

Review of 2022 Session Minutes and Church Registers

<u>Church</u>	<u>Exceptions</u>
Adah, Palmer Community	<i>No exceptions</i>
Apollo, Poke Run	<i>No exceptions</i>
Avonmore, First	<i>No exceptions</i>
Belle Vernon, First	
Belle Vernon, Harmony	6 exceptions ~ REGISTER – 1 exception
Belle Vernon, Marion	2 exceptions
Belle Vernon, Rehoboth	1 exception
Bolivar, United	
Brownsville, Calvin	
Brownsville, Ft. Burd	<i>No exceptions</i>
Brownsville, Hopewell	
Colver	3 exceptions
Cresson	<i>No exceptions</i>
Dawson, Tyrone	
Delmont	
Derry	7 exceptions
Dunbar, First	
Dunbar, Laurel Hill	4 exceptions
Ebensburg	6 exceptions
Fairchance, First	
Farmington, Mt. Washington	2 exceptions
Fayette City, First	3 exceptions
Fayette City, Little Redstone	6 exceptions
Greensburg, First	6 exceptions
Greensburg, Maplewood	5 exceptions
Greensburg, Westminster	7 exceptions
Irwin, First	4 exceptions
Irwin, West Hempfield	1 exception
Jeannette, First	4 exceptions
Johnstown, Bethany	<i>No exceptions</i>
Johnstown, First	1 exception
Johnstown, Second	13 exceptions ~ REGISTER – 1 exception
Johnstown, Westmont	3 exceptions ~ REGISTER – 1 exception
Lake Lynn, Springhill Furnace	9 exceptions
Latrobe	<i>No exceptions</i>
Latrobe, United	8 exceptions
Leisenring	
Ligonier, Pleasant Grove	
Lower Burrell, Grace Community	7 exceptions
Lower Burrell, Puckety	2 exceptions
Masontown, First	
McClellandtown	5 exceptions ~ REGISTER – 1 exception
Merrittstown, Dunlap's Creek	
Mt. Pleasant, Reunion	<i>No exceptions</i>
Murrysville, First	6 exceptions
Murrysville, Newlonsburg	2 exceptions
Murrysville, Union	7 exceptions

New Alexandria, Community	3 exceptions
New Alexandria, Congruity	No exceptions
New Florence, Bethel	No exceptions
New Florence, Trinity	5 exceptions
New Kensington, United	No exceptions
New Salem	1 exception
North Huntingdon, New Hope	No exceptions
Patton	2 exceptions
Revloc	3 exceptions
Scottdale, Calvin	10 exceptions
Smithfield, Grace Chapel	5 exceptions
Smock, Pleasant View	No exceptions
Trafford, Level Green	3 exceptions
Uniontown, Tent	5 exceptions
Uniontown, Third	1 exception
Uniontown, Trinity	4 exceptions ~ REGISTER – 3 exceptions
Vanderbilt, East Liberty	7 exceptions
West Newton, Sewickley	No exceptions
West Newton, Sewickley United	
West Newton, United	2 exceptions

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, October 2023

APPENDIX 'B'

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED			\$325,000.00		
Church Comm/Lgr Church	32,328.07	244,753.08	0.00	0.00%	249,318.01
Church Extra Giving	0.00	2,000.00	0.00	0.00%	175.00
Pd to Prior Yr Commitment	0.00	557.00	0.00	0.00%	3,159.50
Pd Coming Yr Commitment	400.00	400.00	0.00	0.00%	0.00
Individ Comm/Lgr Church	0.00	2,990.30	0.00	0.00%	3,729.80
Presbyterian Fdn Cont	0.35	689.26	0.00	0.00%	666.36
Subtotal Unrestricted	32,728.42	251,389.64	325,000.00	77.35%	257,048.67
TEMPORARILY RESTRICTED					
			50,000.00		
Addictions Ministry	122.27	222.27	0.00	0.00%	0.00
SCLD	0.00	2,050.85	0.00	0.00%	1,910.39
Pine Springs Camp	0.00	534.00	0.00	0.00%	821.00
Resource Center	0.00	438.57	0.00	0.00%	348.96
PDA - Directed	967.00	5,083.00	0.00	0.00%	45,980.48
Sudan Projects	85.00	6,052.47	0.00	0.00%	4,827.78
Ministry Student Aid	0.00	1,162.00	0.00	0.00%	1,412.00
PMA - Directed	888.33	8,028.30	0.00	0.00%	9,650.00
Synod Mission	300.00	2,700.00	0.00	0.00%	2,700.00
I.P.L.F.	0.00	14,750.00	0.00	0.00%	15,877.00
Subtotal Temporarily Restricted	2,362.60	41,021.46	50,000.00	82.04%	83,527.61
Subtotal Contribution Income	35,091.02	292,411.10	375,000.00	77.98%	340,576.28
INVESTMENT INCOME					
Investment Income	0.00	0.00	51,000.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	32.57	96.64	0.00	0.00%	96.64
Subtotal Interest Income	32.57	96.64	5,000.00	1.93%	96.64
MISCELLANEOUS INCOME					
			7,000.00		
Oil & Gas Lease	0.00	102.88	0.00	0.00%	54.94
Preaching/Consulting	0.00	8,900.96	0.00	0.00%	21,143.05
Miscellaneous Income	2,000.00	4,634.56	0.00	0.00%	14,616.27
Subtotal Miscellaneous Income	2,000.00	13,638.40	7,000.00	194.83%	35,814.26
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
RFR Encumbered EP Cont Ed	0.00	-4,731.37	0.00	0.00%	0.00
RFR SCLD	-189.30	-1,946.67	0.00	0.00%	-1,586.64
RFR Engaging Congregation	0.00	-800.00	0.00	0.00%	0.00
RFR Pine Springs Camp	0.00	-534.00	0.00	0.00%	-621.00
RFR PDA - Directed	-967.00	-5,083.00	0.00	0.00%	-45,980.48
RFR Sudan Projects	0.00	-17,100.00	0.00	0.00%	-7,622.50
RFR PMA - Directed	-888.33	-8,028.30	0.00	0.00%	-9,650.00
RFR Synod Mission	-300.00	-2,700.00	0.00	0.00%	-2,700.00
RFR I.P.L.F.	-1,094.91	-7,915.53	0.00	0.00%	-9,689.81
RFR I.P.L.F. 2	0.00	-550.00	0.00	0.00%	-407.00
Subtotal Temp Restricted Release	-3,439.54	-49,388.87	0.00	0.00%	-78,257.43

