

Presbytery of Redstone  
**Income and Expense Statement**  
 GENERAL FUND 01, August 2024

# Appendix "A"

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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
<b>INCOME</b>				
<b>CONTRIBUTION INCOME</b>				
<b>UNRESTRICTED</b>			\$320,000.00	
Church Comm/Lgr Church	17,995.07	184,962.90	0.00	0.00%
Pd to Prior Yr Commitment	0.00	151.00	0.00	0.00%
Individ Comm/Lgr Church	200.00	2,892.50	0.00	0.00%
Presbyterian Fdn Cont	340.71	745.80	0.00	0.00%
Subtotal Unrestricted	18,535.78	188,752.20	320,000.00	58.99%
<b>TEMPORARILY RESTRICTED</b>				
			50,000.00	
Addictions Ministry	0.00	122.27	0.00	0.00%
Pine Springs Camp	0.00	600.00	0.00	0.00%
Resource Center	0.00	526.45	0.00	0.00%
PDA - Directed	50.00	1,220.50	0.00	0.00%
Sudan Projects	1,180.00	7,499.67	0.00	0.00%
Ministry Student Aid	0.00	610.00	0.00	0.00%
PMA - Directed	1,087.00	7,958.98	0.00	0.00%
Synod Mission	300.00	2,100.00	0.00	0.00%
I.P.L.F.	1,750.00	5,850.00	0.00	0.00%
Subtotal Temporarily Restricted	4,367.00	26,487.87	50,000.00	52.98%
Subtotal Contribution Income	22,902.78	215,240.07	370,000.00	58.17%
<b>INTEREST INCOME</b>				
Investment Interest	0.00	0.00	5,000.00	0.00%
PILP Interest	0.00	64.25	0.00	0.00%
Subtotal Interest Income	0.00	64.25	5,000.00	1.29%
<b>MISCELLANEOUS INCOME</b>				
			7,000.00	
Preaching/Consulting	192.46	3,446.46	0.00	0.00%
Miscellaneous Income	1,500.00	36,948.55	0.00	0.00%
Florence Ewing Interest	-2,137.99	0.00	0.00	0.00%
Subtotal Miscellaneous Income	-445.53	40,395.01	7,000.00	577.07%
<b>RELEASE FROM RESTRICTIONS</b>				
<b>TEMP RESTRICTED RELEASE</b>				
RFR SCLD	-368.50	-2,668.61	0.00	0.00%
RFR Pine Springs Camp	0.00	-500.00	0.00	0.00%
RFR Resource Center	0.00	-500.00	0.00	0.00%
RFR PDA - Directed	-50.00	-1,220.50	0.00	0.00%
RFR Communications	0.00	-200.00	0.00	0.00%
RFR PMA - Directed	-1,087.00	-7,958.98	0.00	0.00%
RFR Synod Mission	-300.00	-1,800.00	0.00	0.00%
RFR I.P.L.F.	-127.84	-7,712.13	0.00	0.00%
RFR I.P.L.F. 2	0.00	-525.00	0.00	0.00%
Subtotal Temp Restricted Release	-1,933.34	-23,085.22	0.00	0.00%
Subtotal Release From Restrictions	-1,933.34	-23,085.22	0.00	0.00%
<b>RELEASED FROM RESTRICTION</b>				
Released from restriction	1,933.34	23,085.22	0.00	0.00%

