

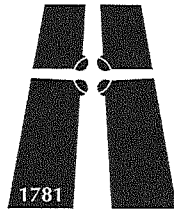


2016 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

November 19, 2016



Poke Run Presbyterian Church
Apollo, PA

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

Directions to Poke Run Presbyterian Church
1091 Poke Run Church Road
Apollo, PA 15613
724.327.5563

Poke Run Presbyterian Church is just off Route 66 near the intersection of Route 66 and Route 366.

There are two roads that you can use to access the entrance to the church. The one nearest Route 366 is Fox Road.

1. After turning onto Fox Road you will drive approximately 1/2 mile and make a left onto Poke Run Church Road. 2. The church will be on the right approximately 1/2 mile after making the turn.

If you are traveling north on Route 66 and miss Fox Road you can drive approximately 1/2 mile and turn right onto Poke Run Church Road. The church will then be on the left approximately 1 mile after making the turn off of Route 66.

If you are traveling south on Route 66 you will make a left onto Poke Run Church Road. If you miss that turn you will travel approximately 1/2 mile and make a left onto Fox Road and follow directions from number 1 above.

You may also go to the church's website at www.pokerunchurch.com and get driving directions from any location or type the address listed above into your GPS.

INSTRUCTIONS FOR THE PRESBYTERY MEETING

There will be people near the church directing you where to park. Drive past the first door to arrive and park at the front entrance to the church. Watch for the signs. You will enter the church through the door under the portico. Registration and the Pine Springs Camp display will be in Fellowship Hall.

Breakfast casseroles along with other breakfast foods will be served before this meeting and will be in Fellowship Hall as well. The meeting will take place in the sanctuary located on the second floor, an elevator is available.

The Prayer Team will meet in the lounge, which is near the sanctuary, just past the church offices. There are handicap accessible restrooms on both floors of the church. WI-FI is available for use at this meeting; access information will be available at the meeting. There will be signs throughout the church directing you to the various locations.

Notes for the November 2016 Presbytery Meeting!

- Presbyters are reminded to get "Prayer Requests" to the Clerk as soon as possible as they will be lifted up during the prayers in the Worship Service.
- The Offering received during worship at this meeting will go to South Sudan Emergency Relief.

Presbytery of Redstone Gathering
Poke Run Presbyterian Church, Apollo, PA
November 19, 2016
“Empowering Mission Partnerships”

8:00 a.m.	<i>Registration and fellowship</i>	<i>**Any new business should be submitted in writing to the Associate Stated Clerk by the end of Worship**</i>
9:00 a.m.	<u>Presbytery Gathering Convenes</u> <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 Rev. Pete Goetschius
9:15 a.m.	<u>Worship</u>	Rev. Pete Goetschius
10:15 a.m.	<u>Clerk(s) Reports</u> <u>Stated Clerk for Administration</u> <ul style="list-style-type: none"> • Correspondence log <u>Stated Clerk for Constitutional/Judicial matters</u> <ul style="list-style-type: none"> • Report • Consent Agenda (p. 6) 	Rev. Skip Noftzger Rev. Cliff Foster
10:25 a.m.	<u>Announcements “Loop”</u>	Rev. Laura Blank
10:35 a.m.	<u>Reports</u> <ul style="list-style-type: none"> • Executive Presbyter (pp. 7-8) • Treasurer (p. 9) • Mission Network (p. 10) • Pine Springs Camp (pp. 11-12) • Synod of the Trinity 	Rev. Skip Noftzger John Dickson Rev. Sylvia Carlson Greg Davis Sheila Farrer
11:10 a.m.	<u>Action Agenda</u> <ul style="list-style-type: none"> • Council (p. 13) <ol style="list-style-type: none"> 1. Manual revisions 2. 2017 Budget 3. Book of Order Amendments <ul style="list-style-type: none"> 16-A 16-B 16-C 16-D 16-E 16-F • Nominating Committee (p. 19) • New Business 	
	<u>Benediction</u> <u>Adjournment</u>	

The next stated meeting of the Presbytery of Redstone will take place on January 21, 2017, 1:00 p.m. at the Westminster Presbyterian Church, Greensburg, 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
November 7, 2016 - mail	First Presbyterian Church, Fairchance	Request for Waiver of Rotation for Session member Kathleen Hockenberry	To COM and FILE
November 3, 2016 - email	Ellie Johns-Kelley	Faith Statement	To COM and FILE
November 2, 2016 - email	CRE Jeff Smith	Resignation letter	To COM and FILE
November 1, 2016 - email	Rev. James Gear	Installation Commission	To COM and FILE
October 31, 2016 - email	Rick Pry	Ministry Information Form for the First Presbyterian Church, Murrysville	To COM and FILE
October 31, 2016 - email	Valerie Small	Information/application for remaining special committees and commissions	To COM and FILE
October 30, 2016 - email	Rev. Michael Shepard	Resignation/Retirement Request	To COM and FILE
October 26, 2016 - mail	Harmony Presbyterian Church, Belle Vernon	2017 Terms of Call for CRE Glenn Hart	To COM and FILE
October 26, 2016 - mail	Marion Presbyterian Church, Belle Vernon	2017 Terms of Call for CRE Robert Prinkey	To COM and FILE
October 19, 2016 - mail	New Salem Presbyterian Church	Renewal of contract for CRE William Wiegand	To COM and FILE
October 17, 2016 - mail	Calvin United Presbyterian Church, Brownsville	Renewal of contract for the Rev. Aleda Menchyk	To COM and FILE
October 17, 2016 - mail	Covenant Presbyterian Church, Boswell	2017 Terms of Call for the Rev. James Stobaugh	To COM and File
October 11, 2016 - mail	Marion Presbyterian Church, Belle Vernon	Contract extension for CRE Robert Prinkey through 12/31/10	To COM and FILE

CONSENT AGENDA:

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

From Executive Committee

1. Following the review of the Moderator, Vice-Moderator, Stated Clerk and Associate Stated Clerk, it is **recommended** that the minutes of the Presbytery meeting of the September 20, 2016 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council be received and filed for audit. (See Appendix A)
2. Council **recommends** the approval of the 2017 Terms of Call (see below) for the Executive Presbyter.
Salary – 56,390; Housing---14,000; Deferred Compensation (403B) ---2,000;
Pensions (medical, retirement, death/disability) ---16,863; Vacation---5 weeks
Study Leave---2 weeks/1,500; Professional Expenses---2,000; Travel---4,750
3. Council **recommends** that the Executive Presbyter, Treasurer, Mission, Pine Springs Camp and Synod commissioner reports presented to the Presbytery be received and filed.
4. Council **recommends** the adoption of the proposed Child/Youth/Vulnerable person policy (See Appendix B) for consideration by the Presbytery for a "first reading." (*This is presented for a First Reading. The Presbytery will take action at the January meeting.*)

From the Committee on Ministry

1. The Committee on Ministry **recommends** that the Rev. John C. Pressler (Honorably Retired, Northern Waters Presbytery 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 Discernment Teams

1. The Team **recommends** the report presented to the Presbytery and included (p. 20) be received and filed.

MINISTRY AND MISSION REPORTS

Executive Presbyter

Rev. Richard "Skip" Noftzger
Executive Presbyter Report

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

VISION	9/20/2016-11/19/2016	
<p>Congregation-centered (ENGAGE)</p>	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none"> • Visited eight congregations in worship or special services since the last presbytery meeting. Preached at five worship services. Attended or moderated four session meetings. Participated and spoke at a retirement dinner honoring one of our retiring teaching elders. • Organized and met with the discernment team working with the Vandergrift Presbyterian Church. With the team, conducted initial meeting with the Vandergrift session to review their concerns and issues, as well as the processes of the discernment process. • Worked along with five different sessions as they anticipate pastoral transitions. Assisting in their process of determining their options for pastoral leadership. Initiating a short term response of adequate provision of pulpit supply and worship leadership. • Participated in a memorial service held within one of our congregations for a former pastor within the Presbytery. • Initiated support for Trinity PNC in preparation for installation commission/service. Stepped in to complete the plans and preparation when the installed pastor was hospitalized for emergency surgery. • Maintained communication with five different PNC groups concerning their process either in orientation, MIF development or in reviewing/filtering candidates. 	
<p>Leadership developed (EQUIP)</p>	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none"> • Met individually with many pastors (10) to review pastoral concerns and offering advice and counsel on future ministry plans and issues. Five of these pastors are relatively "new" within the presbytery. Three are involved in transitions in their ministry. Two are experienced long term pastors. • Initiated contact with all inquirers and candidates under the "care" of the Presbytery. Also, initiated contact to explore possibilities with two other students who are discerning their call to pastoral ministry. • Served as a resource both by phone and in person for several candidates outside our Presbytery who are interested in being considered for open pastoral positions. 	

