobel, Skip Noftzger presented the two motions regarding the requests from Pine Springs Camp concerning moving forward with construction of the multipurpose facility and securing a line of credit relative to the construction payment schedule. After discussion about both items, it was **MSP** to consolidate and approve the request from PSC to begin construction pending approval of the PSC Board of Directors and to secure a line of credit up to \$400,000 for use in cash flow and construction payments.
- The 2017 budget proposal was presented with the earlier recommendations on staff compensation and benefits included. It was **MSP** to approve the 2017 budget as presented.

Presbyterian Women

- On behalf of Susan Nesti, a written report for the Presbyterian Women was received.

Child Protection Policy

- Skip Noftzger reported on the necessity of approving a Child Protection Policy for the presbytery. Each council (session, presbytery, synod, GA) is required to have a policy. After some discussion, Skip suggested that we have a small ad hoc committee to work with him and the "draft" that he had prepared. Belinda Lambie and Jack Battenhouse volunteered to serve on the ad hoc committee. A draft has circulated among the task force, they have not been able to convene to review in person. Consequently, action on the Child Protection Policy was delayed to a future meeting.

Committee on Ministry

Action Items

- Committee on Ministry **recommends** the approval of the 2017 minimum terms of call for installed pastors to remain the same as the 2016 minimum terms of call. (See Appendix F)
- Having approved the contract for Dave Stewart to serve the Masontown congregation as a Ruling Elder Commissioned to Particular Service (CRE), Committee on Ministry **recommends** his commissioning at this meeting.
- Committee on Ministry presents the following candidates for examination to be received into the Presbytery of Redstone: Rev. James Gear (See Appendix G); Rev. Alan Olson (See Appendix H)
- Committee on Ministry **recommends** designating Rev. Richard Klein as Honorably Retired effective October 1, 2016.

Information Items

June 2016

Search and Call - On behalf of the sub-committee, Len Morgan reported the following Search Updates:

1. Uniontown, Trinity - PNC are focused on one candidate.
2. Level Green - MSA to post MIF online.
3. MSA to approve the CRE agreement between First Presbyterian Church Masontown and Dave Stewart. Commissioning Service at the September Presbytery Meeting
4. Recommissioning Service should occur for all CREs.

Examination - On behalf of the sub-committee, Martin Ankrum reported the following:

1. Orientation and Mentoring process should merge together.

Care of Congregations - Jim Farrer reported the following:

1. The Committee continues to encourage prayer for the congregations and sending cards. Tonight we pray for Ebensburg, Fairchance, Mt. Washington, Fayette City, Little Redstone, Greensburg First, Maplewood, Westminster, Irwin First, and West Hempfield.
2. The Good Neighbor Program continues to be worked on.

Care of Church Professionals - Mike Shepard reported the following:

1. The Committee will begin to discuss the Terms of Call to have to present at the September Presbytery meeting.
2. Tonight we pray for Daniel Chow, Gary Close, Keith Conover, Carol Isley Corey, Suzanne Currie, Gene Degitz, Lisa Dormire, Ron Durika, Grafton Eliason and Jim Farrer.

COM Chairperson's Report

MSA to change starting time for the meeting from 7:00 to 6:30 for committees and have the meeting start at 6:45.

August 2016

Search and Call - On behalf of the sub-committee, Len Morgan reported the following Search Updates:

5. Uniontown, Trinity - Scheduled candidating/congregational meeting 8-28.
6. First, Murrysville PNC has started working on MIF.
7. Pleasant View, Smock still working on MIF.

8. MSA for the approval of the MIF from Third Presbyterian Church

Examination - On behalf of the sub-committee, Cliff Foster reported the following:

2. Orientation and Mentoring - established that the first 6 months the committee will mentor new pastors. After 6 months they will be assigned a personal mentor.
3. August 26th the committee will have an examination of the candidate for Trinity.

Care of Congregations - Marie Davis reported the following:

3. The Committee continues to encourage prayer for the congregations and sending cards. Tonight we pray for Jeannette, Bethany, First, Second Johnstown, Westmont, Springhill Furnace, Latrobe, United Latrobe, Leisenring and Pleasant Grove.
4. The Good Neighbor Program continues to be worked on.

Care of Church Professionals - Mike Shepard reported the following:

3. MSA the approval to keep the Minimum Terms of Call for 2017 the same for installed Teaching Elders.
4. MSA to approve the committee recommendation to encourage congregations to consider salary increases for continuing pastors based upon length of faithful service and in conjunction with recognition of a particular congregation's finances.
5. MSA the "Honorably Retired" status for Rev. Richard Klein effective October 1, 2016. We will honor him at the September Presbytery meeting.
6. Skip will discuss BOP information with churches /"temporary pastors.
7. Tonight we pray for Cliff Foster, Ken Foust, Bob Fuehrer, Neal Galley, Eric Glisan, Pete Goeschius, Don Graff, Glenn Hart, Donna Havrisko, Jim Hepler.

Unfinished Business

Workshop on September 10th for CRE/AP. It is open to all.

September 2016

Search and Call - On behalf of the sub-committee, Len Morgan reported the following Search Updates:

9. MSA the approval of the MIF from Pleasant View Presbyterian Church, Smock.
10. MSA the approval of the Interim Pastor contract for Rev. Alan Olson and Rehoboth.
11. MSA the approval for West Hempfield to nominate their PNC.
12. COM Liaison for Rehoboth will be Bobbi Jo Huebner.

Examination - On behalf of the sub-committee, Martin Ankrum reported the following:

4. The committee examined Rev. James Gear, Rev. Alan Olson, and Rev. Susan Speakman.
5. The committee will schedule orientation for Revs. Gear and Olson.
6. MSA Rev. Gear and Rev. Olson to be examined at Presbytery.
7. MSA to put Rev. Speakman on the Consent Agenda.

Care of Congregations - Ron Durika reported the following:

5. The Committee continues to encourage prayer for the congregations and sending cards. Tonight we pray for Grace Community, Puckety, Masontown, McClellandtown, Dunlap's Creek, Reunion, Murrysville, Newlonsburg, Union and Community United.
6. The Good Neighbor Program continues to be worked on.
7. Representatives met with pastor and session at the United Presbyterian Church of New Kensington.

Care of Church Professionals - Mike Shepard reported the following:

8. Skip reminded that the BOP Employment agreements (Benefits Connect) are due by the end of September.

9. Tonight we pray for Joey Hickok, Doug Holben, Tom Holslag, Alex Jalso, Peter Keith, Clark Kerr, Wendy Keys, Bill King, Dick Klein and Steve LaSor.

Unfinished Business

Northeast Wee Kirk Conference good for fellowship, understanding and help for small congregations.
Jim Farrer will lead District 3 on October 20th.

Committee on Preparation for Ministry

Action Items

- NONE

Information Items

- David Deutsch, inquirer within the preparation process of Redstone Presbytery has enrolled in his second year at Pittsburgh Theological Seminary. The Committee met with him on September 14 to review his progress academically, spiritually and in ministry experiences.
- Richard Watson, candidate under care of Redstone Presbytery (currently CRE at Leisenring) signed up and sat for the Bible Content Examination. Rick passed the BCE successfully and should be congratulated as he continues his journey through enrollment in the program offered through Dubuque Theological Seminary.

Nominating Committee

Action Items

- The Nominating Committee places in nomination RE Joshua Scully, Laurel Hill Presbyterian Church to serve as Vice Moderator, 2017. (this office will be elected at the November stated meeting, Manual 2.1201)
- The Nominating Committee nominates the following persons for the Offices/Classes indicated:

PRESBYTERY COUNCIL:

Susan Nesti (2) District II, Belle Vernon, Harmony (2019)
Leonard Morgan (1) District III, Scottdale, Calvin (2019)
Rev. Niki Brodeur (1) District II, Greensburg, First (2019)
Cheryl Rhea (1) District II, Trafford, Level Green (2019)

COMMITTEE ON MINISTRY:

Jim Stratton (1) District IV, Ebensburg (2019)
Rev. Marnie Russell (2) District II, Derry (2019)
Rev. Cliff Foster (2) District I, New Alexandria, Congruity (2019)
Rev. Jim Farrer (2) District IV, Honorably Retired (2019)
Rev. Carole Isley Corey (2) District IV, Honorably Retired (2019)
Linda Loesch (2) District I, Murrysville, Newlonsburg (2019)

COMMITTEE ON PREPARATION FOR MINISTRY:

Rev. Tony Catullo (1) District III, Smock, Pleasant View (2018)
Rev. Ross Bash(2) District I, Member at Large(2019)

PERMANENT JUDICIAL COMMISSION:

Nancy Vernon (1) District III, Uniontown, Trinity (2019)
Glenn Hart(1) District III, Belle Vernon, Harmon(2019)

PINE SPRINGS CAMP:

Rev. Laura Blank (2) District IV, Colver/Ebensburg (2019)
Robin Toops (1) District II, Irwin, First (2019)

Information Items

- If you or others (ruling elders) you know desire to participate in some form of Presbytery leadership, please offer your name or others as suggestions for consideration by the Nominating Committee.

ANNOUNCEMENTS

Good Neighbor Program

Although we worship and serve one triune God and are empowered by the same Holy Spirit, as church congregations we sometimes become islands unto ourselves. The “Good Neighbor Program” is intended to bring about closer relationships between our Presbyterian congregations. The Care of Congregations Committee, a subcommittee of the Committee on Ministry, will train volunteers from our Redstone congregations to visit and to establish relations with neighboring Presbyterian congregations within our presbytery. With stronger ties between our congregations, we can better work together, share ideas, and help each other to grow

The Good Neighbor Program volunteers will introduce themselves to a neighboring minister and connect with a neighboring congregation by attending some of the neighboring church’s worship services and social functions.

Training sessions will be held prior to the start of the Good Neighbor Program in January 2017.

If you are interested in serving as a volunteer, please complete the attached form and return it before October 15, 2016.