**Income and Expense Statement**  
 GENERAL FUND 01, August 2024

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
TOTAL INCOME	22,457.25	255,699.33	382,000.00	66.94%
<b>EXPENSES</b>				
<b>SHARED MINISTRY &amp; MISSION</b>				
EQUIPPING LEADERSHIP			\$6,000.00	
Equip Leadership - Shared	875.00	1,425.00	0.00	0.00%
Subtotal Equipping Leadership	875.00	1,425.00	6,000.00	23.75%
ENGAGING CONGREGATIONS	0.00	0.00	6,000.00	0.00%
ENABLING MINISTRY NETWORK			6,000.00	
En Min Net - Rest'd	0.00	555.31	0.00	0.00%
Subtotal Enabling Ministry Network	0.00	555.31	6,000.00	9.26%
SUDAN	0.00	0.00	16,000.00	0.00%
Sudan - Shared	0.00	1,358.00	0.00	0.00%
Subtotal Sudan	0.00	1,358.00	16,000.00	8.49%
PINE SPRINGS CAMP	0.00	0.00	35,000.00	0.00%
PSC - Shared	2,750.00	22,000.00	0.00	0.00%
PSC - Restricted	0.00	600.00	0.00	0.00%
Subtotal Pine Springs Camp	2,750.00	22,600.00	35,000.00	64.57%
SYNOD MISSION	0.00	0.00	3,000.00	0.00%
Synod - Restricted	300.00	1,800.00	0.00	0.00%
Subtotal Synod Mission	300.00	1,800.00	3,000.00	60.00%
PRES MISSION AGENCY	0.00	0.00	27,000.00	0.00%
PMA - Shared	1,300.00	6,600.00	0.00	0.00%
PMA - Restricted	1,974.00	7,958.98	0.00	0.00%
Subtotal Pres Mission Agency	3,274.00	14,558.98	27,000.00	53.92%
PRES DISASTER ASSISTANCE	0.00	0.00	2,000.00	0.00%
PDA - Restricted	50.00	1,220.50	0.00	0.00%
Subtotal Pres Disaster Assistance	50.00	1,220.50	2,000.00	61.03%
RESOURCE CENTER	0.00	0.00	500.00	0.00%
CHRISTIAN ASSOCIATES			1,500.00	
CASP - Shared	0.00	1,000.00	0.00	0.00%
Subtotal Christian Associates	0.00	1,000.00	1,500.00	66.67%
Subtotal Shared Ministry & Mission	7,249.00	44,517.79	103,000.00	43.22%
<b>COMMITTEE EXPENSES</b>				
<b>COUNCIL</b>				
Council Expenses	24.00	804.13	750.00	107.22%
Presbytery Mtg Expense	0.00	0.00	750.00	0.00%
Worship Expenses	0.00	25.00	0.00	0.00%
Website	0.00	123.98	200.00	61.99%
<b>COMMUNICATION EXPENSES</b>				
CE - Shared	110.24	392.43	0.00	0.00%

*Presbytery of Redstone*  
**Income and Expense Statement**  
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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
CE - Restricted	0.00	200.00	0.00	0.00%
Subtotal Communication Expenses	110.24	592.43	300.00	197.48%
Subtotal Council	134.24	1,545.54	2,000.00	77.28%
<b>COMMITTEE ON MINISTRY</b>				
COM - Committee Expense	0.00	425.00	500.00	85.00%
<b>COMMITTEE ON PREPARATION</b>				
CPM - Committee Expense	0.00	0.00	3,000.00	0.00%
Subtotal Committee Expenses	134.24	1,970.54	5,500.00	35.83%
<b>OPERATIONS</b>				
<b>LEGAL AND AUDITING</b>				
Audit	0.00	7,000.00	7,000.00	100.00%
PCUSA Meetings	0.00	2,817.05	3,000.00	93.90%
Property/Comp. Insurance	-1,144.00	4,723.75	3,600.00	131.22%
Worker's Compensation	0.00	743.00	821.00	90.50%
Telephone	567.87	2,265.96	3,600.00	62.94%
Postage	138.35	668.65	1,000.00	66.87%
Office Supplies	2,198.25	6,674.86	10,000.00	66.75%
<b>RESOURCE CENTER</b>				
RC - Shared	0.00	80.00	0.00	0.00%
RC - Restricted	0.00	500.00	0.00	0.00%
Subtotal Resource Center	0.00	580.00	0.00	0.00%
<b>LEASES</b>				
Copier Lease	177.77	1,422.16	2,200.00	0.00%
Subtotal Leases	177.77	1,422.16	2,200.00	64.64%
Miscellaneous Expenses	0.00	4,198.59	0.00	0.00%
<b>SERVICE FEES</b>				
Bank Fees	15.00	106.05	0.00	0.00%
Misc. Service Fees	55.00	55.00	0.00	0.00%
Subtotal Service Fees	70.00	161.05	0.00	0.00%
<b>UTILITIES</b>				
Gas	19.56	1,287.71	2,100.00	61.32%
Electric	163.58	958.40	1,200.00	79.87%
Water	0.00	139.86	300.00	46.62%
Sewage	0.00	201.44	300.00	67.15%
Trash Collection	57.83	462.64	700.00	66.09%
Subtotal Utilities	240.97	3,050.05	4,600.00	66.31%
<b>MAINTENANCE</b>				
Custodial Services	0.00	0.00	1,500.00	0.00%
Yard Maintenance	0.00	240.00	1,000.00	24.00%
Parking Lot Maintenance	0.00	581.25	1,000.00	58.13%
Building Maintenance	120.00	1,269.49	1,000.00	126.95%
Subtotal Maintenance	120.00	2,090.74	4,500.00	46.46%