	<ul style="list-style-type: none"> Continued to assist the Nominating Committee in identifying leadership and contacting them in order that they might consider positions of leadership within the Presbytery. Providing leadership in the instruction, mentoring and follow up with those participating in the shared InterPresbytery Leadership formation program (training for ruling elders to be commissioned). 				
<p>Collaboration-Districts/Network (ENABLE)</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> Continue to participate and support affinity, networking and pastor groups within our presbytery as they continue to meet. The most notable recent one is the emergence of the "addictions" ministry group. Serve as the Executive Presbyter advisory liaison to the Governing Commission of the Synod of the Trinity. Participated in the District III Redstone Community gathering held this fall at Ft. Burd, Brownsville. 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"> Continued to support our engagement with the Sudan/South Partnership through administrative support. This included initiating contact with Shenango Presbytery about possible mission and interpretation experience in 2017-18. Assisted in the transmission of funds for emergency relief with the South Sudan Presbyterian Evangelical Church. Consulted and worked alongside of others with the Executive Director of Pine Springs Camp in both identifying new strategies in the implementation of the capital campaign as well as reviewing easement agreements for building construction. Preparing and will be participating in the annual "Friends" dinner. 				
<p>Operational Support</p>	<ul style="list-style-type: none"> Reviewed the final draft of the financial review of the presbytery prepared by the auditors for any questions or concerns. Talked with auditor about any questions. Provided the final version to Council to receive. Requested bids and initiating a new contract on copier service in order to save resources. Worked with a task force of the Council to develop, edit and finalize a presbytery policy on child/youth/vulnerable person protection policy. Approval at the November meeting will have the Presbytery comply with the BOO. Follow up with sessions for their approvals of similar policies. Ongoing resource and consultation with pastors, treasurers and sessions concerning changes within the BOP offerings and implications for each church. 				
<p>VALUES</p>	<p>Servant Leadership</p>	<p>Flourishing Community</p>	<p>Witness to the World</p>	<p>Generous and effective Stewardship</p>	
<p><i>Soli Deo Gloria</i></p>					

Treasurer Report

Income & Expense Statement Ending October 2016

This report is for the period ending October 2016 and represents ten (10) months of operations (unaudited) for the fiscal year.

Financial Overview / Income

The subtotal contribution income for the month of October consisting of Church Commitments along with those funds noted under the Temporarily Restricted category, as reported on the Income & Expense statement totaled \$33,220. Year-To-Date (YTD), the Presbytery has recorded a total sum of \$314,975.

For the month of October, Church Commitments alone have kept pace with budget expectations, but YTD is a bit behind. It would be hopeful at this time, Church Commitments received would be a least at the 83% pledged benchmark amount.

Total Income, for the month of October achieved financial expectations, and YTD in total is short by about 8.3% or -\$29,646.

Financial Overview / Expenses

As reported at the September Presbytery meeting and Council meetings, expenses are trending subject to expectations and for this reporting period, total expenses are below in both monthly and YTD categories at 6% below budget. There are no material concerns regarding expenses.

Excess Income / Expenses

The Presbytery recorded positive income for the month \$4,376 and YTD was slightly off at -\$1,992.

Investments & Assets

The Ameriprise account at the end of October recorded a change in value of -\$3,964, with an ending value of \$268,991. All other asset categories inclusive of First Commonwealth, PILP, New Covenant and Pine Springs (Investments in these categories are carried forward) total \$596,538.

Respectfully Submitted


John R. Dickson IV
Treasurer

Mission Committee

Sylvia Carlson and Donna Havrisko reported on the Sudan/ South Sudan Network meeting at Laws Lodge in Louisville KY, October 3rd and 4th. We received updates on the South Sudan Education and Peacebuilding Project and learned about the invitation from the Westminster Presbyterian Church in Minneapolis, MN to partner with them and our global partners in this project. A number of PC(USA) staff were present: Debbie Braaksma, Africa Office Coordinator and her assistant, Paula Timms; Ellen Sherby and Nicole Gerkins, Equipping for Mission Fundraising Team; and Stephanie Candill, World Mission. Also in attendance were Rev. Michael Weller, Area Coordinator for the Horn of Africa; Nancy McGaughey, newly retired medical mission co-worker from S. Sudan; Rev. Deng Gach, working with South Sudanese refugees in Gambela, Ethiopia; mission co-worker Jim McGill, co-worker in Malawi who is moving to Niger and S. Sudan; and Elizabeth Aluk Andrea from Winnipeg, Manitoba, from South Sudan, a student at the University of Winnipeg, and co-founder of Manitoba Women for Women.

Next year's Sudan and South Sudan Mission Network meeting will be held October 23 and 24 at Laws Lodge in Louisville.

Looking ahead, we would like to explore the possibility of a joint mission trip (perhaps with Shenango and Pittsburgh folk) to South Sudan in late 2017 or early 2018. It would be helpful to know if there are Redstone Presbyterians who would like to be a part of such a trip. We realize that there is some uncertainty in people's minds as to the stability in the area. Michael Weller and Debbie Braaksma have safely traveled to South Sudan on a regular basis.

The November Presbytery offering will be for South Sudan relief.

The committee voted that Redstone Presbytery's percentage of the Peacemaking Offering will go to the South Sudan Education and Peacebuilding Project.

There has been much concern for the recent flooding in the Connellsville area. Connellsville Community Area Ministries is serving as a clearinghouse for the flood relief. Their web address is conmin.org. Their address is Connellsville Area Community Ministries, 110 W Crawford Ave., Connellsville, PA 15425. Their phone number is 724-626-1120. They would welcome gifts of money or volunteers to assist with mucking out the homes that have yet to be touched.

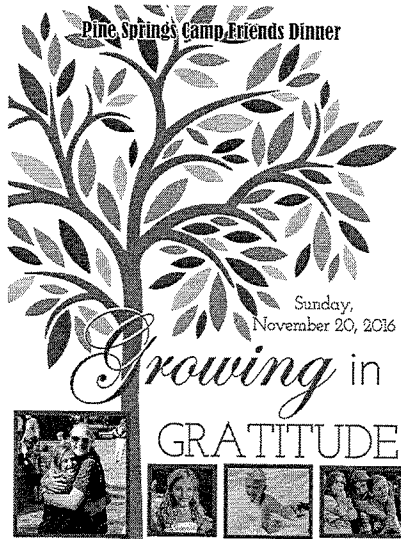
Respectfully Submitted,

Sylvia Carlson, Chair

Pine Springs Camp

2016 Friend's Dinner

There is still time to reserve a table, come as a guest or provide an Item for our Silent Auction. This is the major fundraiser for the general operating fund for the camp. It is an incredible evening of celebrating and hearing how God continues to use Pine Springs Camp to touch the hearts of campers, families and those within the church. It is Sunday, November 20 from 4:30-7:00 p.m. and will be held again this year at the Willow Room in Belle Vernon. Please call the camp office for more information



Capital Campaign Update

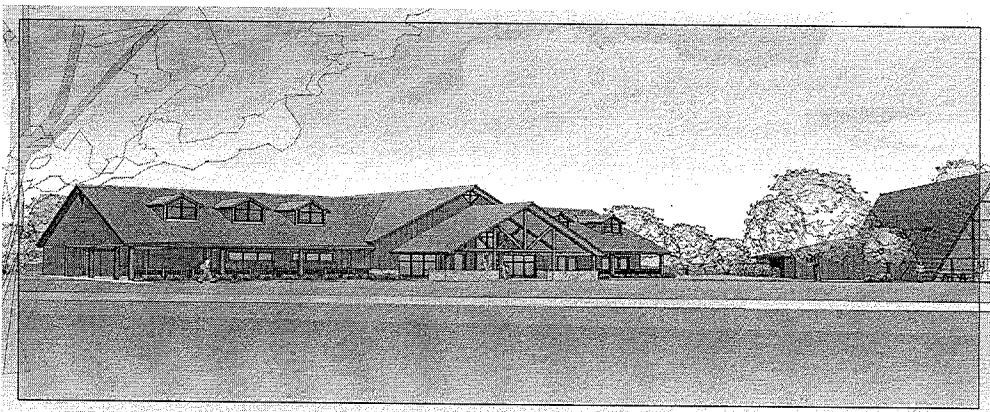
Groundbreaking... yes it is a reality

On October 20 we had a wonderful groundbreaking ceremony for the new dining hall which we intend to start using the first week of camp next summer! The weather has been fabulous and has allowed us to get off to a fast start.



The name of the new building will be "The Refuge"!

We are excited that the new dining hall will be called The Refuge. The name reflects and represents the specialness of the ministry of Pine Springs Camp. "The Refuge" is from Psalm 62:5-8 where it is mentioned twice that God is our refuge. And surely many of us find Pine Springs to be a refuge of refreshment steeped in His love and grace, comfort and faithfulness."



Current Status of the Faith for the Future Campaign

Currently we have approximately \$1,470,000 in pledges. That means that we have \$330,000 more to reach our goal of \$1,800,000. Please be reminded that although we have begun construction on The Refuge we still desire to raise funds for Scholarships, Program Initiatives and Capital Improvements. Your continued prayers are coveted!



Recruiting Campers...we will come to you!

It is not too early to start thinking about getting campers to Pine Springs next summer. Please know that if you would like for us to come to your church, youth group, youth club or community event we can set it up now. Please see Mike Hurley, Greg Davis or call the camp office. We would love to see how we can work together to get more campers so they can experience a vital encounter with Christ that leads to growth in faith and discipleship!