Presbytery of Redstone
Income and Expense Statement
GENERAL FUND 01, October 2023

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Release From Restrictions	-3,439.54	-49,388.87	0.00	0.00%	-78,257.43
RELEASED FROM RESTRICTION					
Released from restriction	3,439.54	49,388.87	0.00	0.00%	78,257.43
TOTAL INCOME	37,123.59	306,146.14	438,000.00	69.90%	376,487.18
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Restricted	0.00	17,100.00	0.00	0.00%	7,622.50
Subtotal Sudan	0.00	17,100.00	16,000.00	106.88%	7,622.50
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	27,500.00	0.00	0.00%	27,500.00
PSC - Restricted	0.00	534.00	0.00	0.00%	621.00
Subtotal Pine Springs Camp	2,750.00	28,034.00	38,000.00	73.77%	28,121.00
SYNOD MISSION	0.00	0.00	3,000.00	0.00%	0.00
Synod - Restricted	300.00	2,700.00	0.00	0.00%	2,700.00
Subtotal Synod Mission	300.00	2,700.00	3,000.00	90.00%	2,700.00
PRES MISSION AGENCY	0.00	0.00	28,000.00	0.00%	0.00
PMA - Shared	1,400.00	14,000.00	0.00	0.00%	14,000.00
PMA - Restricted	888.33	8,028.30	0.00	0.00%	9,650.00
Subtotal Pres Mission Agency	2,288.33	22,028.30	28,000.00	78.67%	23,650.00
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	967.00	5,083.00	0.00	0.00%	45,980.48
Subtotal Pres Disaster Assistance	967.00	5,083.00	3,000.00	169.43%	45,980.48
Subtotal Mission Partnerships	6,305.33	74,945.30	88,000.00	85.17%	108,073.98
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	434.26	1,000.00	43.43%	195.71
Presbytery Mtg Expense	167.00	476.60	750.00	63.55%	378.98
Presbytery Stoles	0.00	0.00	0.00	0.00%	300.00
EQUIPPING LEADERSHIP	0.00	0.00	4,000.00	0.00%	0.00
Equip Leadership - Shared	0.00	3,302.57	0.00	0.00%	1,500.00
Subtotal Equipping Leadership	0.00	3,302.57	4,000.00	82.56%	1,500.00
ENGAGING CONGREGATIONS	0.00	0.00	4,000.00	0.00%	0.00
ENABLING MINISTRY NETWORK	0.00	0.00	4,000.00	0.00%	0.00
En Min Network - Shared	0.00	0.00	0.00	0.00%	52.99
Subtotal Enabling Ministry Network	0.00	0.00	4,000.00	0.00%	52.99
Mission Expenses	0.00	320.00	0.00	0.00%	0.00
Worship Expenses	0.00	0.00	0.00	0.00%	76.00
Christian Associates	0.00	1,125.00	1,500.00	75.00%	1,125.00
Website	0.00	276.15	200.00	138.08%	0.00