**Income and Expense Statement**  
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	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
Subtotal Operations	2,369.21	36,395.86	40,321.00	90.27%
<b>PRESBYTERY STAFF</b>				
<b>EXECUTIVE STAFF</b>				
<b>EXECUTIVE PRESBYTER</b>				
EP Salary	7,486.30	59,890.40	89,835.48	66.67%
EP - Board of Pensions	2,927.34	23,418.72	35,035.84	66.84%
EP - Continuing Education	1,070.94	1,070.94	1,500.00	71.40%
EP - Travel	0.00	0.00	4,750.00	0.00%
EP Travel - Shared	206.36	1,407.00	0.00	0.00%
EP Travel - Restricted	368.50	2,668.61	0.00	0.00%
Subtotal Ep - Travel	574.86	4,075.61	4,750.00	85.80%
EP - Prof. Expense Shared	638.32	1,452.41	1,500.00	96.83%
Subtotal Executive Presbyter	12,697.76	89,908.08	132,621.32	67.79%
<b>ASSOCIATE STATED CLERK</b>				
ASC - Salary	0.00	750.00	1,500.00	0.00%
Subtotal Associate Stated Clerk	0.00	750.00	1,500.00	50.00%
Subtotal Executive Staff	12,697.76	90,658.08	134,121.32	67.59%
<b>ADMINISTRATIVE SUPPORT</b>				
<b>ADMINISTRATIVE ASST</b>				
AA - Salary	0.00	9,244.26	43,262.98	21.37%
AA - Board of Pensions	0.00	3,298.77	0.00	0.00%
Subtotal Administrative Asst	0.00	12,543.03	43,262.98	28.99%
<b>ADM OPERATIONS MGR</b>				
AOM - Salary	1,600.00	11,130.00	0.00	0.00%
<b>BOOKKEEPER</b>				
BK - Salary	450.00	2,250.00	5,400.00	41.67%
<b>RECORDING CLERK</b>				
RC - Salary	20.00	1,000.00	1,500.00	66.67%
Subtotal Administrative Support	2,070.00	26,923.03	50,162.98	53.67%
<b>EMPLOYER PAID FICA TAXES</b>				
Employer Paid FICA Taxes	731.07	6,457.81	8,000.00	80.72%
Subtotal Presbytery Staff	15,498.83	124,038.92	192,284.30	64.51%
<b>APPORTIONMENTS</b>				
GA Per Capita	6,735.67	53,893.36	80,840.00	66.67%
Synod Per Capita	1,718.50	13,748.00	20,622.00	66.67%
Subtotal Apportionments	8,454.17	67,641.36	101,462.00	66.67%
<b>RESTRICTED EXPENSE</b>				
Peace and Global Witness	0.00	1,000.00	0.00	0.00%
I.P.L.F.	127.84	7,712.13	0.00	0.00%
I.P.L.F. 2	0.00	525.00	0.00	0.00%
Subtotal Restricted Expense	127.84	9,237.13	0.00	0.00%