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

- The Council **recommends** the proposed revisions in the Manual (See Appendix C).
(As required in the Manual, these changes were provided for a first reading in September with a second reading and vote in this November meeting. These proposed changes reflect editorial clarity and affirmation of current practices.)
- The Council **recommends** the approval of the proposed 2017 Budget for the Presbytery of Redstone. (See Appendix D)
(This budget was submitted for a first reading in September with a second reading and vote in this November meeting.)
- The Council presents the following General Assembly Book of Order Amendments for consideration, deliberation and approval.
(For information purposes only, the Council recommendations are included in parentheses. Each amendment will be voted upon individually and recorded for transmission to the Stated Clerk of the PCUSA.)
The full text of the amendment in context is provided (Appendix E) and will be shown on the screen.
 - 16-A—Child and Youth Protection Policy (recommended)
 - 16-B—Parity in Committees (recommended)
 - 16-C.1---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.2---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.3---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.4---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.5---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.6---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.7---“Ministers of the Word and Sacrament” (recommended)
 - 16-C.8---“Ministers of the Word and Sacrament” (recommended)
 - 16-D.1--- Renunciation of Jurisdiction restoration (recommended)
 - 16-D.2--- Renunciation of Jurisdiction restoration (recommended)
 - 16-E--- Certified Service Requirements-national certifying body (recommended)
 - 16-F--- Ministry of Members – Caring for Creation (recommended)

Information Items

REPORTS

Stated Clerk

- The Stated Clerk presented the correspondence log since the last Presbytery meeting for review by the Council.
- It was **MSP** to accept the invitation of the Delmont Presbyterian Church to host the November 18, 2017 gathering of the Presbytery of Redstone.
- Based upon discussion on addressing the need for fellowship opportunities during and before the Presbytery gatherings, along with the reluctance of churches to host the Presbytery when a meal is involved. The consensus was that we might pursue possible simple catered meal options preceding the March, May and September evening meetings.
- It was **MSP** to invite Rev. Ellie Johns-Kelley (Presbyterian Foundation) to present a pre-Presbytery

workshop on “cultivating generosity” preceding the May gathering.

Treasurer

- A written Treasurer’s report based upon the monthly financial income and expense reports was submitted by email and was received and filed.

Executive Director of Pine Springs Camp

- Executive Director Greg Davis provided a written report on the progress of the “Faith for the Future” Capital Campaign (1.461 million pledged; 1.061 million received; 338k to go). He noted that the Annual “Friends” Dinner will be held on November 20, 2016 at the Willow Room in Belle Vernon. They are looking for “silent auction” items as well as table sponsors.
- Concerning the ongoing need for approval of easement agreements and other utility agreements related to the construction of the new facility, it was MSP to delegate this responsibility on behalf of the Presbytery Council(Trustees) to the chair of the Finance, Budget and Property Committee and to the Executive Presbyter. They are authorized to sign on behalf of the Council and to determine if in their view any agreement is beyond the scope of what has already been approved by the Council and would require Council deliberation and approval.

Executive Presbyter

- Skip Noftzger, Executive Presbyter, submitted upcoming possible vacation dates related to the Thanksgiving and Christmas holidays. It was MSP to approve the following dates of vacation in 2016. November 21-23; December 12-15, 19-22.
- Rev. Noftzger shared and reviewed with the Council a report outlining some of the demographics and current composition of the Presbytery. This included breakdowns on congregational size (membership and attendance), annual baptisms (children/adult), First Fruits contribution amounts, and pastoral leadership types. The charts also reviewed the number and types of people serving in pastoral roles or as members of the Presbytery with both their length of service within Redstone and the length of time that they have been ordained to service. All agreed that the information was helpful and offered insight into the changing nature of the Presbytery.
- An update on the discernment team visit with the Vandergrift Presbyterian Church session was provided.

SUBCOMMITTEES/NETWORKS

Districts

- Rev. Noftzger provided a quick summary of the District III “Redstone Community” event held last week at Ft. Burd, Brownsville. The focus was upon revitalizing congregations with both breakout sessions and a session led by Rev. Jim Farrer.
- Rev. Craig Miller noted that some of the planning for Enrichment Day for District IV was just now beginning and whether it would continue to be the same format/date and/or whether there might be some changes.

Staff Support

- Glenn Hart reported on behalf of the Staff Support committee and offered the 2017 terms of call (based upon the approved 2017 budget proposal) for the Executive Presbyter for approval. It was MSP to terms of call and that they would be placed in the consent agenda of the upcoming presbytery meeting.

2017 Terms of Call

- Salary—56,390
- Housing---14,000
- Deferred Compensation(403B)---2,000

- Pensions(medical, retirement, death/disability)---16,863
- Vacation---5 weeks
- Study Leave---2 weeks/1,500
- Professional Expenses---2,000
- Travel---4,750

Communications

- A written report of the last Communications task force meeting was distributed. Rev. Noftzger encouraged everyone present to consider submitting ideas for Redstone Stories and/or the Facebook page to Rev. Niki Atkinson.

Missions

- Donna Havrisko reviewed the written report of the Mission Committee. She noted that the Mission Committee was soliciting possible interest in participating in a joint (Shenango/Pittsburgh) mission and interpretation visit to South Sudan in late 2017 or early 2018. The November presbytery gathering offering will be devoted to South Sudan relief.
- Additionally, it was recommended by the Mission Committee to designate the Presbytery-share of the 2016 Peacemaking offering for the South Sudan Education and Peacebuilding Project. It was MSP to approve this recommendation.

Budget and Finance

- On behalf of Don Gobel, Skip Noftzger reminded the Council that the proposed 2017 presbytery budget was included in September for a first reading and would be presented for a second reading and vote at the November presbytery gathering.
- Copies of the Financial Review which had been completed by Horner, Wible and Terek, PC for the 2015 financial recording keeping of the Presbytery. Discussion about some of the review and the accuracy of our monthly reports was noted. It was MSP to receive the Financial Review on behalf of the Presbytery.

Addictions Ministry

- Both Rev. Havrisko and Rev. Noftzger reported on some of the ongoing discussions of an interested group talking about how our congregations might minister to both those addicted and family members of those addicted. This group has met regularly since the Presbytery networking session and during the last meeting, they were consulted by Liz Comer, Director of the Westmoreland County Drug and Alcohol Commission.

It was MSP to receive the reports of the subcommittees and networks and file them.

Committee on Ministry

Action Items

- **No action items for this meeting.**

Information Items

November 3, 2016 Meeting

Report of the Stated Clerk

- Correspondence log related to COM.
- The Vandergrift Discernment team met with the session on October 24th.
- **MSP** the renewal of contracts for 2017 for all Interim Pastors, Covenant Pastors, and CRE's contingent upon the Session providing adequate compensation based upon the salary approved in the minimum "terms of call".

Executive Presbyter's Report

Rev. Skip Noftzger presented his report lifting up the following items:

- Synod COM/CPM training event participants are Bobbi Jo Huebner, Chuck MacPherson, and Aleda Menchyk.
- Thanks to Len Morgan, Josh Scully, and Rich Zoltak who will be rotating off the COM.

Reports of Sub-Committees

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

- **MSP** the approval of the Installation Commission for Rev. James Gear in Trinity, Uniontown.
- **MSP** the approval of the MIF for First Presbyterian Church, Murrysville.
- Pleasant View, Third Presbyterian, and Level Green are reviewing PIF'S.
- West Hempfield PNC will have orientation on November 7th.
- Resignation of Rev. Cynthia Cadenhead as pastor of the First Presbyterian Church Windber effective 12/31/16. EP met with the congregation to discuss options. James Farrer will be liaison.
- Resignation of Rev. Mike Shepard from contract with Little Redstone and Fayette City effective December 31, 2016. Colleen Molinaro will be the liaison.
- Resignation of Jeff Smith CRE from the contract with Laurel Hill effective December 31, 2016. Liaison still needed.
- **MSP** to appoint Jim Farrer as the COM liaison to the First Presbyterian Church, Windber.

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

- **MSP** to add Rev. Ellie Johns-Kelley to the Pulpit Supply Roster. She is part of the Presbyterian Foundation and lives in Carmichaels and is a member of the Lake Erie Presbytery.
- **MSP** to receive under the consent agenda at the November Presbytery meeting, the Rev. John Pressler (Honorably Retired) and add him to the Pulpit Supply Roster.

Care of Congregations - Marie Davis reported the following:

- The Committee led the whole gathering in prayers for the congregations of Pleasant View, Level Green, Tent, Third, Trinity Uniontown, East Liberty, Vandergrift, Sewickley, Sewickley United, and West Newton.
- The Good Neighbor Program continues to be worked on.

Care of Church Professionals - Mike Shepard reported the following:

- The open enrollment for employees within the Board of Pensions in order to make selections ends on November 11th.

- **MSP** to approve the dissolution of the pastoral relationship between Rev. Cynthia Cadenhead and the First Presbyterian Church, Windber effective January 1, 2017 pending approval request by congregation on December 4th.
- **MSP** to recommend to the Presbytery the designation of Rev. Michael Shepard as "Honorably Retired" effective January 1, 2017 and honor him at the January Presbytery meeting.
- The Committee led the gathering in prayer for Lee McDermott, David McElroy, Aleda Menchyk, Craig Miller, Colleen Molinaro, Art Moffat, Leonard Morgan, John Morrow, Rodney Murray, and Skip Noftzger.

COM Chairperson's Report

- The chairperson announced the following moderatorial appointments:
Rev. Doug Stevens appointed as moderator of Winder effective January 1, 2017.
Rev. Susan Speakman appointed as moderator at Little Redstone and Fayette City churches effective January 1, 2017.

New Business

- **MSP** to elect the Rev. Martin Ankrum as the Moderator for 2017.
- **MSP** to cancel the December meeting of the COM.

October 6, 2016 Meeting

Executive Presbyter's Report

Rev. Skip Noftzger presented his report lifting up the following items:

- Synod COM/CPM training event. Looking for volunteers.
- The Executive Presbyter provided a report delineating the demographic composition of both congregations and pastors within the Presbytery of Redstone. The report included information about congregational size, attendance, first fruits pledges, pastoral leadership options, gender, years of experience, and length of tenure of pastors both at the current congregation and within Redstone. The report was used to raise questions about our assumptions of who we are as a Presbytery?

Reports of Sub-Committees

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

- **MSP** the approval of the renewal of Interim Pastor Contract with Rev. Bill King and First Presbyterian Church, Murrysville.
- Pleasant View, Third Presbyterian, and Level Green are reviewing PIF'S.
- West Hempfield elected PNC.
- First Murrysville working on MIF. Should be ready for November meeting.