Good Neighbor Program

Name _____

Address _____

Telephone _____ Cell Phone _____

E-Mail _____

Home Church _____

Neighboring Church _____

Please return the complete form to:

Presbytery of Redstone
Attn: COM Care of Congregation
1004 Mt. Pleasant Road
Greensburg, PA 15601

Preliminary Announcement
13-Day Pilgrimage Adventure to Israel and Jordan/Petra
Biblical/Spiritual/Educational Experience
Endorsed by Redstone Presbytery
October 15 to 27, 2017 Flight times pending

- Pilgrimage** This customized trip covers Israel from top to bottom. We go to the best places of standard tours plus an ancient monastery, Abraham's Mud-Brick Gate, David and Goliath battle spot, 2 days deep in the southern desert with surprising canyons, and the Ramon Crater. Since much Bible history is in modern-day Jordan, we visit the red rock carved city of Petra, Mt. Nebo, plus the sites of Jesus' baptism and where David sent Uriah to his death.
- Pilgrimage Hikes for Sabbath** We build in time for group or personal reflection hikes/walks.
 - Mt. of Beatitudes to the Lakeside - Herod's man-made mountain
 - Old Jericho Road (Jesus in temptation) - Ein Gedi Trail to David's Waterfall
 - Palm Sunday Route/Via Delarosa - The Southern Wilderness of Zin
 - Masada and Petra - Headwaters of the Jordan
- Small Group** We take 20-some, not 40+ passengers. **Weather** 70 degrees and less chance of rain
- Christian Interaction** Contact with Christian Palestinians in Bethlehem and Christians in Jerusalem and Jordan. Unlike many tours, we plan to worship on Sunday with a Jerusalem congregation. We seek balanced viewpoints.
- Leaders Have Full Brochures** The **Rev. Norma Murphy** some years ago took the most popular 10-day Biblelands tour. She spent 4 more days around the Sea of Galilee with specialists concentrating of those sites and Scripture passages. She and Jim Farrer co-led 12 and 13-day pilgrimages. 412 427-7456 (cell)
- The **Rev. Jim Farrer** took an 18-day pilgrimage out of the Tantur Institute in Bethlehem which featured Jewish, Muslim and Christian professors. He has co-led the Redstone tours mentioned on this page. 814 629-5211
- The **Rev. Mark Unrue** helped lead an 18-day tour to Israel and Jordan in 2009 taking along a 98-year-old church member and also co-led a 13-day pilgrimage in 2015. revun@sbcglobal.net
- The **Rev. Curtis Paul** has led over 25 mission trips in the US and to Haiti. He is eager to swim where Jesus walked! 724 327-0061
- Bible Passages** will come alive at the sites. We will share worship, the Lord's Supper and renewal of baptism at appropriate places. Background materials and preparation gatherings included.
- Provider/Guide** Jerusalem Biblical Studies Society/jbss.org. Brian Kvasnica, an Israel Certified Guide. BA Houghton, NY/MA and PhD candidate Hebrew U. Jerusalem. Author (SBL and Brill) and organizer of 4 seasons of excavations at Kursi. Since 1998, he has lived in Jerusalem and has led dozens of tours. As Academic Dean of the Home for Bible Translators/Scholars, he has taught Bible translators from 2 dozen countries.
- Safety** We stay away from the political hot spots. Most tourists feel very safe when they walk with their group. The tour company claims you'll be safer in Jerusalem than in New York City or DC. They are not aware of a single Christian pilgrim being killed in Israel during the last 40 years when staying with their group. See JCBS.com website "Review Security"/"Will We Be Safe?"
- Cost** The 2015 price was \$4650 from Pittsburgh (based on 20 persons) plus lunches, love gifts, and travel insurance. For 2017, we must wait for airfare costs to be announced.

Jerusalem Biblical Studies Society

Building a Society that Values Biblical Study and Experience in the Lands of the Bible

Israel and Jordan: Journey through the Land of the Bible

Sunday 15 October 2017

Departure from PIT via EWR - tentative

Monday 16 October 2017

Arrival 10:15AM - tentative

Negev Wilderness

Beersheba

Kibbutz

Overnight in Negev

Tuesday 17 October 2017

Hike En Avdat

Maktesh Ramon Crater

Timna Copper Mines and Tabernacle Model

Overnight Petra

Wednesday 18 October 2017

Petra

Machaerus - St. John beheaded

Overnight Amman

Thursday 19 October 2017

Amman Citadel

pass Hesbon (Deut 29)

Mt. Nebo

Bethany Beyond the Jordan (or just go on Israeli side)

Cross over to Israel/West Bank

Overnight Jericho

Friday 20 October 2017

Jericho

Masada

Hike En Gedi

Dead Sea Swim

Overnight Jerusalem

Saturday 21 October 2017

Jerusalem Old City Western

Wall Holy Sepulchre

Garden Tomb

Sunday 22 October 2017

Mt. Olives

Garden of Gethsemane

Worship Service

Bethlehem and the Herodian

Overnight Jerusalem (Christ Church)

Monday 23 October 2017 Israel

Museum

City of David /Pool of Siloam

Southern Wall Excavations

Overnight Jerusalem

Tuesday 24 October 2017 pass

Bethel, Shiloh Samaritan Mt.

Gerizim view Mt. Carmel

Megiddo/Armageddon Nazareth

Village *Overnight Galilee (En Gev)*

Wednesday 25 October 2017

Tel Dan

Caesarea Philippi (Banyas)

Golan Heights

Boat Ride on Lake Galilee

Overnight Galilee

Thursday 26 October 2017

Mt. of Beatitudes

Chorazin and Moses' Seat

Capernaum

St. Peter's Primacy

Caesarea on Mediterranean Sea

Closing Dinner

Departure UA 91 - 10:40PM

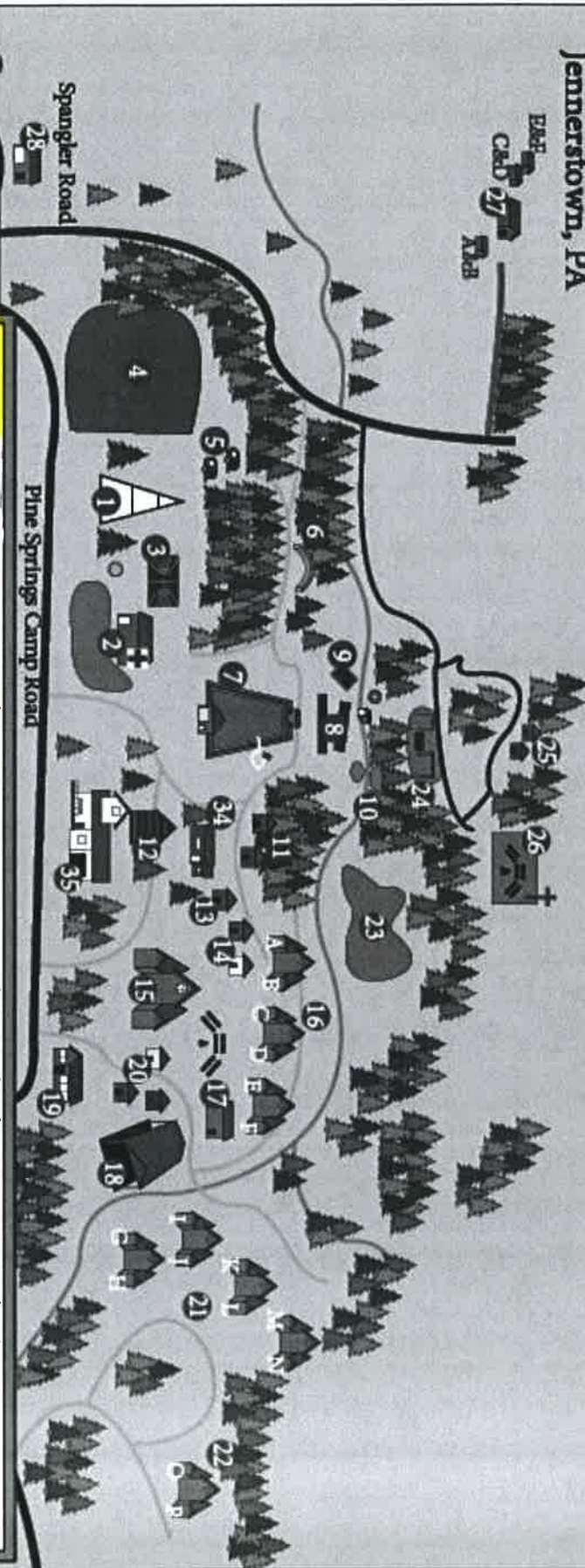
Friday 27 Oct 2017

Return to USA

Full itinerary available upon request (bk@jbss.org) This course schedule is given in good faith, but it is subject to change without prior notice to adapt to climate conditions, time limitations, other circumstances, or at the discretion of the instructor.

Registration, the meeting, and the meal will be held in the Sports Pavilion (#18) - weather permitting. Parking is near the A-Frame (#1/#4). Limited parking is also available near the Elijah House (#15) if you are unable to walk. If it is pouring/blowing rain, all activities will be held in the A-Frame.

Pine Springs Camp Jennerstown, PA



- | | | | |
|---|---|--|---|
| <p>1. A-Frame</p> <p>2. Camp Office & Nurses Station</p> <p>3. The Bowl, Basketball Court, & Gaga Ball</p> <p>4. Sports Field & Parking</p> <p>5. RV Campsite</p> <p>6. Stuart Chapel</p> <p>7. Aquatic Center</p> <p>8. Mini Sports Fields, Covered Bridge, & Archery</p> <p>9. Walland Soccer Field</p> <p>10. Frog Ponds</p> <p>11. Timothy Team Cabins</p> <p>12. The Crystals (Arts & Crafts)</p> <p>13. Camp Store</p> <p>14. Nature Nook & Mission Cabin</p> <p>15. Elijah House/ Staff House- Westminster Presbyterian Church</p> <p>16. Creekside Village</p> | <p>A- Maudrae- Westminster Presbyterian Church, Greenburg</p> <p>B- King Fisher- Newmarket Presbyterian Church, Marysville</p> <p>C- Blue Heron- Mr. & Mrs. Ivan Gansman</p> <p>D- Redtail Hawk- Hewitt Presbyterian Church</p> <p>E- Tiger Salamander- Trinity Presbyterian Church, Uniontown</p> <p>F- Mallard- St. Pauls Presbyterian Church, Somerset & Covenant Presbyterian Church, Boonville</p> <p>17. Bites, Adventure, & Trips Cave</p> <p>18. The Sports Pavilion</p> <p>19. The Program Pavilion</p> <p>20. Book Nook & Train Cabin</p> <p>21. Woodland Village</p> <p>G- Ring-Neck Snake- Lattrobe Presbyterian Church</p> | <p>H- Whistling Deer- Lattrobe Presbyterian Church</p> <p>I- Red Fox- 1st Presbyterian Church, Irwin</p> <p>J- Bobcat- 1st Presbyterian Church, Irwin</p> <p>K- Black Bear- Puckety, Grace Community & New Kensington Presbyterian Churches</p> <p>L- Redfish Grouper- Puckety, Grace Community & New Kensington Presbyterian Churches</p> <p>M- Walzing Stick- Church of the Covenant Presbyterian Church, Washington</p> <p>N- Coyote- Canonsburg Presbyterian Church</p> <p>O- Squirrel- 1st Presbyterian Church, Jeannette & John & Jesse Mochnick</p> | <p>P- Screech Owl- Mr. & Mrs. Robert Tubb</p> <p>23. Low Ropes Course</p> <p>24. Confidence Course</p> <p>25. Katanola Village</p> <p>26. TP Rincide</p> <p>27. Grabham Village</p> <p>A & B</p> <p>C & D</p> <p>E & F</p> <p>28. Maintenance Building</p> <p>29. Athletic Field</p> <p>30. High Ropes Course & Climbing Tower</p> <p>31. Log Chapel</p> <p>32. Theater of the Word (Barn)</p> <p>33. The Maize (Staff Residence)</p> <p>34. Staff Residence</p> <p>35. Staff Residence</p> |
|---|---|--|---|