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, August 2024

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage
<b>TOTAL EXPENSES</b>	33,833.29	283,801.60	442,567.30	64.13%
<b>TRANSFER ACCOUNTS</b>				
<b>TRANSFER FROM OTHER FUNDS</b>				
Investment Income	\$0.00	\$1,962.10	\$60,000.00	3.27%
CTI - New Covenant	0.00	1,450.87	0.00	0.00%
Subtotal Investment Income	0.00	3,412.97	60,000.00	5.69%
<b>TOTAL TRANSFERS</b>	0.00	3,412.97	60,000.00	5.69%
<b>EXCESS INCOME/EXPENSES</b>	-\$11,376.04	-\$24,689.30	-\$567.30	4,352.07%

**Redstone Presbytery**  
**Commitment to Larger Church**  
**August 31, 2024**

	<b>2024 PLEDGE</b>	<b>TOTAL PAID</b>	<b>% Payup as of 8/31/2024</b>	<b>Unpaid Pledge Balance</b>
Adah, Palmer		249.99		(249.99)
Apollo, Poke Run	3,660.00	1,830.00	50%	1,830.00
Avonmore	1,000.00	1,001.00	100%	(1.00)
Belle Vernon, First	4,500.00	2,250.00	50%	2,250.00
Belle Vernon, Harmony	1,200.00	900.00	75%	300.00
Belle Vernon, Marion	2,400.00	2,400.00	100%	-
Belle Vernon, Rehoboth	3,000.00	1,750.00	58%	1,250.00
Bolivar	1,500.00	1,000.00	67%	500.00
Brownsville, Calvin				-
Brownsville, Ft. Burd		1,320.00		(1,320.00)
Brownsville, Hopewell				-
Colver		132.00		(132.00)
Cresson	1,500.00	1,125.00		375.00
Dawson, Tyrone				-
Delmont				-
Derry	1,000.00	500.00	50%	500.00
Dunbar, First		1,275.00		(1,275.00)
Dunbar, Laurel Hill	1,062.00	1,062.00		-
Ebensburg		983.04		(983.04)
Fairchance		1,000.00		(1,000.00)
Farmington	650.00	650.00		-
Fayette City, First				-
Fayette City, Little Redstone		2,500.00		(2,500.00)
Greensburg, First	31,000.00	20,666.64	67%	10,333.36
Greensburg, Maplewood	6,000.00	4,000.00	67%	2,000.00
Greensburg, Westminster	6,000.00	3,500.00	58%	2,500.00
Irwin, First		15,083.31		(15,083.31)
Irwin, W. Hempfield	3,000.00	750.00	25%	2,250.00
Jeannette	2,400.00	1,200.00	50%	1,200.00
Johnstown, Bethany	1,680.00	1,260.00	75%	420.00
Johnstown, First		4,200.00		(4,200.00)
Johnstown, Second		1,100.00		(1,100.00)
Johnstown, Westmont	16,000.00	16,000.00	100%	-
Lake Lynn	800.00			800.00
Latrobe, Main St.		17,680.00		(17,680.00)
Latrobe, Spring St.		3,000.00		(3,000.00)