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

- The committee will schedule orientation for Revs. Gear and Olson.
- Plan a meeting with Rev. John Pressler (Honorably Retired) who has returned to the area.

Care of Congregations - Ron Durika reported the following:

- The Committee continues to encourage prayer for the congregations and sending cards and prayed for the following congregations: Congruity, Bethel New Florence, Trinity New Florence, United New Kensington, New Salem, New Hope, Patton, Revloc, Calvin Scottdale and Grace Chapel.
- The Good Neighbor Program continues to be worked on.
- Representatives met with the pastor and session at the United Presbyterian Church of New Kensington. They will meet again on October 18th.

Care of Church Professionals - Mike Shepard reported the following:

- The BOP employment agreements are set. Next step is the Employee enrollment choices.
- The committee led the group in prayer for Kent Lighthall, Carlisle Lloyd, Dennis Macaleer, Chuck MacPherson, Becky Maiman, John Manon, Gail Mason, Bruce Maxwell, Dave McCabe and John McClure.

Action Items

- **No action items for this meeting.**

Information Items

Report on Current Inquirers and Candidates

- Taylor Barner had completed a review of his statement of faith with members of the committee. He has had contact with several churches in Virginia, Ohio and elsewhere for consideration as an Associate Pastor.
- David Deutsch continues to well in his education at Pittsburgh Theological Seminary. He has initiated contact with the Pittsburgh Pastoral Institute in order to complete the ministry assessment.
- Richard Watson has completed the PPI tests and the committee reviewed the results. Rick is also doing well academically and continues to serve as CRE. Field Ed is required by his Seminary and the committee will need to consider the most appropriate experiences given his prior experiences and circumstances.

Other business

- Becca Siddle and Caroline Vickery will serve as ordination exam readers in the exam opportunities in the month of November.

Bi-annual meeting with Rick Watson

- Dubuque requires three terms of placement: two need to be congregational and one in a clinical setting (according to Rick, each term = 150 hours of time).
- Discussion took place with Rick and the committee to consider possible options for field education settings. His possible future goals include either 1) serving a pastorate at a small church (but not necessarily completely solo), or 2) teaching theology. There are a number of practical concerns that would need to be addressed include his own access and pastoral leadership in the current congregation that he is serving.

Nominating Committee

Action Items

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

PRESBYTERY COUNCIL:

Rev. Lori Bass-Riley (1) District II, Member at Large (2019)

COMMITTEE ON MINISTRY:

Laurie Davison (1) District III, Tyrone, Dawson (2019)

COMMITTEE ON PREPARATION FOR MINISTRY:

SYNOD THE TRINITY TE COMMISSIONER:

Rev. Lori Bass-Riley, Member at Large

Information Items

- The Nominating Committee is requesting suggestions and recommendations for possible positions both on standing committees and subcommittees of the Presbytery. 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.

Discernment Team Reports

Vandergrift Presbyterian Church

The discernment team for the Vandergrift Presbyterian Church met with the session of the church on October 24, 2016. Candid discussion took place over the concerns that have led them to the place to consider this process. Members of the team attempted to respond to their concerns and offer clarification on denominational positions over the years. The team reviewed necessary steps in any process of discernment and left the initiation of those steps or future actions up to the session.

Income and Expense Statement
GENERAL FUND 01, October 2016

11/02/2016 10:38 AM

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED	\$31,249.39	\$279,955.02	\$396,000.00	70.70%	\$287,057.63
TEMPORARILY RESTRICTED	1,970.75	35,020.09	0.00	0.00%	31,623.54
Subtotal Contribution Income	33,220.14	314,975.11	396,000.00	79.54%	318,681.17
INVESTMENT INCOME					
INTEREST INCOME	579.15	4,100.30	5,000.00	82.01%	4,007.68
MISCELLANEOUS INCOME	2,212.82	4,195.23	5,000.00	83.90%	2,357.87
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-5,504.61	-28,678.14	0.00	0.00%	-29,259.48
Subtotal Release From Restrictions	-5,504.61	-28,678.14	0.00	0.00%	-29,259.48
RELEASED FROM RESTRICTION	5,504.61	28,678.14	0.00	0.00%	29,259.48
TOTAL INCOME	36,012.11	323,270.64	423,500.00	76.33%	325,546.72
EXPENSES					
MISSION PARTNERSHIPS					
COMMITTEE EXPENSES	\$6,172.08	\$67,859.61	\$88,500.00	76.68%	\$68,304.59
COUNCIL					
COUNCIL - AC/LT	0.00	0.00	0.00	0.00%	46.00
Subtotal Council	177.98	11,036.81	14,280.00	77.29%	3,759.08
COMMITTEE ON MINISTRY					
COMMITTEE ON PREPARATION	532.77	1,451.27	500.00	290.25%	420.00
Subtotal Committee Expenses	1,077.75	13,272.08	15,280.00	86.86%	4,726.54
OPERATIONS					
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER	8,455.46	81,938.77	101,413.50	80.80%	81,675.95
STATED CLERK	0.00	0.00	1,000.00	0.00%	12,970.99
Subtotal Executive Staff	8,455.46	81,938.77	102,413.50	80.01%	94,646.94
SUPPORT STAFF					
OFFICE ADMINISTRATOR	4,246.64	42,466.40	50,960.12	83.33%	41,483.30
ASSISTANT CLERKS	0.00	750.00	2,000.00	37.50%	0.00
Subtotal Support Staff	4,246.64	43,216.40	52,960.12	81.60%	41,483.30
EMPLOYER PAID FICA TAXES					
Subtotal Presbytery Staff	670.52	6,705.20	8,178.07	81.99%	7,427.76
Subtotal Presbytery Staff	13,372.62	131,860.37	163,551.69	80.62%	143,558.00
APPORTIONMENTS	9,009.44	90,094.49	116,345.00	77.44%	92,731.38
TOTAL EXPENSES	31,635.88	325,261.71	423,690.69	76.77%	332,538.20
EXCESS INCOME\EXPENSES	\$4,376.23	-\$1,991.07	-\$190.69	1,044.14%	-\$6,991.48

Redstone Presbytery
Commitment to Larger Church
October 31, 2016

	2016 PLEDGE	TOTAL PAID	% Payup as of 10/31/2016	Unpaid Pledge Balance
Adah, Palmer	400.00	300.01	75%	99.99
Apollo, Pine Run		4,000.00		(4,000.00)
Apollo, Poke Run	3,500.00	2,343.75	67%	1,156.25
Avonmore	3,500.00	1,724.50	49%	1,775.50
Belle Vernon, First	7,000.00	7,000.00	100%	-
Belle Vernon, Harmony	1,440.00	960.00	67%	480.00
Belle Vernon, Marion	1,700.00	1,700.00	100%	-
Belle Vernon, Rehoboth	6,000.00	5,713.00	95%	287.00
Bolivar	1,500.00	2,000.00	133%	(500.00)
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	3,410.00	85%	590.00
Derry		1,125.00		(1,125.00)
Dunbar, First	2,800.00	2,800.00	100%	-
Dunbar, Laurel Hill	2,000.00	2,000.00	100%	-
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	22,500.00	75%	7,500.00
Greensburg, Maplewood	4,000.00	3,334.00	83%	666.00
Greensburg, Westminster	6,000.00	5,000.00	83%	1,000.00
Irwin, First	25,000.00	22,917.78	92%	2,082.22
Irwin, W. Hempfield	5,000.00	5,000.00	100%	-
Jeannette	7,296.00	5,656.00	78%	1,640.00
Johnstown, Bethany	2,050.00	2,150.00	105%	(100.00)
Johnstown, First	7,000.00	6,300.00	90%	700.00
Johnstown, Second	3,000.00	2,250.00	75%	750.00
Johnstown, Westmont	22,000.00	16,499.97	75%	5,500.03
Lake Lynn	4,008.00	3,006.00	75%	1,002.00
Latrobe, Main St.	26,500.00	19,890.00	75%	6,610.00
Latrobe, Spring St.		2,400.00		(2,400.00)

Redstone Presbytery
Commitment to Larger Church
October 31, 2016

	2016 PLEDGE	TOTAL PAID	% Payup as of 10/31/2016	Unpaid Pledge Balance	
Leisenring		350.00		(350.00)	
Ligonier, Pleasant Grove	930.00	930.00	100%	-	**
Lower Burrell, Grace	15,720.00	13,100.00	83%	2,620.00	
Lower Burrell, Puckety	12,000.00	8,500.00	71%	3,500.00	
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	1,690.00	79%	460.00	
Murrysville, First	8,400.00	4,000.00	48%	4,400.00	
Murrysville, Newlonsburg	22,912.00	13,956.00	61%	8,956.00	
Murrysville, Union		1,050.00		(1,050.00)	
N. Alexandria, Community	4,000.00	3,000.00	75%	1,000.00	
N. Alexandria, Congruity	7,800.00	5,397.00	69%	2,403.00	
New Florence, Bethel	2,400.00	2,000.00	83%	400.00	
New Florence, Trinity		2,000.00		(2,000.00)	
New Kensington	9,000.00	6,750.00	75%	2,250.00	**
New Salem	3,000.00	2,622.00	87%	378.00	
N. Huntingdon, New Hope	4,256.00	3,547.00	83%	709.00	
Patton	3,990.00	3,990.00	100%	-	
Revloc	1,500.00	1,250.00	83%	250.00	
Scottdale	750.00	338.41	45%	411.59	
Smithfield, Grace Chapel	1,200.00		0%	1,200.00	
Smock, Pleasant View	12,540.00	10,979.00	88%	1,561.00	
Trafford, Level Green	2,167.00	1,444.80	67%	722.20	
Uniontown, Tent	342.00	342.00	100%	-	**
Uniontown, Third	12,350.00	9,264.00	75%	3,086.00	
Uniontown, Trinity	9,000.00	7,682.50	85%	1,317.50	
Vanderbilt, E. Liberty	2,580.00	1,935.00	75%	645.00	
Vandergrift		1,917.00		(1,917.00)	
West Newton, Sewickley		357.00		(357.00)	
W. Newton, Sewickley UP	500.00	500.00	100%	-	
West Newton, United				-	
Windber	2,400.00	2,000.00	83%	400.00	
Totals	330,031.00	279,601.02		50,429.98	