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED	\$22,470.54	\$221,836.92	\$396,000.00	56.02%	\$229,106.12
TEMPORARILY RESTRICTED	2,357.00	28,656.68	0.00	0.00%	20,291.54
Subtotal Contribution Income	24,827.54	250,493.60	396,000.00	63.26%	249,397.66
INVESTMENT INCOME					
INVESTMENT INCOME	0.00	0.00	17,500.00	0.00%	4.97
INTEREST INCOME	84.52	2,888.86	5,000.00	57.78%	2,636.72
MISCELLANEOUS INCOME	232.34	1,533.81	5,000.00	30.68%	1,558.89
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-2,342.46	-19,204.68	0.00	0.00%	-19,073.11
Subtotal Release From Restrictions	-2,342.46	-19,204.68	0.00	0.00%	-19,073.11
RELEASED FROM RESTRICTION	2,342.46	19,204.68	0.00	0.00%	19,073.11
TOTAL INCOME	25,144.40	254,916.27	423,500.00	60.19%	253,598.24
EXPENSES					
MISSION PARTNERSHIPS					
COMMITTEE EXPENSES	\$10,583.70	\$52,924.21	\$88,500.00	59.80%	\$57,178.93
COUNCIL					
COUNCIL - AC/LT	0.00	0.00	0.00	0.00%	46.00
Subtotal Council	420.19	10,483.83	14,280.00	73.42%	2,644.37
COMMITTEE ON MINISTRY					
COMMITTEE ON PREPARATION	0.00	879.64	500.00	175.93%	420.00
COMMITTEE ON PREPARATION	0.00	417.00	500.00	83.40%	547.46
Subtotal Committee Expenses	420.19	11,780.47	15,280.00	77.10%	3,611.83
OPERATIONS					
PRESBYTERY STAFF	1,196.56	17,195.60	40,014.00	42.97%	17,709.86
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER	8,532.66	65,642.32	101,413.50	64.73%	65,588.96
STATED CLERK	0.00	0.00	1,000.00	0.00%	12,970.99
Subtotal Executive Staff	8,532.66	65,642.32	102,413.50	64.10%	78,559.95
SUPPORT STAFF					
OFFICE ADMINISTRATOR	4,246.64	33,973.12	50,960.12	66.67%	33,186.64
ASSISTANT CLERKS	0.00	500.00	2,000.00	25.00%	0.00
Subtotal Support Staff	4,246.64	34,473.12	52,960.12	65.09%	33,186.64
EMPLOYER PAID FICA TAXES					
EMPLOYER PAID FICA TAXES	670.52	5,364.16	8,178.07	65.59%	6,125.76
Subtotal Presbytery Staff	13,449.82	105,479.60	163,551.69	64.49%	117,872.35
APPORTIONMENTS					
APPORTIONMENTS	9,009.45	72,075.61	116,345.00	61.95%	67,141.26
TOTAL EXPENSES	34,659.72	259,455.49	423,690.69	61.24%	263,514.23
EXCESS INCOME\EXPENSES	-\$9,515.32	-\$4,539.22	-\$190.69	2,380.42%	-\$9,915.99

Redstone Presbytery
Commitment to Larger Church
August 31, 2016

	2016 PLEDGE	TOTAL PAID	% Payup as of 8/31/2016	Unpaid Pledge Balance
Adah, Palmer	400.00	233.35	58%	166.65
Apollo, Pine Run		1,334.00		(1,334.00)
Apollo, Poke Run	3,500.00	1,562.50	45%	1,937.50
Avonmore	3,500.00	1,531.00	44%	1,969.00
Belle Vernon, First	7,000.00	5,250.00	75%	1,750.00
Belle Vernon, Harmony	1,440.00	600.00	42%	840.00
Belle Vernon, Marion	1,700.00	1,700.00	100%	-
Belle Vernon, Rehoboth	6,000.00	5,583.00	93%	417.00
Bolivar	1,500.00	1,750.00	117%	(250.00)
Boswell	500.00	500.00	100%	-
Brownsville, Calvin		1,112.50		(1,112.50)
Brownsville, Ft. Burd		2,956.80		(2,956.80)
Brownsville, Hopewell				-
Colver	350.00	397.00	113%	(47.00)
Cresson	2,600.00	1,800.00	69%	800.00
Dawson, Tyrone		10.00		(10.00)
Delmont	4,000.00	3,110.00	78%	890.00
Derry		750.00		(750.00)
Dunbar, First	2,800.00	2,800.00	100%	-
Dunbar, Laurel Hill	2,000.00	1,000.00	50%	1,000.00
Ebensburg	800.00	953.00	119%	(153.00)
Fairchance				-
Farmington		1,800.00		(1,800.00)
Fayette City, First	400.00	400.00	100%	-
Fayette City, Little Redstone	2,000.00	1,500.00	75%	500.00
Greensburg, First	30,000.00	20,000.00	67%	10,000.00
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	18,751.55	75%	6,248.45
Irwin, W. Hempfield	5,000.00	3,750.00	75%	1,250.00
Jeannette	7,296.00	4,440.00	61%	2,856.00
Johnstown, Bethany	2,050.00	1,075.00	52%	975.00
Johnstown, First	7,000.00	4,200.00	60%	2,800.00
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	2,338.00	58%	1,670.00
Latrobe, Main St.	26,500.00	17,680.00	67%	8,820.00
Latrobe, Spring St.		2,400.00		(2,400.00)

Redstone Presbytery
Commitment to Larger Church
August 31, 2016

	2016 PLEDGE	TOTAL PAID	% Payup as of 8/31/2016	Unpaid Pledge Balance	
Leisenring		350.00		(350.00)	
Ligonier, Pleasant Grove	930.00	930.00	100%	-	**
Lower Burrell, Grace	15,720.00	10,480.00	67%	5,240.00	
Lower Burrell, Puckety	12,000.00	6,500.00	54%	5,500.00	
Masontown	1,000.00	500.00	50%	500.00	
McClellandtown	4,500.00	4,500.00	100%	-	
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-	**
Mt. Pleasant, Reunion	2,150.00	1,615.00	75%	535.00	
Murrysville, First	8,400.00	2,000.00	24%	6,400.00	
Murrysville, Newlonsburg	22,912.00	9,956.00	43%	12,956.00	
Murrysville, Union		630.00		(630.00)	
N. Alexandria, Community	4,000.00	2,000.00	50%	2,000.00	
N. Alexandria, Congruity	7,800.00	4,509.00	58%	3,291.00	
New Florence, Bethel	2,400.00	1,600.00	67%	800.00	
New Florence, Trinity		1,600.00		(1,600.00)	
New Kensington	9,000.00	5,250.00	58%	3,750.00	**
New Salem	3,000.00	1,852.00	62%	1,148.00	
N. Huntingdon, New Hope	4,256.00	2,838.00	67%	1,418.00	
Patton	3,990.00	3,990.00	100%	-	
Revloc	1,500.00	1,000.00	67%	500.00	
Scottdale	750.00	322.81	43%	427.19	
Smithfield, Grace Chapel	1,200.00		0%	1,200.00	
Smock, Pleasant View	12,540.00	6,274.00	50%	6,266.00	
Trafford, Level Green	2,167.00	1,083.60	50%	1,083.40	
Uniontown, Tent	342.00	342.00	100%	-	**
Uniontown, Third	12,350.00	6,176.00	50%	6,174.00	
Uniontown, Trinity	9,000.00	6,131.50	68%	2,868.50	
Vanderbilt, E. Liberty	2,580.00	1,935.00	75%	645.00	
Vandergrift		1,917.00		(1,917.00)	
West Newton, Sewickley		238.00		(238.00)	
W. Newton, Sewickley UP	500.00	250.00	50%	250.00	
West Newton, United				-	
Windber	2,400.00	1,600.00	67%	800.00	
Totals	330,031.00	223,438.92		106,592.08	

** Some or all of this amount was paid in 2015

PRESBYTERY OF REDSTONE 2017 BUDGET

INCOME/RECEIPTS

	2015 Budget	2016 Budget	2017 Budget
Shared Ministry/Mission			
Church contributions	395000	397000	397000
Shared	380000	370000	370000
Directed	15000	27000	27000
Interest/Investments	5000	5000	5000
Reserves(total) (directed funds)	17500	17500	18500
Miscellaneous	5000	5000	4000
TOTAL REVENUE	422,500.00	424,500.00	424,500.00

EXPENSES

Shared Ministry

Council

Council expense	1,600.00	1,600.00	1,600.00
Communications	500.00	500.00	500.00
Presbytery meetings	500.00	500.00	600.00
Website	180.00	180.00	180.00
GA Expenses	0.00	0.00	0.00
PCUSA meetings	2,000.00	5,000.00	5,000.00
Equipping Leadership	2,000.00	2,000.00	5,000.00
Engaging Congregations		2,000.00	5,000.00
Enabling Ministry Networks			5,000.00

Committee On Ministry

Committee Expense	500.00	500.00	750.00
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Committee on Preparation

Committee Expense	500.00	500.00	750.00
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Committee-Nominating

Committee on Representation

Executive Presbyter

EP Salary	67,000.00	69,010.00	70,390.00
EP Pension	23,450.00	24,153.50	18,623.00
EP Study Leave	1,500.00	1,500.00	1,500.00
EP Professional Services	2,000.00	2,000.00	2,000.00
EP Travel	4,750.00	4,750.00	4,750.00

Christian Education/Resources

Christian Education			
Triennium		6,000.00	0.00
Resource Center	2,000.00	1,500.00	1,500.00

Associate for Christian Formation

Assoc. Christian Formation Salary	0.00	0.00	0.00
Assoc. Christian Formation Study Leave	0.00	0.00	0.00

Assoc. Christian Formation Travel

Denominational/Ecumenical Ministry

Presbyterian Media Mission

Christian Associates	1,500.00	1,500.00	1,500.00
Synod of Trinity(per capita)	29,425.00	27,595.00	27,000.00
General Assembly(per capita)	93,892.00	88,750.00	84,000.00

TOTAL SHARED MINISTRY	233,297.00	239,538.50	235,643.00
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Shared Mission