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
COMMUNICATION EXPENSES					
CE - Shared	47.70	687.68	0.00	0.00%	5,969.49
Subtotal Communication Expenses	47.70	687.68	300.00	229.23%	5,969.49
Subtotal Council	214.70	6,622.26	15,750.00	42.05%	9,598.17
COMMITTEE ON MINISTRY					
COM - Committee Expense	0.00	1,055.60	500.00	211.12%	0.00
COMMITTEE ON PREPARATION					
CPM - Committee Expense	0.00	1,498.00	3,000.00	49.93%	1,342.00
SCHOLARSHIPS					
Scholarships - Restricted	0.00	0.00	0.00	0.00%	-3,000.00
Ministry Student Aid	0.00	0.00	0.00	0.00%	3,000.00
Subtotal Committee On Preparation	0.00	1,498.00	3,000.00	49.93%	1,342.00
Subtotal Committee Expenses	214.70	9,175.86	19,250.00	47.67%	10,940.17
OPERATIONS					
LEGAL AND AUDITING					
Audit	0.00	0.00	6,500.00	0.00%	4,800.00
PCUSA Meetings	0.00	704.33	3,000.00	23.48%	1,709.88
Property/Comp. Insurance	1,228.75	4,915.00	3,600.00	136.53%	2,766.00
Worker's Compensation	0.00	7.00	821.00	0.85%	760.00
Telephone	279.47	2,969.87	3,600.00	82.50%	2,680.62
Postage	11.28	308.82	1,000.00	30.88%	540.50
Office Supplies	244.75	3,076.19	5,500.00	55.93%	4,159.40
RESOURCE CENTER					
RC - Shared	0.00	80.00	0.00	0.00%	80.00
RC - Restricted	0.00	0.00	0.00	0.00%	20.00
Subtotal Resource Center	0.00	80.00	500.00	16.00%	100.00
LEASES					
Copier Lease	177.77	1,777.70	0.00	0.00%	1,785.61
Subtotal Leases	177.77	1,777.70	2,200.00	80.80%	1,785.61
Equipment Maintenance	25.27	25.27	0.00	0.00%	0.00
Miscellaneous Expenses	0.00	109.00	0.00	0.00%	59.95
SERVICE FEES					
Bank Fees	0.00	251.42	0.00	0.00%	121.38
Misc. Service Fees	0.00	55.00	0.00	0.00%	55.00
Subtotal Service Fees	0.00	306.42	0.00	0.00%	176.38
UTILITIES					
Gas	21.99	1,961.97	2,100.00	93.43%	1,457.92
Electric	128.91	1,084.98	1,200.00	90.42%	1,133.70
Water	0.00	274.07	300.00	91.36%	316.92
Sewage	67.56	223.68	300.00	74.56%	238.68
Trash Collection	44.89	438.87	700.00	62.70%	289.62
Subtotal Utilities	263.35	3,983.57	4,600.00	86.60%	3,436.84
MAINTENANCE					
Custodial Services	0.00	0.00	1,500.00	0.00%	0.00

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Yard Maintenance	80.00	680.00	1,000.00	68.00%	520.00
Parking Lot Maintenance	0.00	0.00	1,000.00	0.00%	225.00
Building Maintenance	670.66	20,518.77	1,000.00	2,051.88%	1,874.18
Subtotal Maintenance	750.66	21,198.77	4,500.00	471.08%	2,619.18
Subtotal Operations	2,981.30	39,461.94	35,821.00	110.16%	25,594.36
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	7,198.36	71,983.60	86,380.27	83.33%	58,658.40
EP - Board of Pensions	2,815.04	28,150.40	33,688.31	83.56%	15,936.00
EP - Continuing Education	0.00	1,500.00	1,500.00	100.00%	253.63
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	196.50	2,209.33	0.00	0.00%	2,290.53
EP Travel - Restricted	189.30	1,946.67	0.00	0.00%	1,586.64
Subtotal Ep - Travel	385.80	4,156.00	4,750.00	87.49%	3,877.17
EP - Prof. Expense Shared	237.31	1,336.91	1,800.00	74.27%	1,161.68
EP - Deferred Comp / 403B	0.00	0.00	0.00	0.00%	9,896.54
Subtotal Executive Presbyter	10,636.51	107,126.91	128,118.58	83.62%	89,783.42
Subtotal Executive Staff	10,636.51	107,126.91	128,118.58	83.62%	89,783.42
SUPPORT STAFF					
ADMINISTRATIVE ASSISTANT					
AA - Salary	2,962.90	29,629.00	35,554.79	83.33%	28,218.00
AA - Board of Pensions	1,035.57	10,355.70	11,686.00	88.62%	9,567.10
Subtotal Administrative Assistant	3,998.47	39,984.70	47,240.79	84.64%	37,785.10
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	1,125.00	1,500.00	75.00%	975.00
Associate Clerk Salary	0.00	1,125.00	1,500.00	75.00%	975.00
Subtotal Assistant Clerks	0.00	2,250.00	3,000.00	75.00%	1,950.00
Subtotal Support Staff	3,998.47	42,234.70	50,240.79	84.06%	39,735.10
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	777.34	7,773.40	8,000.00	97.17%	6,703.57
Subtotal Presbytery Staff	15,412.32	157,135.01	186,359.37	84.32%	136,222.09
APPORTIONMENTS					
GA Per Capita	7,275.05	72,750.50	87,330.00	83.31%	66,540.50
Synod Per Capita	1,772.60	17,726.00	21,278.00	83.31%	17,677.50
Subtotal Apportionments	9,047.65	90,476.50	108,608.00	83.31%	84,218.00
RESTRICTED EXPENSE					
Minister's Assistance	2,000.00	2,000.00	0.00	0.00%	0.00
Projector Fund	0.00	377.11	0.00	0.00%	0.00
I.P.L.F.	1,094.91	7,915.53	0.00	0.00%	9,700.81
I.P.L.F. 2	0.00	550.00	0.00	0.00%	407.00
Encumbered EP Cont. Ed.	0.00	4,731.37	0.00	0.00%	0.00