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

Redstone Presbytery
CHILD/YOUTH/VULNERABLE ADULT
PROTECTION POLICY

Adopted by the Presbytery: *(Date adopted by the Presbytery of Redstone inserted here.)*

I. RATIONALE

The purpose and documentation of a Child/Youth/Vulnerable Adult Protection Policy strives to reduce the risk of abuse and neglect for the following reasons:

- Children, youth and vulnerable adults are a gift from God and the Church has a divine mandate to provide for their safety and nurturing. In Matthew 19:14, Jesus says, "Let the little children come to me." As a Presbytery and in all activities, we should be a place of safety and nurture.
- Any type of abuse involving children or vulnerable adults has lasting and devastating effects on the life of the victim. The Church should be a place of hope and healing and not a place of harm.
- The larger Church suffers with the victim/survivor and his/her family whenever abuse and neglect occurs. If that abuse occurs within the Church, there is immeasurable spiritual, psychological, emotional and physical harm and there is a loss of integrity and credibility of God's call within the Church.
- Children and vulnerable adults are not only persons of care and service in the church, they are also recipients of the grace and love of God. Following Jesus's own teaching and example, the Church should bless these children of God in providing for them a safe, nurturing and thriving environment in which to grow in every way.
- "Any member of the church engaged in ordered ministry and any certified Christian Educator employed by this church or its congregations, shall report to ecclesiastical and civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when (1) such information is gained outside of confidential communication as defined in G-4.0301, (2) she or he is not bound by an obligation of privileged communication under law, or (3) she or he reasonably believes that there is risk of future physical harm or abuse." G-4.0302

II. BACKGROUND and DEFINITIONS

The Law

Protecting children (persons under the age of 18) and vulnerable adults from abuse and neglect is a shared responsibility. We are called by God to create a safe haven for all of the children, youth, and persons with disabilities in our care. The members of Redstone Presbytery are committed to doing what is not only required by law, but is our call as Christ's followers to reduce the risk to people in our care. The Commonwealth of Pennsylvania has adopted laws which place specific requirements upon church employees and volunteers who work with children. It is reflected in part in the Act titled Domestic Relations Code 23, HB 431. These laws impact: reporting, investigation, assessment, prosecution, and judicial handling of child abuse and neglect cases.

What is child abuse?

Child abuse, as it pertains to this Policy and PA State Law, means intentionally, knowingly, or recklessly doing any of the following:

- Causing bodily injury to a child through any recent act or failure to act.
- Fabricating, feigning, or intentionally exaggerating or inducing a medical symptom or disease

which results in a potentially harmful medical evaluation or treatment to the child through any recent act.

- Causing or substantially contributing to serious mental injury to a child through any act or failure to act or a series of such acts or failures to act.
- Causing sexual abuse or exploitation of a child through any act or failure to act.
- Creating a reasonable likelihood of bodily injury to a child through any recent act or failure to act.
- Creating a likelihood of sexual abuse or exploitation of a child through any recent act or failure to act.
- Causing serious physical neglect of a child.
- Causing the death of a child through any act or failure to act.

Child abuse also includes certain acts in which the act itself constitutes abuse without any resulting injury or condition. These recent (within two years from the date the report is made to ChildLine) acts include any of the following:

- Kicking, biting, throwing, burning, stabbing, or cutting a child in a manner that endangers the child.
- Unreasonably restraining or confining a child, based on consideration of the method, location or the duration of the restraint or confinement.
- Forcefully shaking a child under one year of age.
- Forcefully slapping or otherwise striking a child under one year of age.
- Interfering with the breathing of a child.
- Causing a child to be present during the operation of a methamphetamine laboratory, provided that the violation is being investigated by law enforcement.
- Leaving a child unsupervised with an individual, other than the child's parent, who the parent knows or reasonably should have known was required to register as a Tier II or III sexual offender or has been determined to be a sexually violent predator or sexually violent delinquent.

Mandated Reporters

In Redstone Presbytery, all pastors (Teaching Elders and Commissioned Ruling Elders) and volunteers who work regularly with children in a Presbytery-related activity are considered mandated reporters, as per PA State Law, and are required to report any suspected child abuse.

Permissive Reporters

Permissive reporters are encouraged to report suspected child abuse. Anyone acting on behalf of the Presbytery who suspects a child is a victim of abuse should make a report to ChildLine. A permissive reporter does not have to know for sure that the child was abused. They are able to make a report when they suspect a child is a victim of abuse.

Volunteers

Any person designated with leadership responsibilities in a Presbytery-related activity that is not compensated for participation with the exception of allowable recorded expenses.

II. Requirements

Clearances

COM and Presbytery Event Coordinators are responsible for assuring proper clearances have been obtained prior to their employment or any event/activity that involves children, youth or vulnerable adults.

All TEs, CREs and Presbytery volunteers performing regularly supervisory services in churches where children under the age of 18 are present are required to obtain/submit clearances and then update all required clearance every three years. These include the following:

- Pennsylvania Child Abuse History Clearance;
- Pennsylvania State Police Criminal Record Check; and
- Federal Bureau of Investigation Criminal Background Check if a Teaching Elder. Commissioned Ruling Elder or the volunteer has lived out of the state of PA in the past ten years. If the volunteer has not lived out of the state of PA, an affidavit may be used as an alternative.

Process for Obtaining Clearances for TEs,

Persons currently in active service in Redstone Presbytery shall have required clearances on file in the Presbytery office. Based upon requirements of the Commonwealth of Pennsylvania, these clearances include:

- PA Child Abuse History (www.compass.state.pa.us/cwis)
- PA State Police/Criminal History Record (<https://epatch.state.pa.us/Home.jsp>)
- Federal Criminal History/FBI Fingerprinting (www.pa.cogentid.com/index.htm)

The Presbytery office is required to see the original certificate and can retain a copy of the certificate.

III. Reporting

Mandated reporters are required to make a report of suspected child abuse under any of the following circumstances:

- They come into contact with the child in the course of employment, occupation and practice of a profession or through a regularly scheduled program, activity or service.
- They are directly responsible for the care, supervision, guidance or training of the child, or are affiliated with an agency, institution, organization, school, regularly established church or religious organization or other entity that is directly responsible for the care, supervision, guidance or training of the child.
- A person makes a specific disclosure to the mandated reporter that an identifiable child is the victim of child abuse or exploitation.

It is not required that the child come before the mandated reporter in order to make a report of suspected child abuse nor are they required to identify the person responsible for the child abuse to make a report of suspected child abuse.

Concerns related to the safety of children including, but not limited to inadequate housing, clothing and supervision, can be referred to ChildLine or the county children and youth agency for assessment as general protective service cases.

Mandated reporters must make an immediate and direct report of suspected child abuse to ChildLine either electronically at www.compass.state.pa.us/cwis or by calling 1-800-932-0313.

If an oral report was made to ChildLine, a report of suspected child abuse (CY 47) must also be completed and forwarded to the county children and youth agency within 48 hours after making the report. This form can be obtained at www.KeepKidsSafe.pa.gov or from the children and youth agency. If a report is made electronically, no CY-47 is required to be completed. The law requires that the mandated reporter identify themselves and where they can be reached. The identity of the person making the report is kept confidential with the exception of being released to law enforcement officials or the district attorney's office. The penalties for a mandated reporter who willfully fails to report child abuse range from a misdemeanor of second degree to a felony of the second degree.

Mandated reporters may receive information from the Department regarding the final status of the report, whether it was unfounded, indicated or founded, and the services planned or provided to protect the child.

After making the report to ChildLine, mandated reporters acting on behalf of the Presbytery at a Presbytery related event shall immediately report the suspect abuse to the person in charge. Any Teaching Elder or Commissioning Elder receiving a report of suspected child abuse will also follow the Rules of Discipline in the Book of Order of the Presbyterian Church (U.S.A.) polity and the Redstone Sexual Misconduct policy.

Permissive reporters can make a report to ChildLine by calling 1-800-932-0313. There are no additional requirements for the permissive reporter after making a report to ChildLine. Permissive reporters are not required to give their name however, providing this information is helpful so that if clarification on the situation or additional information is needed, the children and youth caseworker can contact the reporter. The identity of the person making the report is kept confidential with the exception of being released to law enforcement officials or the district attorney's office. Permissive reporters are not provided with any investigation processes or results.

IV. Background clearances and training

Clearances

All TEs and CREs currently in service within the Presbytery who fail to meet the established requirements may be subject to disciplinary action at the discretion of COM following counsel with the individual. TEs and CREs desiring to enter into service after the adoption of this policy must complete all requirements prior to entering active service. Any suspected cases of abuse will follow the procedures outlined in the Rules of Discipline in the Book of Order and the Sexual Misconduct policy of Redstone Presbytery.