Sudan Partnership	16,000.00	16,000.00	17,000.00
Shared			5000
Directed			11000

Pine Springs Camp	38,000.00	38,000.00	39,000.00
Shared			33000
Directed			5000

Synod Mission	0.00	0.00	0.00
Shared			
Directed			

Presbyterian Mission Agency	32,000.00	32,000.00	32,500.00
Shared			27000
Directed			5000

Presbyterian Disaster Assistance		2500	3000
Shared			
Directed			3000

TOTAL SHARED MISSION	86,000.00	88,500.00	91,500.00
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Operations

Supplies	5,500.00	5,500.00	5,500.00
Postage	900.00	900.00	900.00
Telephone	4,000.00	4,000.00	3,500.00
Utilities & Maintenance	9,500.00	9,637.00	9,500.00
Property Insurance	3,656.00	3,656.00	3,656.00
Worker's Compensation	821.00	821.00	821.00
Legal and Auditing	4,000.00	5,000.00	6,000.00
Leases	3,819.00	3,500.00	3,000.00
Miscellaneous	0.00	500.00	500.00

Stated Clerk Salary/Associate	11,997.00	2,000.00	2,250.00
Stated Clerk Travel	500.00	0.00	0.00
Recording Clerk	500.00	1,000.00	1,250.00

AA Salary	35,116.00	36,892.87	26,324.00
AA Medical/Pension	14,663.00	14,877.14	26,503.00

FICA paid-Presbytery	8,729.64	8,254.57	7,570.75
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TOTAL OPERATIONS	103,701.64	96,538.58	97,274.75
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422,998.64	424,577.08	424,417.75
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Suggested Manual Changes

1.1000 THE PRESBYTERY: Description and Meetings

- 1.1001 The Presbytery of Redstone has chosen to arrange itself into **four regional groups** called “Districts” that may meet and work together for fellowship, training, and support.

Membership:

- 1.1002 The membership of the Presbytery shall consist of each enrolled teaching elder plus ruling elder commissioners from each church. **The number of ruling elder commissioners from each congregation shall be published annually in the presbytery minutes. Based upon the annual equalization report, proposed recommendations may be made to the Presbytery. When changes in the number of ruling elder commissioners eligible to participate are approved, the respective clerks of session will be notified.**

Meetings and Quorum:

- 1.1003 Presbytery shall ordinarily hold its stated meetings in regular session during the months of January, March, May, September and November. [Presbytery Manual – 3.2015 - Presbytery Council shall take any necessary action for setting of dates, times, and places of Presbytery meetings]. Council will publish annually the dates, times, and locations of the stated Presbytery meetings for the coming year. **In the event of a need to alter the date, time or location or to reschedule the Presbytery meeting, the Moderator, in consultation with the Executive Presbyter, will make that decision and notify teaching elders and clerks of session through appropriate communication channels.**
- 1.1006 A quorum of the Presbytery for the transaction of business shall be eight teaching elder members and the ruling elder members **representing** at least eight **different churches in the Presbytery.**

2.1100 MODERATOR

- 2.1101 The Moderator of the Presbytery shall be the immediate past Vice Moderator. The Moderator's term is one (1) year. The Moderator shall not be eligible for a successive term. The Moderator shall fulfill all normal duties as outlined in the Book of Order (G-3.0104), and as outlined in the Presbytery Manual. **The Moderator will be responsible to appoint members to serve on Administrative Commissions, Investigating Committees, Discernment Teams and any special Task Forces.**
- 2.1106 The following committee, including the Executive Presbyter, the Stated Clerk, **the Associate Stated Clerk, the Recording Clerk,** the Moderator, the Vice Moderator, and the chair of Council, shall be responsible for reviewing and recommending acceptance or correction of Presbytery minutes. The minutes will be published on the Web Site within 3 weeks after the meeting.

2.1500 RECORDING CLERK

- 2.1504 The Recording Clerk shall record the minutes of the meetings of the Presbytery and submit minutes to the Executive Committee (EP, Stated Clerk, Associate Stated Clerk, Chair of Council, Moderator and Vice Moderator) for review and revision. The Recording Clerk shall be the recipient of minutes of all Administrative Commissions. The Recording Clerk shall submit **approved** Presbytery minutes for Synod review.

2.1600 TREASURER

2.1602 The responsibilities of this office shall include:

- ~~a. — payment of all bills authorized by the Presbytery;~~
- b. presenting an audited account of all receipts and expenditures of the Presbytery upon completion of the annual audit;
- c. providing a detailed financial report at each stated meeting of Presbytery;
- d. giving oversight to the bookkeeper who shall functionally perform these duties;
- e. attend Council and Presbytery meetings at least three times per year.

3.2000 THE PRESBYTERY COUNCIL

3.2009 The Presbytery Council shall receive all overtures **both within and from other presbyteries based upon its “Process for consideration for Overtures.”** When applicable, the Council may refer overtures to the appropriate committee or task force. **When referred,** the committee or task force to whom the referral is made shall report directly to the Presbytery.

Responsibilities of the Presbytery Council when functioning as the Board of Trustees shall be:

3.2020 To receive, hold, encumber, manage, and transfer property, and to facilitate the management of its civil affairs in such manner as may be directed by the Presbytery from time to time, and by the Constitution of the Presbyterian Church (USA) and subject to the provisions of the nonprofit Corporation Law of the Commonwealth of Pennsylvania. In addition to the provision of the Book of Order G-4.0206a, the Presbytery Council shall require any church expecting to erect a new church edifice (or other building) or of making structural changes, or of making improvements on its property, which exceed **25%** of the total budget of the previous year **or require either a loan or a line of credit,** to submit a written **request** to the Council **for approval.** The request should also include specifications of buildings or improvements and plans for securing the necessary funds. **Approval by the Presbytery Council of the written request must be received** before proceeding with such intention. All actions of the Presbytery concerning building or remodeling are valid only for a two-year period, and if building or remodeling has not begun within that time, then new approval shall be obtained from the Presbytery through the Council.

5.1000 COMMITTEE ON MINISTRY

5.1006 The COM may:

- Dissolve pastoral relationships in cases where the congregation and pastor concur in the request, and then inform the Presbytery,
- Grant permission to labor within or outside the bounds of the Presbytery,
- Dismiss teaching elders to other presbyteries, with the provision that all such actions be reported to the next stated meeting of Presbytery,
- Approve temporary pastoral relationships (e.g. Temporary Supply, Stated Supply, Student Supply, and Interim Supply) and CRE contracts, with the provision that all such actions be reported to the next stated meeting of Presbytery,
- **Serve as a commission between the May and September meetings for examination and receiving ordained teaching elders from other presbyteries,**
- **Solicit and maintain records of necessary background clearances and certificates of mandatory reporter training prior to approving new calls/contracts or renewal of existing calls/contracts for pastoral service.**
- **Through the AP/CRE committee provide for ongoing continuing education and mentoring of Authorized Preachers and Commissioned Ruling Elders.**

- Appoint a commission to ordain teaching elders and/or install teaching elders in permanent pastoral relations in accordance with G-3.0109b (2). (The commissions shall consist of 3 teaching elders and 2 ruling elders, or 2 teaching elders and 3 ruling elders) (G-3.0109b)

5.2000 COMMITTEE ON PREPARATION FOR MINISTRY

5.2012 **Through the AP/CRE subcommittee**, the Committee on Preparation for Ministry shall give oversight to the training and certifying of Authorized Preachers and Commissioned Ruling Elders. [See Handbook *Ruling Elders in Particular Pastoral Services*.]

5.3000 NOMINATING COMMITTEE

Powers and Duties:

- 5.3005 The Nominating Committee shall nominate persons who have indicated a willingness to serve, for the following:
- a. all committees, councils, and boards except the Nominating Committee;
 - b. other bodies requiring election by the Presbytery;
 - c. commissioners to Synod and General Assembly including Young Adult Advisory Delegates;
 - d. all officers of the Presbytery;
 - e. Presbytery of Redstone board members to Camp Pine Springs, Inc., and when applicable the nominee for President of the Board of Directors;
 - f. readers for Standard Ordination exams;
 - g. **three (3) members of the Board of Governors of the Presbyterian Home of Greater Johnstown.**

Review of 2015 Session Minutes and Church Registers

<u>Church</u>	<u>Exceptions</u>
Adah, Palmer Community	<i>No exceptions</i>
Apollo, Pine Run	
Apollo, Poke Run	6) No annual review of rolls 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Avonmore, First	14) No record of election of representatives to Presbytery 23) No record of actions relative to buying, mortgaging, or selling property 24) No regular study of the Book of Order
Belle Vernon, First	6) No annual review of rolls 11) No annual election of treasurer 14) No record of election of representatives to Presbytery 20) No record of election of a Nominating Committee 21) No record of election of officers 22) No record of completion of a period of study and preparation followed b an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order <u>REGISTER</u> 3) No properly recorded names and dates of service of trustees
Belle Vernon, Harmony	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery 24) No regular study of the Book of Order
Belle Vernon, Marion	24) No regular study of the Book of Order
Belle Vernon, Rehoboth	<i>No exceptions</i>
Bolivar, United	22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Boswell, Covenant	6) No annual review of rolls 11) No annual election of treasurer 18) No approval and summary of annual statistical report 24) No regular study of the Book of Order <u>REGISTER</u> 2) No record of current elders and deacons terms of service
Brownsville, Calvin	9) No record of annual congregational meeting for approval of changes in Terms of Call for the Pastor 10) No review of property and liability insurance for adequacy 12) No persons appointed for counting of offerings 13) No full financial review or audit completed 14) No record of election of representatives to Presbytery 18) No approval and summary of annual statistical report 24) No regular study of the Book of Order <u>REGISTER</u> 2) No record of current elders and deacons terms of service

	<p>4) No record of current active membership roll 6) No properly recorded deaths</p>
Brownsville, Ft. Burd	22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Brownsville, Hopewell	<p>8) No annual review of compensation for the pastor, staff, and employees 9) No record of annual congregational meeting for approval of changes in Terms of Call for the Pastor 14) No record of election of representatives to Presbytery 18) No approval and summary of annual statistical report 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 23) No record of actions relative to buying, mortgaging, or selling property 24) No regular study of the Book of Order</p>
Colver	No exceptions
Cresson	18) No approval and summary of annual statistical report
Dawson, Tyrone	<p>12) No record of persons appointed for counting of offerings 17) No action to approve celebration of Lord's supper 18) No approval and summary of annual statistical report 24) No regular study of the Book of Order</p>
Delmont	<p>6) No annual review of rolls 8) No annual review of compensation for the pastor, staff, and employees 12) No persons appointed for counting of offerings 13) No full financial review or audit completed 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 23) No record of actions relative to buying, mortgaging, or selling property 24) No regular study of the Book of Order</p> <p>REGISTER</p> <p>1) No record of installed pastors' names, date of ordination, date of dissolution or death 3) No properly recorded names and dates of service of trustees</p>
Derry	<p>10) No review of property and liability insurance for adequacy 12) No persons appointed for counting of offerings 13) No full financial review or audit completed 14) No record of election of representatives to Presbytery 20) No record of election of a Nominating Committee 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 23) No record of actions relative to buying, mortgaging, or selling property</p>
Dunbar, First	<p>12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery</p>
Dunbar, Laurel Hill	<p>6) No annual review of rolls 10) No review of property and liability insurance for adequacy 12) No persons appointed for counting of offerings 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order</p>