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, October 2023

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Restricted Expense	3,094.91	15,574.01	0.00	0.00%	10,107.81
TOTAL EXPENSES	37,056.21	386,768.62	438,038.37	88.30%	375,156.41
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS					
Cash Transfers Out					
CTO - Ameriprise	\$0.00	-\$35,000.00	\$0.00	0.00%	\$0.00
TRANSFER FROM OTHER FUNDS					
Cash Transfers In					
CTI - Ameriprise	0.00	1,777.74	0.00	0.00%	0.00
CTI - New Covenant	1,158.24	2,293.07	0.00	0.00%	2,622.27
Subtotal Cash Transfers In	1,158.24	21,740.81	0.00	0.00%	2,622.27
Subtotal Transfer From Other Funds	1,158.24	21,740.81	0.00	0.00%	2,622.27
TOTAL TRANSFERS	1,158.24	-13,259.19	0.00	0.00%	2,622.27
EXCESS INCOME/EXPENSES	\$1,225.62	-\$93,881.67	-\$38.37	0.00%	\$3,953.04

Redstone Presbytery
Commitment to Larger Church
October 31, 2023

	2023 PLEDGE	TOTAL PAID	% Payup as of 10/31/2023	Unpaid Pledge Balance
Adah, Palmer	500.00	375.02	75%	124.98
Apollo, Poke Run	3,660.00	3,660.00	100%	-
Avonmore	1,000.00	1,886.00	189%	(886.00)
Belle Vernon, First	4,500.00	4,500.00	100%	-
Belle Vernon, Harmony	1,500.00	1,125.00	75%	375.00
Belle Vernon, Marion	2,300.00	2,300.00	100%	-
Belle Vernon, Rehoboth	3,000.00	2,500.00	83%	500.00
Bolivar	1,500.00	1,250.00	83%	250.00
Brownsville, Calvin		946.00		(946.00)
Brownsville, Ft. Burd	2,610.00	2,610.00	100%	-
Brownsville, Hopewell				-
Colver		221.00		(221.00)
Cresson		1,750.00		(1,750.00)
Dawson, Tyrone	250.00	250.00	100%	-
Delmont				-
Derry	750.00	750.00	100%	-
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill		1,062.00		(1,062.00)
Ebensburg	1,000.00	1,000.00	100%	-
Fairchance		1,500.00		(1,500.00)
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First				-
Fayette City, Little Redstone	2,500.00	2,500.00	100%	-
Greensburg, First	31,000.00	25,833.30	83%	5,166.70
Greensburg, Maplewood		4,500.00		(4,500.00)
Greensburg, Westminster		7,000.00		(7,000.00)
Irwin, First		20,833.30		(20,833.30)
Irwin, W. Hempfield	6,000.00	4,500.00	75%	1,500.00
Jeannette	2,400.00	1,800.00	75%	600.00
Johnstown, Bethany		1,215.00		(1,215.00)
Johnstown, First	8,000.00	5,400.00	68%	2,600.00
Johnstown, Second		3,600.00		(3,600.00)
Johnstown, Westmont		16,000.00		(16,000.00)
Lake Lynn				-
Latrobe, Main St.	26,500.00	22,100.00	83%	4,400.00
Latrobe, Spring St.		3,000.00		(3,000.00)

Redstone Presbytery
Commitment to Larger Church
October 31, 2023

	2023 PLEDGE	TOTAL PAID	% Payup as of 10/31/2023	Unpaid Pledge Balance
Leisenring		400.00		(400.00)
Ligonier, Pleasant Grove				-
Lower Burrell, Grace	7,000.00	5,833.30	83%	1,166.70
Lower Burrell, Puckety	10,000.00	8,500.00	85%	1,500.00
Masontown	500.00		0%	500.00
McClellandtown	5,200.00	5,200.00	100%	-
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion		876.00		(876.00)
Murrysville, First		8,000.00		(8,000.00)
Murrysville, Newlonsburg	24,447.00	18,334.53	75%	6,112.47
Murrysville, Union	4,000.00	1,000.00	25%	3,000.00
N. Alexandria, Community		3,750.00		(3,750.00)
N. Alexandria, Congruity	6,000.00	4,855.00	81%	1,145.00
New Florence, Bethel	3,000.00	2,500.00	83%	500.00
New Florence, Trinity		3,187.50		(3,187.50)
New Kensington	5,200.00	4,341.63	83%	858.37
New Salem				-
N. Huntingdon, New Hope	5,400.00	4,500.00	83%	900.00
Patton	4,481.00	4,481.00	100%	-
Revloc	1,500.00	1,375.00	92%	125.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	7,500.00	75%	2,500.00
Trafford, Level Green	6,200.00	5,282.50	85%	917.50
Uniontown, Tent				-
Uniontown, Third		1,124.50		(1,124.50)
Uniontown, Trinity	7,000.00	2,700.50	39%	4,299.50
Vanderbilt, E. Liberty	1,000.00	850.00	85%	150.00
West Newton, Sewickley		500.00		(500.00)
W. Newton, Sewickley UP				-
West Newton, United		320.00		(320.00)
Totals	202,198.00	244,753.08		(42,555.08)

2024 BUDGET NARRATIVE

OVERALL

When we consider a projected budget, we are looking to who God might desire us to be and what God might ask us to do within the next year. Whether income or expenditures, we are making a faithful effort to anticipate what this Godly vision will look like and to estimate accordingly. In the course of the year, sometimes those estimates need to be adjusted as we pursue that vision based upon actual opportunities matched with available resources. Yet, as this budget reflects our commitment to live as God's people together in both congregations and as a communion of churches in the Body of Christ as we anticipate it now.