Volunteers will not be eligible for service if clearances and investigations are not complete prior to the scheduled event or if the clearances indicate there is a record of abuse. Volunteers with a criminal history not related to child abuse will be reviewed on a case by case basis by the event coordinator in collaboration with the Executive Presbyter or designee.

A record of all clearances will be kept in the Presbytery office in a designated location and will be made accessible only to those with supervisory or policy compliance responsibilities. Current laws in the Commonwealth of Pennsylvania require that clearances must be updated every three years. The Presbytery Office will notify TEs and CREs a minimum of 6 months prior to their expiration so new clearances can be obtained.

Training

All TEs, CREs and Presbytery staff are required to attend an initial Mandated Reporter either through scheduled events or through online resources. The scheduled training within the Presbytery will be provided every three years. All mandated reporters within the Presbytery should either participate in that training or provide documentation (certificate) of the completion of online training. This training is approved in accordance with Act 126 of 2012 and Act 31 of 2104, for mandated and permissive reporters and can be found at www.reportabusepa.pitt.edu.

V. Events or Activities

The following practices should be in place and communicated as expectations to any event/activity volunteers prior to participation.

- ~~Two-adult rule: Two non-related adults must always be present in groups of children. The only~~ exception is if an emergency situation deems this not immediately possible. All volunteers must be a

minimum of four years older than the age group they lead or supervise. When possible, all youth volunteers under the age of eighteen (18) should be paired with an adult volunteer.

- Ratios: The adult to child ratio for all child-related events/activities is 2:10. There shall also be one adult of each gender when there is one or more minors of each gender in a group. Only in emergency situations may ratios and gender diversity be compromised.
- Privacy: Adult workers/volunteers should respect the privacy of the children to whom they provide care. Responsible use of digital devices and cell phones is required in all situations. For overnight events, no single adult may room or sleep with a single child (other than his or her own child).
- Environment: The Presbytery will strive to provide a physical environment that minimizes the risk of harm and supports the careful supervision and appropriate interactions with the leaders between children and youth. Physical surroundings and group size should allow adequate space and visibility for monitoring. All considerations need to be taken such as leaving doors open.
- Transportation: Event leadership shall not provide transportation for youth alone without written permission from the youth's parent.

VI. Policy Communication and Education

All TEs and CREs serving in the Presbytery will receive a copy of the Child/Youth/Vulnerable Adult Protection Policy upon beginning their service. Any Presbytery event volunteer serving in leadership will receive a copy and attest to his/her understanding of this policy prior to being permitted any supervisory or leadership roles in programs for children, youth or vulnerable adults.

16/10/18

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.~~

INCOME/RECEIPTS

	2016 Budget		2017 Budget
Shared Ministry/Mission			
Church contributions	\$397,000.00		\$397,000.00
Shared		380000	370,000.00
Directed		17000	27,000.00
Other gifts and contributions			
Interest/Investments	\$5,000.00		\$5,000.00
Reserves(total) (directed funds)	\$17,500.00		\$17,500.00
Miscellaneous	\$5,000.00		\$4,000.00
TOTAL REVENUE	\$424,500.00		\$423,500.00

EXPENSES**Shared Ministry****Council**

Council expense	\$1,600.00		\$1,600.00
Communications	\$500.00		\$500.00
Presbytery meetings	\$500.00		\$600.00
Website	\$180.00		\$180.00
PCUSA meetings	\$5,000.00		\$5,000.00
Equipping Leadership	\$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		\$750.00
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Committee on Preparation

Committee Expense	\$500.00		\$750.00
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Committee-Nominating**Committee on Representation****Executive Presbyter**

EP Salary	\$69,010.00		\$70,390.00
EP Pension	\$24,153.50		\$18,863.80
EP Study Leave	\$1,500.00		\$1,500.00
EP Professional Services	\$2,000.00		\$2,000.00
EP Travel	\$4,750.00		\$4,750.00

Christian Education/Resources

Christian Education			
Triennium	\$6,000.00		\$0.00
Resource Center	\$1,500.00		\$1,500.00
Shared			1,000.00
Directed			500.00

Denominational/Ecumenical Ministry

Presbyterian Media Mission			
Christian Associates	\$1,500.00		\$1,500.00
Synod of Trinity(per capita)	\$28,000.00		\$27,000.00
General Assembly(per capita)	\$89,000.00		\$84,500.00

TOTAL SHARED MINISTRY	\$240,193.50		\$236,383.80
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Shared Mission

Sudan Partnership	\$16,000.00		\$16,000.00	
Shared		10000		8,000.00
Directed		6000		8,000.00
Pine Springs Camp	\$38,000.00		\$38,000.00	
Shared		33000		33,000.00
Directed		5000		5,000.00
Synod Mission	\$0.00			
Shared				
Directed				
Presbyterian Mission Agency	\$32,000.00		\$32,000.00	
Shared		25000		25,000.00
Directed		7000		7,000.00
Presbyterian Disaster Assistance	\$2,500.00		\$3,000.00	
Shared		1500		0.00
Directed		1000		3,000.00
TOTAL SHARED MISSION	\$88,500.00		\$89,000.00	

Operations

Supplies	\$5,500.00		\$5,500.00
Postage	\$900.00		\$900.00
Telephone	\$4,000.00		\$4,000.00
Utilities & Maintenance	\$9,637.00		\$9,500.00
Property Insurance	\$3,656.00		\$3,656.00
Worker's Compensation	\$821.00		\$821.00
Legal and Auditing	\$5,000.00		\$6,000.00
Leases	\$3,500.00		\$3,000.00
Miscellaneous	\$500.00		\$750.00
Stated Clerk Salary/Associate	\$1,000.00		\$2,250.00
Recording Clerk	\$1,000.00		\$1,250.00
AA Salary	\$36,892.87		\$26,324.00
AA Medical/Pension	\$14,877.14		\$26,503.00
FICA paid-Presbytery	\$8,254.57		\$7,570.75
TOTAL OPERATIONS	\$95,538.58		\$98,024.75

\$424,232.08

\$423,408.55

16-A. Child and Youth Protection Policy On Amending G-3.0106 (Item 05-09)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the fourth paragraph of G-3.0106 of the Form of Government be amended as follows?

[Text to be inserted is shown as italic.]

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

16-B. Parity in Committees On Amending G-3.0109 (Item 06-05)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the second paragraph of G-3.0109 of the Form of Government be amended as follows?

[Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“A committee shall study and recommend action or carry out decisions already made by a council. It shall make a full report to the council that created it, and its recommendations shall re-quire action by that body. Committees of councils higher than the session shall consist of both teaching elders and members of congregations, ~~with at least one half being members of congregations~~ in numbers as nearly equal as possible.”

16-C.1. Ministers of the Word and Sacrament On Amending F-3.0202 (Item 06-08, Recommendation 1)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall F-3.0202 be amended as follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“This church shall be governed by presbyters, that is, ruling elders and teaching elders (also called ministers of the Word and Sacrament). Ruling elders are so named not because they ‘lord it over’ the congregation (Matt. 20:25), but because they are chosen by the congregation to discern and measure *guide* in its fidelity to the Word of God, and to strengthen and nurture its faith and life. ~~Teaching elders~~ *Ministers of the Word and*

Sacrament shall be committed in all their work to teaching the faith in word and in deed and equipping the people of God for their ministry and witness.”

16-C.2. Ministers of the Word and Sacrament On Amending G-2.0102 (Item 06-08, Recommendation 2)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the third paragraph of G-2.0102 be amended as follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“~~Ordination to the ministry of teaching elder, ruling elder, or deacon, ruling elder, or minister of Word and Sacrament (also called teaching elder) is unique to that order of ministry.~~”

16-C.3. Ministers of the Word and Sacrament On Amending G-2.0301 (Item 06-08, Recommendation 3)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0301 be amended follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“As there were in Old Testament times elders for the government of the people, so the New Testament church provided persons with particular gifts to share in discernment of God’s Spirit and governance of God’s people. Accordingly, congregations should elect persons of wisdom and maturity of faith, having demonstrated skills in leadership and being compassionate in spirit. Ruling elders are so named not because they ‘lord it over’ the congregation (Matt. 20:25), but because they are chosen by the congregation to discern and measure its fidelity to the Word of God, and to strengthen and nurture its faith and life. Ruling elders, together with ~~teaching elders~~ *ministers of the Word and Sacrament*, exercise leadership, government, spiritual discernment, and discipline and have responsibilities for the life of a congregation as well as the whole church, including ecumenical relationships. When elected by the congregation, they shall serve faithfully as members of the session. When elected as commissioners to higher councils, ruling elders participate and vote with the same authority as ~~teaching elders~~ *ministers of the Word and Sacrament*, and they are eligible for any office.”

16-C.4. Ministers of the Word and Sacrament On Amending G-2.05 and G-2.0501 (Item 06-08, Recommendation 4)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.05 and G-2.0501 be amended as follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

~~“G-2.05 Teaching Elders~~ *Ministers of the Word and Sacrament: The Ministry of the Word and Sacrament Teaching and Pastoral Care*

~~“G-2.0501 Teaching Elder~~ *Minister of the Word and Sacrament Defined*

~~“Teaching elders (also called ministers of the Word and Sacrament)~~ *Ministers of the Word and Sacrament (also called teaching elders and pastors)* shall in all things be committed to teaching the faith *in word and deed* and equipping the saints for the work of ministry (Eph. 4:12). They may serve in a variety of ministries as authorized by the presbytery. When they serve as preachers and teachers of the Word, they shall preach and teach the faith of the church, so that the people are shaped by the pattern of the gospel and strengthened for witness and service. When they serve at font and table, they shall interpret *and ‘show forth’* the mysteries of grace ~~and lift in word and action~~, *lifting* the people’s vision toward the hope of God’s new creation. When they serve as pastors, they shall support the people in the disciplines of the faith amid the struggles of daily life. When they serve as presbyters, they shall participate in the responsibilities of governance, seeking always to discern the mind of Christ and to build up Christ’s body through devotion, debate, and decision.”