Ebensburg	8) No annual review of compensation for the pastor, staff, and employees 10) No review of property and liability insurance for adequacy 11) No annual election of treasurer 12) No persons appointed for counting of offerings 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Fairchance, First	No exceptions
Farmington, Mt. Washington	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 13) No full financial review or audit completed 14) No record of election of representatives to Presbytery 17) No action to approve celebration of Lord's Supper 18) No approval and summary of annual statistical report 21) No record of election of officers 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Fayette City, First	11) No annual election of treasurer 12) No persons appointed for counting of offerings
Fayette City, Little Redstone	No exceptions
Greensburg, First	12) No persons appointed for counting of offerings 13) No full financial review or audit completed 24) No regular study of the Book of Order
Greensburg, Maplewood	22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Greensburg, Westminster	No exceptions
Irwin, First	No exceptions
Irwin, West Hempfield	22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Jeannette, First	No exceptions
Johnstown, Bethany	24) No regular study of the Book of Order
Johnstown, First	6) No annual review of rolls 10) No review of property and liability insurance for adequacy
Johnstown, Second	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 13) No full financial review or audit completed 14) No record of election of representatives to Presbytery 18) No approval and summary of annual statistical report 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained REGISTER 5) No birthdates listed in record of baptisms
Johnstown, Westmont	No exceptions
Lake Lynn, Springhill Furnace	12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery
Latrobe	No exceptions

Latrobe, United	<p>14) No record of election of representative to Presbytery 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order</p>
Leisenring	<p>3) Roll of session meetings not complete with those present, excused, or absent 4) No record of approval of previous meeting minutes 6) No annual review of rolls 7) No record of changes in roll for transfers, deaths, or baptisms 11) No annual election of treasurer 14) No record of election of representatives to Presbytery 17) No action to approve celebration of Lord's Supper 18) No approval and summary of annual statistical report 20) No record of election of a Nominating Committee 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 25) No record of Pastor's report for funerals, weddings, home communions</p>
Ligonier, Pleasant Grove	<p>10) No record or review of property and liability insurance for adequacy 11) No annual election of treasurer 12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery 15) No annual budget adopted 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p>
Lower Burrell, Grace Community	<p>14) No record of election of representatives to Presbytery</p>
Lower Burrell, Puckety	<p>11) No annual election of treasurer 18) No approval and summary of annual statistical report 24) No regular study of the Book of Order</p>
Masontown, First	<p>REGISTER 6) No properly recorded deaths</p>
McClellandtown	<p>14) No record of election of representatives to Presbytery</p>
Merrittstown, Dunlap's Creek	<p>14) No record of election of representatives to Presbytery 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained REGISTER 1) No record of installed pastors' names, date of ordination, date of dissolution or death</p>
Mt. Pleasant, Reunion	<p>8) No annual review of compensation for the pastor, staff, and employees 9) No record of annual congregational meeting for approval of changes in Terms of Call for the Pastor 10) No record or review of property and liability insurance for adequacy 11) No annual election of treasurer 14) No record of election of representatives to Presbytery 17) No action to approve celebration of Lord's Supper 19) No inclusion of summary of all committees, bodies, and organizations of the church 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p>

	23) No record of actions relative to buying, mortgaging, or selling property REGISTER 3) No properly recorded names and dates of service of trustees
Murrysville, First	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Murrysville, Newlonsburg	24) No regular study of the Book of Order
Murrysville, Union	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 12) No person appointed for counting of offerings 14) No record of election of representatives to Presbytery 18) No approval and summary of annual statistical report 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 23) No record of actions relative to buying, mortgaging, or selling property 24) No regular study of the Book of Order REGISTER Not available
New Alexandria, Community	9) No record of annual congregational meeting for approval of changes in Terms of Call for the Pastor 10) No review of property and liability insurance for adequacy 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
New Alexandria, Congruity	No exceptions
New Florence, Bethel	No exceptions
New Florence, Trinity	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 14) No record of election of representatives to Presbytery 24) No regular study of the Book of Order
New Kensington, United	No exceptions
New Salem	No exceptions
North Huntingdon, New Hope	6) No annual review of rolls 12) No persons appointed for counting of offerings
Patton	6) No annual review of rolls 8) No annual review of compensation for the pastor, staff, and employees 10) No review of property and liability insurance for adequacy 16) No adoption of budget 18) No approval and summary of annual statistical report
Revloc	6) No annual review of rolls 14) No record of election of representatives to Presbytery 24) No regular study of the Book of Order
Scottdale, Calvin	6) No annual review of rolls 14) No record of election of representatives to Presbytery 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained

	23) No record of actions relative to buying, mortgaging, or selling property 24) No regular study of the Book of Order
Smithfield, Grace Chapel	22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Smock, Pleasant View	6) No annual review of rolls 10) No review of property and liability insurance for adequacy 23) No record of actions relative to buying, mortgaging, or selling property 24) No regular study of the Book of Order
Trafford, Level Green	11) No annual election of treasurer 12) No persons appointed for counting of offerings 18) No approval and summary of annual statistical report 24) No regular study of the Book of Order
Uniontown, Tent	9) No record of annual congregational meeting for approval of changes in Terms of Call for the Pastor 12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery 19) No inclusion of summary of all committees, bodies, and organizations of the church 20) No record of election of a Nominating Committee 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order 25) No record of Pastor's report for funerals, weddings, home communions
Uniontown, Third	12) No persons appointed for counting of offerings 24) No regular study of the Book of Order
Uniontown, Trinity	6) No annual review of rolls 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Vanderbilt, East Liberty	6) No annual review of rolls 12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery 24) No regular study of the Book of Order
Vandergrift	
West Newton, Sewickley	11) No annual election of treasurer 12) No persons appointed for counting of offerings 14) No record of election of representatives to Presbytery
West Newton, Sewickley United	No exceptions
West Newton, United	10) No review of property and liability insurance for adequacy 12) No persons appointed for counting of offerings 13) No full financial review or audit completed 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Windber	No exceptions

**Book of Order Amendments
to be voted upon in upcoming Presbytery meetings**

16-A-Child and Youth Protection

- Amending G-3.0106.... adding “Youth” to the requirement for Child Protection Policy

16-B-Parity in Committees

- Amending G-3.0109....for committees (not councils), changes “requirement” for parity (TE/Member) to “in numbers as nearly equal as possible.”

16-C-Ordered Ministry titles

- Amending G-2.0301, G-2.05, G-2.0501, G-2.0701, G-3.0307, Directory of Worship, Rules of Discipline, to reinstitute the former titles of “Minister of Word and Sacrament”, and “commissioned pastors.”

16-D-Relationship for a person who has renounced jurisdiction

- Amending G-2.0509 and D-10.0401 to permit restoration if the person comes forward and resubmits to the discipline process.

16-E-Certified service requirements

- Amending G-2.1101 to eliminate the need for publishing a handbook of national certifying bodies.

16-F-Ministry of members

- Amending G-1.0304 to include “caring for creation” in the list of involvements of members in Christ’s Church.

16-G-Access to the Lord’s Table

- Amending W-2.4011a and b to insert language about the welcoming to the table and offering an invitation to those not yet baptized as well as providing occasion to welcome baptized children.

16-H-Directory of Worship

- Replacing the current Directory of Worship with a new version.

ONLINE LINK FOR DETAILED INFORMATION: <http://www.redstone.org/14-front/297-2016-proposed-book-of-order-amendments>

TERMS OF CALL WORKSHEET

Church _____

Pastor or Associate Pastor _____ Full or Part Time _____

(include % if part-time)

(If Installed Teaching Elder, Board of Pensions dues are a requirement)

2017 Terms of Call	2016 Presbytery Minimum	2017 Presbytery Minimum	Our Church
1. Base Salary	\$36,220.98	\$36,220.98	
2. Housing Allowance or Manse (minimum of 30% of EFFECTIVE SALARY)	10,866.29	10,866.29	
3. Deferred Compensation [Tax Deferred Annuity]			
4. Un-vouchered allowances, gifts from employer, bonuses, etc.			
5. Other allowances, including; <ul style="list-style-type: none"> • forms of compensation such as medical deductible/medical expense reimbursement allowances (NOT paid through a group benefit plan) • insurance premiums for additional insurance coverage provided for individual employees (not premiums for group plan coverage), • other allowances. 			
6. SECA above the normal 7.65% offset			
TOTAL EFFECTIVE SALARY	\$47,087.27	\$47,087.27	
7. Board of Pensions Dues: Pension (11%), Disability (1%) and Medical Coverage (24.5%) - Total (36.5%)	17,186.85	17,186.85	
• Vacancy/Post Retirement Dues - 12%	5,650.47	5,650.47	
8. Social Security Contribution (7.65% of Effective Salary)	3,602.17	3,602.17	
9. Additional Group Plan Coverage Premiums			
10. Mileage Reimbursement (At current I.R.S. Rate) See Presbytery website for current rate	.54	.54	
11. Study Leave/Reimbursement (cumulative to 6 weeks plus \$1,800)	2 weeks + \$600	2 weeks + \$600	
12. Vacation	4 weeks- including 4 Sundays	4 weeks- including 4 Sundays	
11. Other Professional Expenses:			
Book Reimbursement			
Pastor's Professional Expense			
Vouchered Reimbursements			
TOTAL COST TO CONGREGATION	\$68,476.29	\$68,476.29	

Clerk _____ Pastor _____

I grew up in the Presbyterian Church – Sunday School, Worship, Youth Group every week – but was not listening or paying attention...I was much more about fun. I started to listen and seek after God after a serious auto accident in August 1980. Nine months later I became a believer; the following four points started to work their way into my belief structure and become priorities in my life:

God - One God eternally existent in Three Persons as Father-Son-Holy Spirit, The Trinity. One God with Three Unique Personalities that inter-relate with one another. God is vitally alive and intimately at work in the creation.

Lordship - Jesus Christ is Lord and Savior. Jesus opened the way (through the Holy Spirit) for his Salvation and Lordship to come into our lives. Through God's grace we are saved and have been given the joyful opportunity to obey him.