As a Finance and Budget committee, we take our stewardship of God-given presbytery resources seriously. Based upon the contributions of churches in Redstone and individuals, we seek to pursue God's faithfulness both in the vision and effective means in its accomplishment. Each year, we review our recent trends and historical analysis of the budgeted and actual revenues, expenditure allocations, and annual fund uses of reserves. Additionally, we monitor the historical growth or decline of the balance sheet with net assets, days of cash on hand, liquidity of unrestricted net assets at the beginning of each budget year in order to anticipate and provide for the long-term stability of our shared ministry and mission.

Because of our desire to fulfill what God desires to do through us **together**, this budget reflects an opportunity for each of us **to invest in the ministry and mission that we share together as a presbytery**. Our covenantal partnership in service of the Lord's kingdom is represented in the sharing of our time, our talents, and our resources. God's gracious provision through the generous investment of **both congregations and individuals** permit this shared ministry to move forward for the honor and glory of Jesus Christ among us. Trusting in God, we believe that the Lord has provided in the past and we look toward God's gracious provision in the future through the generosity of God's people.

INCOME

Since 2013, the Presbytery has "lived within its means" by significantly cutting expenses and at the same time maintaining optimal cash flow management in order to maximize revenue. As a steward of our resources, we remain committed to this approach. Yet, church contributions in the form of "First Fruits" pledges have continued to decline. Although we do not use a per capita assessment, we know that a "fair" share from each congregation would represent at least 44.00/member based upon their active membership rolls. We remain diligent in communicating not only the need, but the opportunity for congregations to share in this ministry. Yet, ultimately, the value placed upon this shared ministry is reflected in actual contributions.

Our ministry resources have been artificially supported for the last few years through supplemental income generated by the Executive Presbytery either through pastoral congregational service, external consulting or one-time grant solicitation. These fees for service have always been a small part of miscellaneous income, but in 2020, 2021, 2022 and 2023, they reflected a significant increase which artificially “masks” the shortfall in First Fruits giving. This budget does not reflect an obligation to such a practice, because it may not be sustainable and probably cannot be expected of current or future executive leadership.

Consequently, without being able to anticipate or predict any of this miscellaneous income, the budget reflects a greater use of investments beyond previous years. The projected next year’s budget represents increasing the percentage yield transfer by .5% to approximately 5% of the net assets. The average yield on these assets over the past ten years has resulted in 6-8% increases annually. Even with these increases in income transfers, it is anticipated that our liquid unrestricted net assets will render a liquidity ratio of more than two years.

EXPENSES

The collective ministry of the Presbytery in **Engaging Congregations, Equipping Leadership, Enabling Ministry Networks, and Empowering Mission Partnerships** is enacted through the shared expenses of our life together. These priorities may be reflected in the restricted and unrestricted support for particular mission projects of the Presbytery such as the Sudan/South Sudan Partnership, Pine Springs Camp, the Presbyterian Disaster Assistance as well as our unified giving through our denominational mission agency.

Tangible expressions of these priorities are lived out through the human resources of the Executive Presbyter in offering expertise, consulting, and assistance in the lives and ministries of both congregations and pastors. Whether in the midst of leadership transition, refocusing ministry strategy, or operational assistance, Presbytery staff provide the firsthand engagement and facilitate connections with other resources (in/outside the Presbytery). Supporting local pastoral leadership with either coaching or pastoral care through the availability of an executive may be critical to their own ongoing health and ministry. Often, shared ministry is represented symbolically in the presence and practices of our Presbytery leadership.

Both the programmatic and operational work of our committees and the Presbytery as a whole are supported through our shared financial commitments. Whether in the ministries of Council, COM, CPM, or ministry networks, each is resourced through the use of facilities, equipment, and office staff involvement.

Finally, we affirm that the Church is more than our individual congregations or even our Presbytery through our commitment to support our denominational connections in the Synod of the Trinity and the General Assembly. These per capita contributions are made based upon the active membership rolls of the sixty seven congregations regardless of whether the individual church has contributed that amount. This results in the Presbytery having the

Redstone Presbytery

Proposed 2024 Budget

INCOME/RECEIPTS



Shared Ministry/Mission

Church contributions

 Shared **320,000.00**

 Directed **50,000.00**

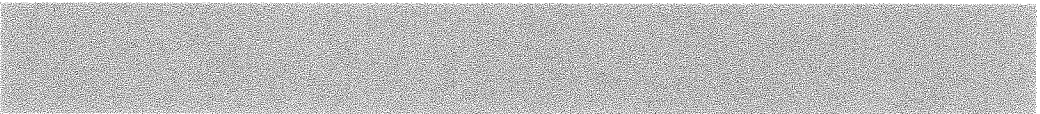
Other gifts and contributions

Interest **5,000.00**

Investments (reserves) **60,000.00**

Miscellaneous **7,000.00**

TOTAL REVENUE 442,000.00



Redstone Presbytery

Proposed 2024 Budget

EXPENSES

Shared Ministry

Council

Council expense	750.00
Communications	300.00
Presbytery meetings	750.00
Website	200.00
PCUSA meetings	3,000.00
Equipping Leadership	6,000.00
Engaging Congregations	6,000.00
Enabling Ministry Networks	6,000.00
New Ministries	

Committee On Ministry

Committee Expense	500.00
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Committee on Preparation

Committee Expense	3,000.00
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Committee - Nominating	0.00
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Committee on Representation	0.00
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Redstone Presbytery**Proposed 2024 Budget****Shared Mission**