16-C.5. Ministers of the Word and Sacrament On Amending G-2.0701 (Item 06-08, Recommendation 5)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0701 be amended as follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

~~“Ordination to the ordered ministry of teaching elder~~ *minister of Word and Sacrament* is an act of the whole church carried out by the presbytery, setting apart a person to ordered ministry. Such a person shall have fulfilled the ordination requirements of the presbytery of care and received the call of God to service to a congregation or other work in the mission of the church that is acceptable to the candidate and to the presbytery of call.”

16-C.6. Ministers of the Word and Sacrament and Commissioned Pastors On Amending G-3.0307 (Item 06-08, Recommendation 6)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the second paragraph of G-3.0307 be amended as follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“G-3.0307 Pastor, Counselor, and Advisor to ~~Teaching Elders~~ *Its Pastors* and Congregations

“Presbyteries shall be open at all times to communication regarding the life and ministry of their congregations.

“Each presbytery shall develop and maintain mechanisms and processes to serve as pastor and counselor to ~~teaching elders~~ *its pastors*, both *ministers of Word and Sacrament and ruling elders* commissioned to pastoral service (*also called commissioned pastors (also known as commissioned ruling elders)*), as well as the ~~and~~ certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, ~~teaching elders, ruling elders commissioned to pastoral service,~~ *pastors* and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient.”

16-C.7. Minister of the Word and Sacrament and Commissioned Pastor On Amending the Directory for Worship and the Rules of Discipline (Item 06-08, Recommendation 7)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the Directory for Worship and the Rules of Discipline be amended so that the terms “ruling elder commissioned to particular pastoral service” or “ruling elder commissioned to pastoral service” and “teaching elder” shall be replaced with its former terms, “*commissioned pastor (also known as commissioned ruling elder)*” or “*minister*” or “*minister of Word and Sacrament*”, respectively?

16-C.8. Minister of the Word and Sacrament On Amending W-4.4001a. (Item 06-08, Recommendation 8)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-4.4001a. be amended as follows? [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“a. In ordination the church sets apart with prayer and the laying on of hands those who have been called through election by the church to serve as deacons, ruling elders, and teaching elders. (W-2.1005) In installation the church sets apart with prayer those previously ordained as deacons, ruling elders, and ~~teaching elders~~ *ministers of Word and Sacrament (also called teaching elders)*, and called anew to service in that ministry.”

16-D.1. Relationship to the PC(USA) of a Person Who Has Renounced Jurisdiction of the Church On Amending G-2.0509 (Item 06-10, Recommendation 1)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the fourth paragraph of G-2.0509 be amended as follows: [Text to be added or inserted is shown as italic.]

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

16-D.2. Relationship to the PC(USA) of a Person Who Has Renounced Jurisdiction of the Church On Amending D-10.0401 (Item 06-10, Recommendation 2)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall D-10.0401 be amended by adding new section “d.” to read as follows: [Text to be added or inserted is shown as italic.]

“d. For instances where a former teaching elder comes forward in self-accusation to undergo a disciplinary process to regain permission to perform work under the jurisdiction of the Presbyterian Church (U.S.A.) (G-2.0509), no time limit from the time of the commission of the alleged offense to the filing of charges shall apply. Charges based on all accusations that

had been made by the time that the former teaching elder had renounced jurisdiction may be brought regardless of the date on which any such offense is alleged to have occurred.”

16-E. Certified Service Requirements On Amending G-2.1101 (Item 06-15)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.1101 be amended as follows:

[Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“Persons may be certified and called to service within congregations, councils, and church-related entities, serving in staff positions. These individuals endeavor to reflect their faith through their work and to strengthen the church through their dedication. They should be encouraged by their session and presbytery to meet, or be prepared to meet, the certification requirements ~~in a handbook provided by~~ *of* a national certifying body approved by the General Assembly. Names of those who have earned certification through a national certifying body shall be transmitted to the appropriate body of the General Assembly, which will forward them to the stated clerk of the presbyteries in which those persons labor.”

16-F. The Ministry of Members On Amending G-1.0304 (Item 09-11)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-1.0304 be amended as follows? [Text to be added or inserted is shown as italic.]

“G-1.0304 The Ministry of Members “Membership in the Church of Jesus Christ is a joy and a privilege. It is also a commitment to participate in Christ’s mission. A faithful member bears witness to God’s love and grace and promises to be involved responsibly in the ministry of Christ’s Church. Such involvement includes:

“proclaiming the good news in word and deed,

“taking part in the common life and worship of a congregation,

“lifting one another up in prayer, mutual concern, and active support,

“studying Scripture and the issues of Christian faith and life,

“supporting the ministry of the church through the giving of money, time, and talents,

“demonstrating a new quality of life within and through the church,

“responding to God’s activity in the world through service to others,

“living responsibly in the personal, family, vocational, political, cultural, and social relationships of life,

“working in the world for peace, justice, freedom, and human fulfillment,

“caring for God’s creation,

“participating in the governing responsibilities of the church, and

“reviewing and evaluating regularly the integrity of one’s membership, and considering ways in which one’s participation in the worship and service of the church may be increased and made more meaningful.”

Ambassador/Good Neighbor Program

The Committee for Congregational Care needs your help to start a new program. Our goal for this program is that each of our churches will develop closer relationships with neighboring Presbyterian churches. With stronger ties between congregations we can better work together, share ideas, and help each other grow.

We are looking for people who would be willing to worship occasionally at a neighboring church and get to know the people there through this contact. We envision our congregations collaborating as they work to glorify God and enrich the spiritual life of their members.

If you are interested in being a part of this program, please complete the attached form and return it to:

Irwin Presbyterian Church
617 Main Street
Irwin, PA 15642

Name _____

Address _____

Home Phone _____ Cell Phone _____

E-Mail _____

Home Church _____

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

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

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THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

EDITOR: CYNTHIA WOOLEVER—WWW.THEPARISHPAPER.COM

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DOES YOUR CONGREGATION SUFFER FROM ANXIETY?

The church governing board gathered with a consultant for their much-publicized first meeting. They knew the consultant's reputation and were eager to hear his advice. However, the consultant did not begin with recommendations. Rather he introduced a planning method known as SWOT analysis—acronym for strengths, weaknesses, opportunities, and threats. Several church members were familiar with the approach but could not imagine how it applied to their church problems. No one had given much thought to how the congregation's internal dynamics and their external context related to their current crisis.

He first asked: "What are some of the church's strengths?" The room went silent. Finally, one member offered: "Well, we know we need help." After the nervous laughter subsided, the consultant tried again. "What are some of the church's weaknesses?" Many hands went up and he struggled to capture all their answers in his notes. The same response problem came with the next set of questions. The church leaders offered few insights about the congregation's opportunities but a full set of complaints about the threats they faced as a church. Knowing that the SWOT method only worked if members could give meaningful answers, he knew he was dealing with deeper issues. The consultant suspected a collective anxiety that caused the leaders to focus on preventing bad things from happening instead of a "promotion focus"—the tendency to reach for new opportunities and rewards.¹

What Does Church Anxiety Look Like?

We think of anxiety as an emotional state that individuals experience—like feelings of worry and unease. But non-anxious individuals participating in a church organization can produce a collective nervousness—an unhealthy group emotion entirely different from their own. An anxious church tends to:

- Over think any decision before taking action
- Imagine and expect negative outcomes
- Worry about the very worst that could happen

- Respond poorly to any negative feedback from nonmembers
- Be extremely self-critical

Church Anxiety Risk Factors

Anxiety levels can never be reduced to zero but alarms can fire too frequently, disabling a church with paralysis. High anxiety gets churches stuck in unproductive loops that, over time, actually increase anxiety. For both individuals and organizations, this anxiety manifests itself in a variety of symptoms: it shows up in how we *act* (the behavioral component), how we *feel* (the emotional component), and how we *think* (the cognitive component). And when a church gets caught in an anxiety trap, leaders fail to see the big picture and do not take advantage of opportunities for more effective ministries. When faced with these anxiety bottlenecks, leaders must address all three dimensions where anxiety surfaces.

Behavioral traps. The default mode of operation for anxiety-prone congregations is postponing decisions, conducting more research and gathering more information



"...AND YET...
IT SORT OF MAKES ME WANT TO TAKE A LOOK."

than necessary, and waiting for attitudes or opinions to change. This approach often means that congregations are working harder using outdated or failed strategies. The old proverb, “If all you ever do is all you’ve ever done, than all you’ll get is all you ever got” summarizes this truth. This blend of postponing action mixed with all-or-nothing approaches are warning signs that indicate congregations have persisted too long in certain behaviors.

One of the fastest ways to reduce anxiety is to change behavioral patterns first, without waiting for thoughts and attitudes to shift. To get out of no action mode, set deadlines for action and make those deadlines public. Research shows that deciding when and where actions are to be taken increases the odds of follow through. Hold leaders accountable by delivering decisions and actions on time, no matter how difficult. Consistently review plans and keep moving forward on implementation. Do not let the behavior of a few hijack the congregation’s ability to boldly act on core mission goals.

Our church goals are like a mirror that should reflect who we are. If a church fails to act on its mission goals, the church is not who it says it is. Rediscovering our goals and committing to them increases our resilience to anxiety.