Christ's Death and Resurrection - These are physical and literal, and have dealt the deathblow to Satan and evil. Christ has died has risen from the dead to open the door wide for salvation and to restore all of creation.

Return of Christ - Jesus will return in power and great glory to gather his Church to himself. We, the church, will then live eternally together in a glorified state, along with the heavenly host.

I graduated from Miami University in 1982 with a Bachelor of Science degree in Applied Science: Paper Science and Engineering. I went off to Gordon-Conwell Theological Seminary and Harvard Divinity School in the fall of 1982 while also adding the following three to my belief structure:

Word of God - The Word of God is living and active and is our written authority in life and practice. The Word, along with the Holy Spirit, is the compass and bedrock for my ministry and all that I am and do.

Sin - Sin is anything that moves us away or separates us from Christ. Jesus died for our sin and rose from the dead victorious over anything that might attempt to separate us from God. Our sin needs to be dealt with through the Cross and Resurrection of Christ. We are saved by grace.

Justification - We are justified through faith (Rom. 5). We are made right with God through Christ. It is Christ who does this work and it is the Holy Spirit who makes it real to us. As soon as a person has given their life to Christ, they are now a "saint", they are no longer a "sinner". I refer to this in relation to a saint that is in the life-long sin recovery program that we call sanctification (II Cor. 5).

I worked my way through seminary as a carpenter/contractor, on what I called the "pay as you go, no loan program"...this gave me plenty of time to "work-out" what I had been learning and I applied the following two points to my personal theology:

Sacraments - Lord's Supper and Baptism. In these acts of worship, the Living Christ is made near to us in real ways by the Holy Spirit. In the Supper, we are rejoicing in Christ's death and resurrection. In the Water, we are set apart as Christ's people and find a place in his Body, the Church.

Church - The Body of Christ. We, the Church, are called to a joyful life with Christ and are called to accountability to Christ; we are a body of disciples ever connected to Christ and one another.

During my time in seminary I was a Trustee and an Elder – these were formative times in my life and beliefs. I also began to integrate the following two points into my theology:

Mission/ Evangelism - The Church is the hands and feet of Jesus. Jesus works through disciples to touch the lives of persons and the entire creation for the glory of God and to achieve God's purposes (Matt. 28).

Creeeds and Confessions - I affirm all of those contained in our Book of Confessions, I live and worship with and by them.

Since the time I was ordained into pastoral ministry (teaching elder) on January 20, 1990 I have refined the above theological points into the form they are in now. God has given me over 35 years of joy in ministry. I remain curious and committed and look forward to serving the Lord Jesus all my days.

Terms of Call between the Rev. James Gear and the Trinity United Presbyterian Church in Uniontown:

Effective Salary	\$52,000.00
Salary	39,000.00
Housing Allowance	13,000.00
Social Security Contribution	4,000.00
Board of Pension Dues	19,701.00
Vacation – Paid Time Off	Four weeks (including 4 Sundays)
Study Leave – Paid Time Off	Two weeks (cumulative to six weeks)
Reimbursable Expenses (by voucher)	
Continuing Education	1,286.00
Automobile Expenses	1,200.00
Total	\$78,187.00
Moving Expenses	up to 1,500.00

Alan Olson
Statement of Faith

I believe in the Triune God – God the Father, Jesus Christ, the Son of God, and the Holy Spirit. The Trinity describes our understanding of God in relationship with God’s self. Through this community, God reaches out to us. I believe in the one God who created all things and all people. I believe in Jesus Christ, our Lord and savior, the Word of God made flesh, who entered human time, fully human and fully God, who entered the world for our salvation. I believe in the Holy Spirit, through whose power, Christ unites us with God. The Holy Spirit empowers us to participate in God’s work here on Earth.

God created the world as an act of love. Because God created us in love, we are called to love God with all our heart, soul, and might, and also, we are commanded to love our neighbors as ourselves, because God created them.

We are sinful and our sinfulness separates us from God. In our sinfulness, we claim to be masters of our own lives; we fail to acknowledge that God is in charge of all things, thus we turn away from God and we fail to love our neighbors. God welcomes us back – like the prodigal sons and daughters that we are – no matter how many times we have turned away. The Bible records many examples of God threatening to destroy Israel, yet God does not. Instead of sending another flood and starting over, God enters the world in the person of Jesus.

Through Jesus Christ we are made children of God. Jesus offered himself as a voluntary sacrifice for the sins of humanity, to take away our sins. In this way, Christ reconciles us to God. Jesus teaches us how to pray; He makes disciples of us; He instructs us to love our neighbors, and then He redefines who our neighbors are and how we are to love them. When we follow Jesus, we give witness that we hear God’s Word and that we trust and obey Jesus Christ in life and in death.

The Holy Spirit inspires our faith in God and Christ, sanctifies us, and binds us to Christ. The Spirit inspires us to do good works. The Spirit guides us as we read and examine the Scriptures and the Spirit illumines God’s Word. When we come to God in prayer, it is the Holy Spirit that helps us to find God.

The church is the body of Christ in the world and Jesus is the head of the church. The Holy Spirit moves through us today and calls us to be the church. The church’s mission is to participate in Christ’s reconciling work despite our sinfulness. Though we are human and flawed, we are still called to do Christ’s work.

Scripture offers an authoritative account of God’s self-revelation. Scripture is inspired by God; it is the Word of God written, and where that Word is read and proclaimed, Jesus Christ the living Word of God is present through the inward witness of the Holy Spirit; for this reason, Scripture is central to Christian worship.

The sacraments of the church, baptism and communion, are the visible signs and seals of God’s love and faithfulness. In the sacraments we reaffirm that we are in need of God’s grace, which is extended through Jesus Christ. In baptism we are marked as belonging to the Lord and as members of the church, the Body of Christ; we are baptized into the life, work, death, and resurrection of Christ. Baptism, through the power of the Holy Spirit, unites us with Christ and with one another, through Jesus’ death and resurrection, and that grace is offered to all, through Jesus. In the Lord’s Supper, we reaffirm our baptism – we remember Jesus’ body and blood, broken and spilled for us, for the forgiveness of our sins. This act sustains us in our faith and calls us to remember our baptismal vows. When we take communion, through the power of the Holy Spirit, we are united with all believers, at all times. And in the partaking of the physical elements, we see that God’s grace is extended to all.

The good news of the Gospel is this: Christ has died for our sins, Christ is resurrected, and Christ will come again. Christ will return to the Earth to complete God’s redeeming work and inaugurate God’s kingdom. Until Christ returns, we must act in covenant faithfulness, working to build God’s kingdom here on Earth, trusting in the resurrection, grace, and salvation into which we were baptized.

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WHEN CHARITY BRINGS ANYTHING BUT RELIEF

Is it possible that our best intentions can do more harm than good? Sadly, relief organizations tell us that well-meaning people don't think before they give. Some involved in humanitarian work after a natural disaster call the deluge of unwanted donations "the second disaster."

Juanita Rillig, director of the Center for International Disaster Information, described what happened after the Indian Ocean tsunami in 2004: So many donated clothes were piled on an Indonesia beach that workers had no time to sort and distribute them. The clothing pile became toxic and local officials had to destroy it all. They poured gasoline on it and sent it out to sea.¹ She related another example of unfortunate waste when contributors sent 100,000 liters of water to West Africa at a cost of \$300,000. Relief organizations with portable water purification units could have provided that same amount of water for \$300.

Following the December 2012 shooting tragedy in Newtown, Connecticut, more than 60,000 teddy bears arrived from around the country, along with toys, bicycles, and clothes. Already overwhelmed, residents had to get a warehouse to hold it all.

Crisis Relief or Chronic Needs?

Because Americans are compassionate, they tend to respond initially with their hearts rather than their minds. Even Warren Buffett admitted that it is much easier to make money than it is to give it away wisely. The first step is assessing whether an event is a crisis or a reflection of ongoing chronic needs.

Crisis relief. Churches and people of faith offer the best immediate crisis relief when they make smart cash donations to trusted organizations. In most cases, sending supplies is simply not practical. Responding to a crisis with immediate relief is likely a month-long effort.

Chronic needs call for complex solutions, hard work, and long-term commitments. The commitment required when tackling these situations is likely an effort of years or decades.

When well-meaning people behave as if they are addressing a crisis rather than a chronic need, the long-term results are dependency, deception, and disempowerment.² Churches need to engage strategically in both types of charity efforts.

Making Meaningful Change through Mercy and Justice

Many congregations involve members in mission trips and volunteer opportunities in local service projects. Unfortunately, too many mission trips or local service projects are not a wise investment, do not significantly improve quality of life, and do not relieve poverty for the intended community. For example, the funds spent for one Central American ministry mission trip to repaint an orphanage would be enough money to hire two local painters, pay the salaries of two full-time teachers, and purchase new uniforms for every school student.³

The Bible contains the basic template for guiding us to holistic charity because it places equal emphasis on



THE RESPONSE HAS BEEN AMAZING!
WE'VE ALREADY EXCEEDED LAST YEAR'S
"AIR CONDITIONERS FOR THE ARCTIC" MISSIONS PROJECT.

mercy and justice. Micah 6:8 instructs us: “And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” To act justly means that we treat others fairly, with reason, and *involve them in all decision making*. These acts engage our minds. On the other hand, merciful acts reflect heartfelt responses. To act with mercy in our work with others means that we show compassion, kindness, and forgiveness. Combining mercy and justice suggests that immediate relief comes with a future plan in mind and avoids long-term dependency.⁴ Showcasing these principles, one church closed their successful used clothes closet run by volunteers and reopened it as a clothes store (with modest prices) that employed people in the neighborhood, thus reducing dependency and providing agency to community members.

An Oath for Wise Compassion

Too often our intent contrasts sharply with the actual impact. Because every change has consequences, we must carefully examine outcomes. Robert Lupton draws on his forty years of urban ministry experience to suggest an oath for compassionate *and* wise partnerships similar to the medical profession’s Hippocratic Oath.⁵ Here are key guidelines for empowering those we assist.

- Never do for the poor what they have (or could have) the capacity to do for themselves.
- Be an encourager or partner rather than a caretaker.
- Use one-way giving in crises. Try partnership approaches when addressing chronic needs.
- Establish empowering partnerships through employment, lending, and investing. The micro-loans of Opportunity International (www.opportunity.org) and the community development approach of World Vision (www.worldvision.org) are two excellent examples.
- Always put the needs of those being served first, even if it makes your efforts less efficient and more frustrating.
- Listen closely to what is said and unsaid by those you are serving. The unequal power dynamic of the interaction can lead to harmful assumptions.
- Above all, do no harm.

Diversified or Focused Investment?