Sudan Partnership	16,000.00
Shared	0.00
Directed	16,000.00
Pine Springs Camp	35,000.00
Shared	33,000.00
Directed	2,000.00
Synod Mission	3,000.00
Shared	2,000.00
Directed	1,000.00
Presbyterian Mission Agency	27,000.00
Shared	17,000.00
Directed	10,000.00
Presbyterian Disaster Assistance	2,000.00
Shared	0.00
Directed	2,000.00
TOTAL SHARED MISSION	83,000.00

Redstone Presbytery**Proposed 2024 Budget****Operations**

Supplies	10,000.00
Postage	1,000.00
Telephone	3,600.00
Utilities & Maintenance	9,100.00
Property Insurance	3,600.00
Worker's Compensation	821.00
Legal and Auditing	7,000.00
Leases	2,200.00
Miscellaneous	0.00

Administrative Support

Recording Clerk	1,500.00
Bookkeeper	5,400.00
Administrative Services	43,262.98

Total Administrative Support 50,162.98

FICA paid-Presbytery 8,000.00

TOTAL OPERATIONS 95,483.98

TOTAL EXPENSES 442,567.30

*Presbytery of Redstone Policy for
Ethical Conduct and Boundaries by Persons in Positions of Religious Leadership*

I. Introduction

Most people assume that Christians in positions of religious leadership will conduct themselves in an ethical manner. Indeed, for the most part, religious leaders do conduct themselves in ways that honor their Lord, Jesus Christ, and respect God's children whom they serve. That this is true is a sign of the indwelling of the Holy Spirit in the community of the church.

Still, as much as we rely on the prompting of the Holy Spirit to guide our ways and to prevent us from error, it is appropriate for the Councils to describe in some detail the nature of the ethical conduct they expect, the efforts they will take to maintain these standards, and the procedures they will use when these standards are violated. This Policy will serve as such a description for the Presbytery of Redstone.

II. Scope

This Policy will apply to all Ministers of Word and Sacraments, Certified Christian Educators, Commissioned Pastors, authorized preachers, lay employees, inquirers, candidates under care, and officers of the Presbytery of Redstone, referred to hereafter as "persons in positions of religious leadership." Presbytery committee members, volunteers and individual church employees and members are encouraged to participate in training offered by the Presbytery. Employees and volunteers at the Pine Springs Camp will receive orientation to these standards and training as part of their work.

III. Standards and Definitions

As a Council of the Presbyterian Church (USA), the Presbytery of Redstone stands under the standards and definitions of ethical conduct published by the General Assembly of the Presbyterian Church (USA).

IV. Response

A. General Expectations

While we are gratified that most persons in positions of religious leadership do conduct themselves in ethical ways most of the time, we acknowledge that from time to time it is necessary and appropriate for the Presbytery to respond to incidences of ethical misconduct. At such times, all parties are encouraged to remember:

Church discipline is the church's exercise of authority given by Christ, both in the direction of guidance, control, and nurture of its members and in the direction of constructive criticism of offenders. The church's disciplinary process exists not as a substitute for the secular judicial system, but to do what the secular judicial system cannot do. The purpose of discipline is to honor God by making clear the significance of membership in the body of Christ; to preserve the purity of the church by nourishing the individual within the life of the believing community; to achieve justice and compassion for all participants involved; to correct or restrain wrongdoing in order to bring members to repentance and restoration; to uphold the dignity of those who have been harmed by disciplinary offenses; to restore the unity of the church by removing the causes of discord and division; and to secure the just, speedy and economical determination of proceedings.

In all respects all participants are to be accorded procedural safeguards and due process...Book of Order [D-1.0101]

Whenever possible, the Presbytery of Redstone will follow the General Assembly procedures for dealing with incidences of sexual misconduct and its own policies relating to these matters. Other incidences of ethical misconduct will be responded to as provided for by the Rules of Discipline of the Book of Order.

The Presbytery reminds all persons responding to allegations of ethical misconduct to:

1. Seek to maintain the God-given dignity of all parties involved during and after the process of resolving the allegations.
2. Take all reports of ethical misconduct seriously, regardless of, but with concern for, the reputation of those involved.
3. Maintain the highest levels of confidentiality while recognizing the legitimate need-to-know of certain parties.
4. Move expediently, yet respect the need for careful and thorough inquiry.
5. Follow the principles for discipline and justice within the courts of the church.
6. Have regard for and seek to cooperate with secular authorities.
7. Be sensitive to the disruptive effect such allegations have on the congregation or employing entity, friends and families of those involved, and individuals with a personal history of victimization.

NOTE: When extraordinary extenuating circumstances make following these procedures impossible, the spirit of D-1.0101 and the above seven principles shall be maintained by those responding to the incident.

B. Ethics Team

The Presbytery of Redstone shall form an Ethics team. The purpose of this team is:

1. To keep ethical standards of conduct before the Presbytery.
2. To provide for training in ethical standards.
3. To serve as the primary resource to the Presbytery for dealing with issues of sexual misconduct.

The Ethics Team shall be appointed annually by the Chairperson of the Committee on Ministry. The responsibilities of the Ethics Team shall be:

1. To provide for mandatory in-service training on boundaries and ethical conduct, harassment, child protection and sexual misconduct prevention for persons in positions of religious leadership. (Such training will be open to members and staff of all churches and entities of the Presbytery.). All persons in position of religious leadership are expected to participate in this particular training or an approved alternative at least every three years.