**Redstone Presbytery**  
**Commitment to Larger Church**  
**August 31, 2024**

	2024	TOTAL	% Payup	Unpaid
	PLEDGE	PAID	as of	Pledge
			8/31/2024	Balance
Leisenring	400.00		0%	400.00
Ligonier, Pleasant Grove	850.00	850.00	100%	-
Lower Burrell, Grace		3,499.98		(3,499.98)
Lower Burrell, Puckety	10,000.00	6,800.00	68%	3,200.00
Masontown				-
McClellandtown		2,600.00		(2,600.00)
Merrittstown, Dunlap's Ck.				-
Mt. Pleasant, Reunion		799.00		(799.00)
Murrysville, First		8,000.00		(8,000.00)
Murrysville, Newlonsburg	22,250.00	14,154.00	64%	8,096.00
Murrysville, Union	4,000.00	1,000.00	25%	3,000.00
N. Alexandria, Community	4,000.00	2,000.00	50%	2,000.00
N. Alexandria, Congruity	6,000.00	4,601.98	77%	1,398.02
New Florence, Bethel	3,000.00	1,750.00	58%	1,250.00
New Florence, Trinity	3,825.00	2,550.00	67%	1,275.00
New Kensington	4,900.00	2,474.98	51%	2,425.02
New Salem	2,000.00	971.00	49%	1,029.00
N. Huntingdon, New Hope	5,448.00	3,178.00	58%	2,270.00
Patton	4,620.00	4,620.00	100%	-
Revloc	1,800.00	1,200.00	67%	600.00
Scottdale	500.00		0%	500.00
Smithfield, Grace Chapel	800.00		0%	800.00
Smock, Pleasant View		5,000.00		(5,000.00)
Trafford, Level Green	5,925.00	3,961.48	67%	1,963.52
Uniontown, Tent				-
Uniontown, Third		961.00		(961.00)
Uniontown, Trinity	2,640.00	2,438.50	92%	201.50
Vanderbilt, E. Liberty	1,000.00	510.00	51%	490.00
West Newton, Sewickley	500.00	675.00	135%	(175.00)
W. Newton, Sewickley UP				-
West Newton, United				-
<b>Totals</b>	<b>172,810.00</b>	<b>184,962.90</b>		<b>(12,152.90)</b>



# Appendix "B"

## 2025 PROPOSAL

### INCOME/RECEIPTS

#### Shared Ministry/Mission

##### Contributions(church and individual)

Shared	\$308,000.00
Directed	\$45,000.00

Interest	\$4,000.00
Investments (reserves)	\$66,000.00

Miscellaneous	\$5,000.00
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<b>TOTAL REVENUE</b>	<b>\$428,000.00</b>
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### EXPENSES

#### Shared Ministry

##### Council

Council expense	\$750.00
Communications	\$300.00
Presbytery meetings	\$2,500.00
Website	\$200.00
PCUSA meetings	\$2,000.00
Equipping Leadership	\$4,000.00
Engaging Congregations	\$4,000.00
Enabling Ministry Networks	\$4,000.00
Search Committee	\$3,000.00

<b>Committee On Ministry</b>		
Committee Expense	\$500.00	
<b>Committee on Preparation</b>		
Committee Expense	\$1,000.00	
<b>Committee-Nominating</b>	\$0.00	
<b>Committee on Representation</b>	\$0.00	
<b>Executive Leadership</b>	\$138,000.00	
EP Salary /BOP		\$125,000.00
EP Study Leave		\$1,500.00
EP Professional Services		\$1,500.00
EP Travel		\$5,000.00
Stated Clerk/Associate Clerk		\$5,000.00
<b>Christian Education/Resources</b>		
<b>Resource Center</b>	\$500.00	
Shared		\$0.00
Directed		\$500.00
<b>Denominational/Ecumenical Ministry</b>		
<b>Presbyterian Media Mission</b>		
Christian Associates	\$1,500.00	
Synod of Trinity(per capita)	\$19,085.00	
General Assembly(per capita)	\$86,200.00	
<b>TOTAL SHARED MINISTRY</b>	<b>\$267,535.00</b>	