Attention to outcomes leads to a strategy shift. The size of the budget or the number of volunteer hours is irrele-

vant to making a difference. To effect significant change requires centered concentration on specific places and issues. When we define our service mission too broadly, we scatter our church’s energy and resources. Lupton recommends that congregations ditch the diversified, “balanced portfolio” and commit to measurable and lasting change by focusing investment in one person, one family, and one neighborhood at a time.⁶

Consistent with an asset-based community development model (<http://www.abcdinstitute.org/>), focused investors search for local residents’ skills and existing resources. When church partners flip their binocular lens to see community positives, like seeing the glass half-full, they catch sight of basic strengths that become building blocks for healthier communities. There is a universal desire to live in a healthy community. And the criteria for a healthy community is also universal: safety for everyone, good schools, economic viability, opportunities for employment, residential stability, community connections, and spiritual vitality.⁷

Located in a low-income community, the Broadway United Methodist Church in Indianapolis, Indiana, exemplifies this type of a long-term, focused investment strategy. As a church, they strive to lift up the “diverse gifts of our neighbors and members, not their deficiencies.” They say, “We see abundance.”⁸ By having conversations and listening for opportunities, they find ways to connect and invest in their neighbors.

Final Questions

A community ministry worth doing is a ministry worth examining. Here are the key questions: Is your church engaged in community development ministry? If so, can you name your target neighborhood and the church’s transformation goals? Are your church’s efforts focused on efficiency or effectiveness? Are you focused on the rewards you receive from service or the measurable benefits received by your community partners?

1. Scott Simon (<http://www.cbsnews.com/news/when-disaster-relief-brings-anything-but-relief/>). See donation guidelines (<http://www.cidi.org/wp-content/uploads/CIDI-Donation-Guidelines.pdf>).

2. Material drawn from Robert D. Lupton, *Toxic Charity: How Churches and Charities Hurt Those They Help* (New York: Harper-Collins, 2011), 56.

3. *Ibid.*, 5.

4. *Ibid.*, 41–42.

5. *Ibid.*, 8–9.

6. *Ibid.*, 76.

7. *Ibid.*, 135.

8. <http://www.broadwayumc.org/pages/who.html>.

MULTIPLE ROADS TO A MULTICULTURAL CONGREGATION

“We’re not sure how to do it but we believe we should become a multicultural congregation,” the pastor said. “How can we move from our dreams to a plan that achieves results?”¹

Multiculturalism in the United States

Here are the realities that any effective multicultural-congregation strategy must take into account.

- Assume that the U.S. will continue to attract about one million foreign-born adults each year, an annual increase of about 2.5 percent. Immigrants and their U.S.-born children now make up about 26 percent of the U.S. population—about 81 million people.²
- The leading country for new immigrants is India, followed by China, Mexico, Canada, and the Philippines.³
- Approximately 51 percent of immigrants are female.
- For the vast majority of new residents, English is not their first language. Further, half of the 42.1 million U.S. immigrants reported limited English proficiency (LEP).
- The overall percentage of foreign-born adults who are college-educated is about the same as native-born adults (29 percent vs. 30 percent).
- Some states draw a larger number of immigrants. The top five states in terms of absolute numbers are California, Texas, New York, Florida, and New Jersey. But between 2000 and 2014, the largest percentage growth was in Tennessee, Kentucky, Wyoming, North Dakota, and South Carolina.
- Currently almost half of all immigrants chose to become naturalized U.S. citizens.
- Typically, participation in the labor force is the clearest path to assimilation. Immigrants account for 17 percent of the civilian labor force—a percentage that more than tripled since 1970. In

contrast, worshiping in an established congregation ranks far behind an immigrant’s desire for education, health care, and other benefits of living in the U.S.

- The broad categories of “Hispanic” and “Latino” serve as umbrella terms for distinct subgroups of immigrants, who identify themselves in term of the country of their birth (for example, Mexico, Cuba, Honduras, or Haiti).
- Organizing one congregation that is both multiracial (for example, members are African American and American-born Caucasians) and multicultural (the church intentionally engages people from multiple cultures) is extremely challenging.

Multiple Roadmaps

Congregations pursue different models depending on their specific community and available leadership. Here are proven steps a congregation can take to actively pursue a multicultural congregation.



FLETCHER

“TO BECOME A MULTICULTURAL CHURCH, WE’LL NEED SOMEONE EXPERIENCED IN DEALING WITH PEOPLE TOTALLY DIFFERENT FROM US... THE YOUTH PASTOR SEEMS LIKE THE PERFECT CHOICE.”

Bicultural leadership. The congregational leader is an immigrant or in a bicultural marriage. Potential members believe the pastor will understand the issues that arise as a family navigates life across cultures. Other worshippers, who are not immigrants or in a bicultural family, value diversity and appreciate the experiences and perspectives of different people.

Multiple sites and multiple cultures. An existing, predominantly Anglo, church launches a second site served by an immigrant associate pastor. The organizational structure is similar to a multi-campus congregation with one name, one budget, and unified staff. The church launches additional sites as interest and groups are identified. Leaders coordinate some shared activities to build relationships across groups.

One site, multiple cultures. A common model implemented by a predominantly Anglo congregation is a “nested” worshipping community. For example, the first hour of the worship schedule is three different worship experiences in three separate rooms: one in English, one in Spanish, and one in Korean. Following these separate services, the second hour is integrated church school classes. Again, leaders plan many shared activities to build relationships across groups.

Another one site, multiple cultures model that is less common happens over a long period of time. One immigrant family joins an Anglo congregation. Then, they invite another family in their circle and over time more people connected through culture or immigrant experiences become part of the worshipping community. Usually in these cases, success stems from the strong support of a long-tenured pastor and other church leaders invested in deepening relationships across cultures.

Nested educational offerings. An Anglo congregation offers a Christian Day School (preschool through elementary or beyond) and intentionally extends invitations to families with immigrant and ethnic minority children from the community. The operational assumption is that the parents will follow their children and eventually become part of the worshipping community.

Affinity judicatories. Denominations define regional boundaries primarily on geography. However, another approach is to define a judicatory based on cultural or racial affinity—one judicatory for recent Korean immigrants; another separate judicatory structure for Mexican Americans or African-Americans. This strategy recognizes the high value groups place on indigenous leadership development and self-governance.

Merged congregations. Another approach is when an immigrant congregation, now largely made up of American-born adults who are the children of earlier immigrants, decides to unite with a predominantly Anglo congregation. Both recognize that by sharing resources they can grow their ministries and together write a new chapter in their collective history.

New missions. The road least traveled is the decision to launch a new congregation, designed from the beginning to reflect demographic and cultural diversity.

Build on Shared Commonalities

A multicultural church is not a melting pot—a worshipping community where the unique beliefs and behaviors of different cultural groups disappear. The tendency is for the dominant indigenous group in the church to feel that the minority cultures should give up their cultural identity once they become part of the congregation. To transform a collection of people into a unified congregation requires respect for cultural identities and constructive communication that builds trust.

While respecting differences, find points of commonality, such as: (a) commitment to children’s education; (b) support for bicultural families; (c) the same first language; (d) similar age or marital status; (e) same stage in their faith development or shared theology; (f) shared preference for the type of worship style; (g) shared experiences in ministry with Christians in a sister church in another country; and (h) active engagement with a community social issue or advocacy efforts. The larger the number of points of commonality and/or the choices a congregation offers, the better its chances of becoming multicultural over time.

A Journey—Not a Destination

Like all other congregations, the multicultural church never achieves perfection or absolute harmony. They too are a work in progress, ever evolving to become closer to being the body of Christ.

1. Material updated from Lyle Schaller, “Seven Roads to a Multicultural Congregation,” *The Parish Paper*, November 2009, Vol. 17, No. 11.

2. Jie Zong and Jeanne Batalova, “Frequently Requested Statistics on Immigrants and Immigration in the United States,” April 14, 2016, <http://www.migrationpolicy.org/article/frequently-requested-statistics-immigrants-and-immigration-united-states>.

3. To explore immigrant populations by state and county see <http://www.migrationpolicy.org/programs/data-hub/charts/us-immigrant-population-state-and-county>.

WHAT KEEPS CONGREGATIONS FROM IMPLEMENTING NEW IDEAS?

All individuals and organizations struggle with change. Implementing new ideas always means accepting that change comes as part of the package. Congregations hear about dozens of new ideas and gain new knowledge from denominational leaders, books, and workshops. Yet that news too rarely becomes part of a practical, local-church strategy. Why? There is often a big gap between what we know and what we do.¹

Beware of the Gap

Which of these create the gap between knowing and doing in your church?

Fear of change. When congregations shrink in size or begin to lose vitality, their leaders fear that any change they might introduce will only make matters worse. Often, members and pastors view the past with an undeserved glow and resist the very changes that could bring new life and strength to the church. To “confront our past and see it for what it is” is a necessary first step for understanding our fears.²

Past success. Ironically, churches that have experienced success—such as a large membership, recognition as a community anchor, or significant ministries—believe that because their efforts worked in the past, their way of doing things will continue to bear fruit. A reinventing-yesterday strategy drowns more congregations than it saves.

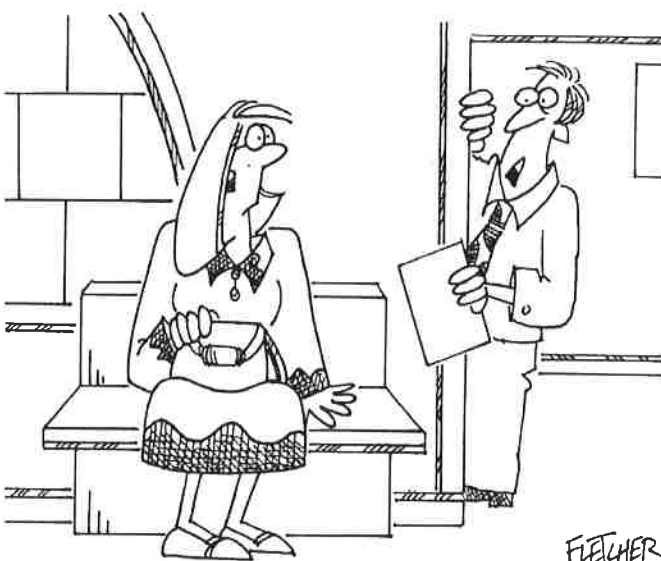
Tradition. Someone called the phrase “We never did it that way before” the last seven words of the church. Anyone who has ever tried to introduce an action plan that goes against church tradition knows the sanctions deal a blow to even the most enthusiastic and committed leader.

Congregational identity. The statement: “That is just who we are” sums up a church’s sense of self. The church’s sense of self includes many things that express a unique identity—such as what people wear to church, what music is appreciated, and the actual arrangement of furniture in the worship space. Any new idea that

seems to undercut the congregation’s core identity rarely gets off the ground.