2. To maintain a trained pool of persons to serve as advocates to respond to instances of alleged sexual misconduct.

C. Staff responsibilities during responses to allegations of ethical misconduct.

The Executive Presbyter, Stated Clerk, and other Presbytery staff shall not engage in professional counseling with persons accused of ethical misconduct. (NOTE: This guideline shall in no way hinder presbytery staff from their Book of Order responsibilities.)

Inquiries from the media regarding allegations or incidents of ethical misconduct shall be directed to the Executive Presbyter. In the case of allegations involving the Executive Presbyter, the moderator of the Committee on Ministry shall serve as media contact.

V. Preventive Measures

Ethics and Boundaries in Religious Leadership

Persons in positions of religious leadership are expected to uphold higher standards. When a person is called by God to service, it is important for s/he to model the values of discipleship of the Lord Jesus Christ. Even more so, as one who has been put in a position of trust, the responsibility for maintaining appropriate boundaries in interpersonal relationships must be maintained by the religious leader. Boundaries in this policy refer to the limits that allow for a safe connection between persons in positions of religious leadership and those they lead and serve.

Understanding appropriate boundaries can help manage the difficulties inherent to a person in position of religious leadership. The nature of the responsibilities of religious leaders engaged in ministry within the congregation and the community will put the person in relationship with others that may require definition and enforcement of appropriate boundaries in order not to confuse or conflict with the pastoral role and to be “beyond reproach” in witness to the larger community. Expectations for boundaries in personal and professional conduct exceed the minimum of civil and criminal laws or even ecclesiastical policies (sexual misconduct, child/vulnerable adult protection, etc.).

Clearly establish limits may permit both ethical and safe connections between religious leaders and those they are called to serve. Personal and professional boundaries may need to be established proactively or within a context to prevent any possibility of unethical conduct or allegation. Some of these areas may include, but are not limited to:

- Misuse of power, authority or position
- Social media use
- Financial responsibility and accountability
- Interpersonal interactions that are physical, emotional or romantic
- Receiving/giving gifts and honoraria
- Confidentiality

Each religious leader should seek to act with personal and professional integrity in a “manner worthy of the gospel.” Ethical values and conduct should be considered not in isolation, but in conversation with trusted colleagues in ministry. In those ways, taking into account potentially harmful consequences may be evaluated not merely as an individual or personal preference. A comprehensive and definitive set of rules cannot be established for every context, situation and relationship. However, this should not preclude the necessity of religious leaders in making and

determining healthy and faithful boundaries to which they are accountable to their colleagues in ministry both in and outside the congregation.

Therefore, persons in positions of religious leadership should stay attentive to the appropriate boundaries and continually work to ensure the prevention of ethical misconduct in service to others and to our Lord Jesus Christ. Education awareness and shared accountability are the best measures of preventing ethical misconduct. Toward this end, the Presbytery of Redstone shall:

A. Through the Ethics Team

1. Provide for mandatory in-service training on ethical conduct, boundaries and on sexual misconduct prevention for persons in positions of religious leadership. (Such training will be open to members and staff of all churches and entities of the Presbytery.)
2. Serve as a resource to the Presbytery and congregations relating to matters of ethical conduct and what can be done to reduce misconduct.
3. Maintain a list of counselors, attorneys, conflict managers, insurance advisors, child advocates, and personnel management professionals to serve as advocates.

B. Through the Council

1. Consider the financial implications of allegations of ethical misconduct in budgetary recommendations.
2. Follow employment procedures for Presbytery of Redstone staff as outlined in the General Assembly Sexual Misconduct Policy and Its Procedures, Appendix B as well as the Presbytery's own policies.
3. Review the Presbytery's insurance policy for sexual misconduct coverage.
4. Remind congregations of their responsibility to develop ethics, boundaries and misconduct policies of their own.
5. Encourage churches to add liability insurance on their pastor(s) and elders to their insurance coverage package.

C. Through the Committee on Preparation for Ministry

1. Include inquiry as to past convictions of sexual misconduct as part of the candidacy process.
2. Require all Inquirers and Candidates to take training in ethical conduct, appropriate boundaries and misconduct prevention offered by their seminaries or a Committee on Preparation approved alternative.

D. Through the Committee on Ministry

1. Require all persons in positions of religious leadership of the Presbytery of Redstone to sign an acknowledgement of receipt of Presbytery of Redstone Policy for Ethical Conduct and Boundaries by Persons in Positions of Religious Leadership.

2. Require all persons in positions of religious leadership of the Presbytery of Redstone to attend education offerings on ethical conduct, appropriate boundaries and misconduct prevention at least every three years.
3. Maintain on file through the office of the Stated Clerk Part IV – “Sexual Misconduct Information” of the Personal Information Form (PIF) for all clergy members wishing to labor within the bounds of the Presbytery.
4. Encourage youth workers and congregational leaders to attend training on ethical conduct, appropriate boundaries and on sexual misconduct prevention.
5. Require background clearances for all Ministers of Word and Sacrament, Commissioned Pastors and candidates entering this Presbytery.