Cognitive traps. While behavior in churches reveals *unconscious* intent—we do what we are motivated to do—our *conscious* intent reflects what we *think* we want to do and that intent clearly lines up with our goals. Still, our thinking can be bogged down in cognitive traps. For instance, information and knowledge are essential ingredients for making decisions, but these two alone are insufficient in an imperfect world. To move forward in mission requires faith, the willingness to focus on both the positive and negative, and some ability to tolerate ambiguities.

As noted in the story with the consultant, anxiety-prone congregations, and leaders in particular, are wired to consider any potential negative outcomes. However, with practice, church leaders can routinely put on the table for discussion all the potential positive outcomes and give them an equal hearing. In addition, leaders can recognize the potential harm arising from inaction. Even when the congregation recognizes that a negative outcome is possible, leaders can still believe taking action is worth the risk and that there is value in acting with uncertainty.

Emotional traps. The overall emotional temperature of the congregation determines the likelihood of tsunami-level anxiety. Alice Boyes describes an anxiety-prone individual as someone whose answers start as no and might move to yes. A congregation whose default response is “no” to any proposed action is a church

that uses a lot of emotional energy to process change or even the idea of change. When reducing anxiety becomes the goal, rather than the goals themselves, leaders have taken the bait for an emotional trap. Apprehension and pessimism suggest the congregation does not believe it has the capacity to cope with things that do not go according to plan. Similar to navigating the cognitive traps, members and leaders must make a concerted effort to dig out of the emotional traps. Try starting with a “yes” on a mission goal, setting behavior deadlines for decisions, and making sure to consider as many positive implications as negative ones.

Tackling Anxiety with Better Habits

Church anxiety can cost you in terms of missed opportunities. Fortunately, church anxiety is not genetic. When congregations tackle anxiety with self-knowledge and a conscious intent to change habits, they often achieve dramatically different results.

The ways a church thinks, feels, and acts grow into deep-seated habits. In some congregations, these behavioral, emotional, and cognitive patterns solidify into obsessions. Two acres of undeveloped land went on the market next to a suburban church. Leaders began discussing whether the congregation should purchase the additional acreage. Differences of opinion became arguments and arguments led to warring camps—about whether funds could be used more wisely elsewhere, uncertainty about whether the church would grow enough to ever need the extra space, and others who wanted control over the types of development likely to be adjacent to church property. After six months of debate and delay, they realized that their anxiety and uncertainties had generated familiar bad habits. With renewed commitment to their goals, the church sought out several community partners—a preschool and a local Habitat for Humanity chapter. After purchasing the property, the congregation helped these two nonprofits obtain grants to build a school and new family housing. By consciously moving past their negative thinking, they played a critical role in shaping community resources that fostered their neighbors’ quality of life.

What opportunities has your congregation missed? When has inaction interfered with meeting the church’s mission goals?

1. Material drawn from the analysis of individual anxiety by Alice Boyes, *The Anxiety Toolkit: Strategies for Fine-Tuning Your Mind and Moving Past You Stuck Points* (New York: Penguin, 2015).

THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

EDITOR: CYNTHIA WOOLEVER—WWW.THEPARISHPAPER.COM

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CAN WE WAIT FOR GOD'S SPARK?

God sparks innovations, but only on God's terms, and those terms usually involve disruption. From burning bushes to wood that burns even when soaked, God's sparks manifest themselves in unusual ways. We can choose to ignore the spark or even squelch the spark. But, if we take notice of it, the spark soon becomes a roaring fire. What are the conditions for God's spark? And, does the spark look different if people rather than God initiate the encounter?

How Business Views Disruption

The average life of a shopping mall or center built today is fifteen years. And if the shopping venue does not make a radical change at least half-way through their expected fifteen-year tenure, it may not even last that long! Geoff Colvin recently wrote that the most innovative companies today, "see their business as disrupters would see it." They never stop self-disrupting their own companies.¹ For example, Amazon disrupted bookstores twenty years ago with their online selling model. Then disrupted itself with Kindle e-readers, replacing its own books-by-mail model.² They have continued this disruption by opening and successfully operating brick-and-mortar bookstores, even while the traditional bookstore model continues to fail.³

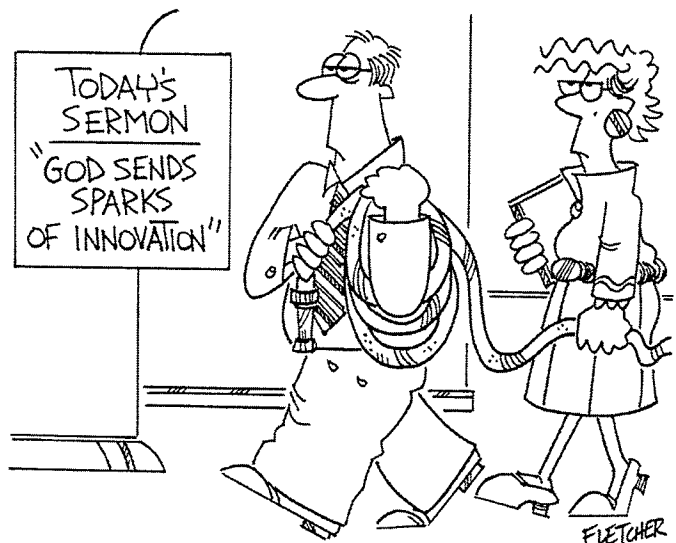
Fortunately, congregations do not have to self-disrupt. God is here to do that for us! Sometimes congregations forget how often they have had to respond to disruptions in order to faithfully minister in their present location. A church that has existed for one hundred years has probably had six or seven make-overs resulting from neighborhood swivels and societal swings. Congregations are indeed resilient. But, God must sponsor their transformations.

For instance, through a discernment process, a Milwaukee congregation challenges its members to draw from three equal sources whenever the church

launches a new ministry. Equal shares of the start-up cost must come from: (1) those launching the ministry; (2) other congregational members; and (3) nonmembers or community partners. Asking nonmembers to support new ministry ideas can be disruptive and involving community stakeholders can make the ministry launch much more messy and problematic. However, this church believes the community's involvement confirms that this is the direction in which God has encouraged them to go and have accepted the disruption proposed by God.

God's Disruptive Spark in the Bible

Sparks from God are indications that God has heard us or wants to reveal something to us. What happens when God initiates the contact? The book of Matthew reminds us that God's initiative contact is usually disruptive. God's encounter with the mother of Jesus was certainly disruptive. When God visited the shepherds and asked them to go to King Herod to inquire about a new king, that news was not received warmly by



the current king. Jesus rocks John the Baptist's world by asking John to baptize Jesus and presenting standards for an utterly new lifestyle in the Sermon on the Mount. The disruptions continue and become more personal as Jesus eats at a sinner's home and shatters Sabbath protocols. Walking with Jesus means living a constantly unsettled life.

Can We Seek God's Spark?

The book of Matthew also reveals instances in which humans initiate contact with God, and we quickly discover the importance of faith in such encounters. When Jesus calmed the storm, he asked his disciples, "Why are you afraid, you of little faith?" (Matthew 8:26). However, when a man brought his daughter to Jesus for healing, the man openly expressed his faith, "My daughter has just died; but come and lay your hand on her, and she will live" (Matthew 9:18). Likewise, when two blind men came to Jesus, he asked, "Do you believe that I am able to do this?" (Matthew 9:28).

No matter who initiates the contact, it is clear that God must sponsor the change in order for the spark to grow into a fire. We see this communication breakdown with God in a community where the owner of a local diner purposely hires and trains former prison inmates and other persons who have difficulty finding work. When the owner was asked if he had contacted local clergy to invite them to be part of his community ministry, his response was surprising. "Yes," he said, "And it was a disaster. The clergy kept asking the employees uncomfortable questions about their background. They made it clear that they would want them to attend their congregations if they helped." The clergy wanted to be a part of the spark, but could not handle the flame.

What if today's burning bushes are far away from the Sunday morning crowds? What if God is sending us sparks of innovation on a regular basis, but they are more dangerous and disruptive than they are comforting and successful by our standards? A congregation in Nebraska recently witnessed God's spark by walking their neighborhood. Some nearby apartment dwellers became concerned about these strangers who were regularly walking their neighborhood and asked what they were doing. The neighborhood inquirers were quite surprised to

learn that church members were simply trying to better understand their neighborhood and the people in it.

As it turned out, the apartment residents welcomed their intruders, as they had spiritual questions that they were too intimidated to ask anyone else. The entire group explored these spiritual questions together. The people in the apartments have not come to the church but the church members have learned as much about God as the apartment residents. God's spark is being fanned, but not in ways that we could predict.

Perhaps many of our requests for sparks from God are seemingly ignored because we are seeking a specific outcome, such as congregational growth, our own comfort and safety, or retaining our leadership status. Congregational change does not happen unless God sparks it, and not only must we have enough faith to oxygenate the spark once it appears, but we must also be prepared to accept God's end result.

Are You Ready for Congregational Change?

"A small green apple cannot ripen one night by tightening all its muscles, squinting its eyes and tightening its jaw in order to find itself the next morning miraculously large, red, ripe, and juicy beside its small green counterparts. . . . We must wait for God."⁴

Look for God's pre-emptive spark and once you find it, block it from distractions, and fan it with flames of trust.

1. *Fortune*, August 1, 2016, 22.

2. *Ibid.*

3. Ryan Bort, "Amazon Is Opening More Brick-and-Mortar Bookstores," www.newsweek.com/amazon-opening-brick-and-mortar-bookstores-494216.

4. James Finley, *Merton's Palace of Nowhere* (Notre Dame, IN: Ave Maria Press, 2003), 114.