Denominational identity. In addition to their congregational identity, congregations incorporate the parent denomination’s theology and themes to form a sense of self. In declining-membership denominations, leaders see few successful models to emulate. Because leaders take pride in their denominational theology and ministry methods, they are willing to learn new ideas only from churches similar to their own—even when there is evidence of ineffectiveness. That same pride keeps leaders from seeking out new approaches from churches outside their tribe.

Judgmental attitudes. One member said she would never attend *that* church because “they put rubber ducks in the baptistery for children’s worship.” Judging an action without sympathy for the motive prevents us from thinking in creative ways. For example, criticizing megachurches, churches more theologically conservative or liberal than our own, or nontraditional forms



“YOUR NEW IDEA IS SO URGENT, WE VOTED TO DISCUSS IT AT OUR NEXT 7 COMMITTEE MEETINGS.”

FLEISHER

of church reveal an unconscious prejudice toward congregations that do things differently. Cynicism and pessimism inhibit openness to new ideas and action.

Confusing discussion with real action. Many people feel more comfortable talking about new ideas than trying out new strategies, which arise from those ideas. Just discussing an issue does not count as addressing the issue. Lengthy hearings without concrete plans, task assignments, and serious deadlines for implementation do not count as meaningful change.³

The gift of rationalization. For those leaders prone to procrastination or inaction, rationalizing lack of action comes naturally. Many congregations possess this gift and exercise its full potential. “We can’t do that because . . .” is the church motto.

Addressing attitudes before behavior. Congregational leaders put the cart before the horse when they buy into the myth that changing attitudes precedes changing behavior. Research indicates that people often change their attitudes *after* they try out something new, rather than *before* they do something new.

Underestimating the task of transferring ideas. Every church in every community reflects unique opportunities as well as barriers to change. What works in one place typically needs major modifications and adjustments to work well somewhere else.

Perfectionism. We all wish for every plan to work out smoothly, if not perfectly. Working out the glitches and snags along the way can be frustrating, discouraging, and time-consuming. Successful leaders and their congregations accept that only through implementation of an idea do we see what needs to be smoothed out.

Failure to evaluate. Decisions and actions eventually require evaluation. What went well? What needs improvement? If we tried this tactic again, what would we do differently? Reluctance to ask these hard questions keeps some churches from continuing to implement new ideas.

Moving from Knowing to Doing

Once leaders and members commit to crossing the divide between what they know and what they can accomplish together, several principles prove valuable.

Tell stories. Every church creates a narrative about their creation, the best times, challenging episodes, and their changing community context. These stories reveal something about their core values as reflected in the actions of church heroes, sacrifices, failures, and persistence. Telling stories about the past helps people

see how the next chapter for the church represents continuity with the larger story that they have been a part of all along.

Identify a need, challenge, or passion. Effective idea implementation stems from what people are already talking about and focused on. Assign responsibility for the tasks involved with the new idea and set realistic deadlines for getting things done.

Practical experience and skills count. Effective new idea implementation involves people with track records in getting things done. Leaders and members with practical experience in other settings can offer insights. Field trips to other effective congregations or organizations generate fresh perspectives. What people observe for themselves creates additional motivation and inspiration for local efforts.

Look beneath the “what” to understand the “why.” Leading congregational change is not like following a “some assembly required” set of instructions. Knowing or learning the technical skills is seldom enough. What are the underlying philosophy and core values behind effective efforts?

Stop looking for the perfect plan. If what your congregation wants to try were easy, many churches would already be doing it. “Do it and fix it” is a better plan than waiting for the perfect plan.⁴

What Is the Best Idea?

Alan Roxburgh says churches daring to write their next chapter should ask the best question: “What are the challenges we currently face for which we presently have no answer but must address if we’re to live into God’s future for us?”⁵

Unless you ask the best question, the best answer has not been discovered yet for your church. Have the courage to take this advice: “Do not go where the path may lead, go instead where there is no path and leave a trail.”⁶

1. Ideas drawn from Jeffrey Pfeffer and Robert Sutton, *The Knowing-Doing Gap* (Boston: Harvard Business School Press, 2000).

2. John Hope Franklin in Drew Gilpin Faust, “John Hope Franklin: Race & the Meaning of America,” *The New York Review of Books*, December 17, 2015, <http://www.nybooks.com/articles/2015/12/17/john-hope-franklin-race-meaning-america/>.

3. Pfeffer and Sutton, 29.

4. Statements made by Herb Miller in many conversations.

5. Alan Roxburgh, <http://themissionalnetwork.com/>.

6. Attributed to Muriel Strode.

KEEPING UP WITH THE PASTOR'S PAY: TRENDS BEHIND CLERGY WAGES

Forces large and small affect how best to answer the question: "What should we pay the pastor?" Failure to keep track of inflation and replacement costs associated with current staff could make a church's clergy compensation package uncompetitive. Sadly, the pastor feels no choice but to seek to move.

What Makes up a Pastor's Pay?

Governing boards and personnel committee members must think about the pastor's *total compensation*, not just salary.

Manse or housing allowance. Many churches provide housing in the form of a parsonage, or what some denominations call a manse. The pastor's total compensation includes that house's fair market rental value. In churches that do not own a parsonage, many offer instead a monthly housing allowance so that the pastor can own or rent a home of his or her choosing.

Employee or self-employed. The Internal Revenue Service considers clergy *employees* for Federal Income Tax calculations but treats clergy as *self-employed* for Social Security Tax purposes. Thus, church boards must designate how many compensation dollars are for salary and how many dollars are for housing expenses. Each church determines when and how often it sets or changes these amounts. The law requires that they do so in writing and in advance, with documentation in official church minutes. Tax laws prohibit churches from retroactively determining the salary-housing proportional split.

Some churches believe that designating a larger percentage of the pastor's salary for housing allowance will let the pastor avoid paying Federal Income Taxes on those housing dollars. In order for this strategy to work, the pastor has to use *all* of that housing allowance to pay for expenses like rent, mortgage payments, property taxes, utilities, repairs, renovations, furnishings, etc. If any funds are left over, those dollars must be added back, in full, to the pastor's taxable compensation. And, for Social Security Taxes, all the salary dol-

lars *and* the full amount of the housing allowance are used in computing the amount due.

Self-employed workers pay about double the amount of Social Security Taxes paid by other workers who are classified as employees. Some churches give their clergy person additional pay to cover this self-employment expense.

Non-taxable compensation. Most full-time (and some part-time) pastors receive health insurance, which is often purchased through the denomination. A second form of compensation comes in the form of retirement benefits, which again is typically offered through the denomination. Both types of benefits essentially extend a clergy's monthly paycheck, without adding taxable income.

Another clergy financial benefit comes in the form of reimbursements. For example, most churches include a budget item for pastoral transportation expenses. This is a per-mile figure established by the IRS that covers only ministry-related travel, but not travel between the pastor's



WE NEED TO REVISIT MY "HOUSING ALLOWANCE."

home and the church. The majority of churches establish line items in their budgets for other work-related expenses such as continuing education, book purchases or magazine subscriptions, and the costs associated with workshops or conferences. These types of reimbursements are not treated as personal income for tax purposes.

Church Size and Denomination Still Matter

As in other occupations and work settings, clergy compensation is not equal among all those called to ministry. For clergy in parish ministry, the size of the congregation determines, in part, the size of the compensation package. Denominational affiliation plays a role too. For mainline Protestant pastors, those serving in small churches (with fewer than 100 in worship) receive about 75% of the total compensation of what pastors serving in large churches receive (churches with more than 300 in worship).

This clergy pay discrepancy grows larger for conservative Protestant pastors. Clergy in small conservative Protestant congregations (those with fewer than 100 in worship) receive a total compensation package about 58% of what pastors in large Conservative Protestant churches receive (those with more than 300 in worship).¹

Significant Trends in Clergy Compensation

A new study takes into account housing provisions among Protestant clergy to look more closely at compensation over time. Their five findings pose important considerations for congregations.²

A shift away from church-owned housing. Analysis of this national data set confirmed what many denominational leaders and others already knew. In 1976, about six in ten pastors lived in free housing—that is a manse or parsonage—and did not own or rent their home. By 2013, the percentage of pastors living in church-owned property dropped to only fourteen percent. Does this shift contribute to a real overall rise in clergy compensation? How do these changing housing provisions relate to clergy satisfaction with compensation?

A narrowing income gap between clergy and their professional peers. Because earlier studies omitted housing provisions or allowances, those comparisons probably overestimated the gap between clergy pay and that of other professionals.³ However, this new positive finding of a smaller pay gap still comes with a cautionary note. Clergy income seems to be keeping pace only when the thirty-five highest income occupations are excluded. Growing income inequality affects all work-

ers, including the clergy. And while the income gap between clergy and like professionals is closing, they are still earning 26 percent less than others at a similar education level.⁴ What compensation comparisons make sense for our church—the salaries provided by other congregations like ours, our denomination, the cost-of-living in our area, or other factors?

Working fewer hours a week contributes to rise in hourly wages. Clergy report working fewer hours, on average, in recent years compared to three decades ago. Those clergy who report working fewer hours per week also experience better physical and emotional health.⁵ Therefore, although the total compensation may not change, the shorter workweek of many clergy has enhanced their quality of life. Does our congregation rely on clergy's nonmonetary values—such as having a job that helps people, believing one is fulfilling a vocation, and self-supervision—to fill in the wage gap?⁶ Does our church use salary compensation as an unfair way to communicate dissatisfaction with a clergy-person's job performance?

Higher pay for nonparish clergy. Clergy serving in non-church ministry positions (such as military or hospital chaplain, director of a nonprofit agency) earn more, on average, than clergy serving in churches. Further, when clergy leave churches to serve in a nonchurch setting, their compensation increases. Both trends decrease the attractiveness of serving in a local church.

Becoming a pastor decreases wages. Individuals who enter pastoral ministry, on average, see an immediate drop in wages. This pattern poses problems for new pastors struggling with seminary student debt.

The Bottom Line

Every church needs a periodic reality check around salary and benefits to show respect and act with fairness toward their pastor. Clergy compensation issues warrant a frank, annual discussion with the pastor.

1. Total compensation calculations include housing and salary. Cynthia Woolever and Deborah Bruce, *Leadership That Fits Your Church: What Kind of Pastor for What Kind of Congregation* (St. Louis, MO: Chalice Press, 2012), 17.

2. Cyrus Schleifer and Mark Chaves, "The Price of the Calling: Exploring Clergy Compensation Using Current Population Survey Data," *Journal for the Scientific Study of Religion*, 2016 (55:130-52).

3. Schleifer and Chaves, 131.

4. Note: All analyses by Schleifer and Chaves include the housing provisions in total compensation calculations.

5. Woolever and Bruce, 43.

6. Schleifer and Chaves, 150.