Adopted by Redstone Presbytery July 20, 1999

Revised by Redstone Presbytery January 25, 2014

Editorial Revisions of titles by COM October 10, 2019

Incorporation of Book of Amendments 2022 by COM November 2, 2024

***Presbytery of Redstone Policy
for Ethical Conduct and Boundaries by Persons
in Positions of Religious Leadership***

Acknowledgment of
Receipt and

I, _____, hereby acknowledge that I have received and read the policy entitled "Policy for Ethical Conduct and Boundaries by Persons in Positions of Religious Leadership." I understand this is one of the policies that articulate and measure my professional conduct as I serve within the Presbytery of Redstone.

I hereby accept this policy as definitive for certain areas of my professional conduct as I work within this presbytery, while acknowledging that it is not all-inclusive. I also understand that this document is subservient to the *Book of Order*, policies and/or decisions of the Presbyterian Church, USA.

Thus, I, _____, hereby commit myself to honor and abide by the stipulations of this policy. I understand that my failure to do so may result in removal for cause from any position I may hold in this presbytery.

I also understand and accept that I will participate in boundaries and ethics training at least every three years as one component of my professional development.

Date: _____

Signed: _____

Hope for the Christian Church in 2024

Some Christians might currently believe that the most relevant book in the Bible is *Lamentations*. Negative news reports outnumber good news about the church. Without question, some of the statistics are truly alarming.

Since 1965, membership in most mainline denominations has declined. Recently, researcher Ed Stetzer compiled statistics from the 25 largest faith groups in the United States. The only two orthodox Christian groups that were growing proved to be the Assemblies of God and the Church of God (Cleveland).

Resources available

While the outlook for the church may seem dim, we do have ample resources to address the difficulties. In his book *Small Congregations, Big Potential*, Lyle E. Schaller revealed: “(There) is an abundance of gifted, skilled, deeply committed, and creative lay people who are waiting to be challenged.”

In addition the church has the benefit of more than 80 years of research on the foreign mission field and now in North America. Observes George Hunter, professor emeritus at Asbury Theological Seminary, “More is known about how the Christian faith spreads and how Christ’s church grows than any other generation has ever known in the history of the Christian movement.”

Researchers Scott Thumma and Dave Travis in *Beyond Megachurch Myths* compile the unexpected results of several surveys. Approximately 85 percent of Americans consider themselves Christian, and this level has remained remarkably stable for a long period of time.

Seeing a half-full glass

From 2016 through 2019 an average of 34 percent of US adults said that they attended worship during the previous week. Another Gallup survey taken in May 2023 reported a drop to 31 percent. From the 1970s until 2015 the average fluctuated from slightly above to slightly below 40 percent. For some perspective one should recall that this percentage is more than during the period of 1939 until 1953.

Additionally according to Professor Martin Marty in one common estimate, church participation between 1776 and 1850 jumped from 17 to 34 percent.

According to a Barna Group survey of 13,349 US adults, from the years 2019 to 2022, “The percentage of Millennials reporting weekly church attendance has increased from 21 percent to 30 percent.”

Seeing the glass half-full demonstrates that although the majority of the younger generations are not in the pews, they are available for invitation. Surprisingly a Lifeway survey of 15,000 adults reports that “eighty-nine percent of younger unchurched adults are willing to listen to someone tell them what they believe about Christianity.” Also, more than 63 percent say that a personal invitation from a friend, neighbor or family member would be effective in getting them to visit a church. Christmas Eve, Easter and Mother’s Day are especially appealing to them for attending.

The prospective numbers are huge. There are at least 180 million Americans who are functionally secular, making the US the third largest mission field in the world.

Untapped possibilities

Many congregations forebode about aging populations in their churches and communities. However, according to Charles Arn, author of *White Unto Harvest -- Evangelizing Today's Senior Adults*, this age group is a growing and untapped resource for the church. By 2030, almost 20 percent of the US population will be 65-plus. According to Gallup polls religiousness increases with age. The least religious age is 23, and people are most religious at 80.

A General Social Survey concluded that only 57 percent of the US population prays everyday. However, that percentage has dropped only three percent since 1983. One doubts that the respondents thought to include such daily prayers as "Help!" "Wow!" "Oops!" and "How long, O LORD?" or the exclamation "O My God!"

Spirituality is still "in" today. Many people are in a desperate search for a relationship with the true God. Even "Nones and Dones" and New-Agers are fascinated by Jesus and eager to learn more about Him especially in a neutral setting.

Don't lose heart

As the Christian church faces criticism and challenges, we should not be overly discouraged.

After a regional church district lost all of its savings due to a court case, the leader responded in this manner: We still have the Bible, the cross, the bread and cup, the towel to wipe tears, the presence of the Lord, and "the powers of the age to come." (Hebrews 6:5). We have a glorious future.

Over the centuries the church of Jesus Christ has made a truly positive impact on individuals and society. As Liberty University co-founder Elmer Towns declares in *What's Right with the Church*: "The church is the most powerful transforming force in history."

Offered through the Healing Prayer Ministry Network of Redstone Presbytery to bring help and hope to our congregations and published at biblicalleadership.com

Jim Farrer, honorably retired, served Redstone Presbytery and the Synod of the Trinity in Congregational Development and Evangelism. A broadly-trained church consultant and published author, he has instructed leaders from 19 denominations, having led seminars from coast-to-coast and at Jerusalem Seminary in October 2022. Find Jim's current and many archived articles at biblicalleadership.com along with articles from turnaround experts from many denominations.