### Shared Mission

<b>Sudan Partnership</b>	\$16,000.00	
Shared		\$0.00
Directed		\$16,000.00
<b>Pine Springs Camp</b>	\$35,000.00	
Shared		\$33,000.00
Directed		\$2,000.00

<b>Synod Mission</b>	<b>\$3,000.00</b>	
Shared		\$0.00
Directed		\$3,000.00
<b>Presbyterian Mission Agency</b>	<b>\$27,000.00</b>	
Shared		\$17,000.00
Directed		\$10,000.00
<b>Presbyterian Disaster Assistance</b>	<b>\$2,000.00</b>	
Shared		\$0.00
Directed		\$2,000.00
<b>TOTAL SHARED MISSION</b>	<b>\$83,000.00</b>	

## Operations

Supplies	\$10,000.00	
Postage	\$1,000.00	
Telephone	\$3,300.00	
Utilities & Maintenance	\$9,600.00	
Property Insurance	\$4,100.00	
Worker's Compensation	\$821.00	
Legal and Auditing	\$7,200.00	
Leases	\$2,200.00	
Miscellaneous	\$0.00	
<b>Administrative Services</b>	<b>\$29,213.00</b>	
Recording Clerk		\$500.00
Bookkeeping		\$6,000.00
Administrative Operations Coordinator		\$22,713.00
<b>FICA paid-Presbytery</b>	<b>\$9,100.00</b>	
<b>TOTAL OPERATIONS</b>	<b>\$76,534.00</b>	

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**TOTAL EXPENSES**

**\$427,069.00**

\$931.00

## Covenant of Partnership

# Appendix "C"

Between

**South Sudan Presbyterian Evangelical Church  
and  
Presbytery of Redstone (PCUSA)**

### **Importance of Partnerships in God's Mission**

As heirs to God's grace in Jesus Christ, and joint heirs with all who confess him Lord, we affirm our place as Presbyterians in the whole body of Christ, the church. We understand "mission" to be God's work for the sake of the world God loves. We understand this work to be centered in the Lordship of Jesus Christ and made real through the active and leading power of the Holy Spirit. Recognizing our human limitations and because of our fundamental unity in Jesus Christ, we believe we are called to mission through the discipline of partnership.

The practice of partnership guides our whole connectional church. It guides us individually as members, officers and pastors. It guides us collectively as congregations, presbyteries, synods, General Assembly ministries and related institutions.

In doing mission in partnership, we seek to be guided by certain principles:

- Shared grace and thanksgiving;
- Mutuality and interdependence;
- Recognition and respect;
- Open dialogue and transparency;
- Sharing of resources

*(Summary statement from the Presbyterians Do Mission in Partnership Policy Statement; approved by the 215th General Assembly 2003)*

### **Background to the Partnership between Redstone Presbytery and the Sudan and South Sudan Presbyterian Evangelical Churches.**

In 2003, members of Redstone Presbytery Mission Committee began consulting with the Worldwide Ministries Division of the PC(USA). With that consultation, Sudan was identified as a possible partner for shared and mutual ministry and mission. In January of 2004, Redstone Presbytery sent Rev. Dr. Stanley Bhasker, Elder Patty Summerville, and Rev. Ken White to the Sudan for the purpose of exploring a mission partnership with the Sudan Presbyterian Evangelical Church (SPEC). They traveled in the company of four representatives of the Shenango Presbytery which has been in Partnership with SPEC for the past 10 years. In March of that year, this team reported to the Presbytery of Redstone on their visit and presented gifts on behalf of the Sudan Presbyterian Evangelical Church. This was followed a few months later by mission co-workers from the region meeting with the Presbytery to further elaborate on the possibilities of mutual partnership. In November 16, 2004, with the prior approval of the Sudan Presbyterian Evangelical Church, and the subsequent endorsement of the Presbytery of Redstone, the partnership was begun.

With the formation of South Sudan and the initiation of the South Sudan Presbyterian Evangelical Church, the existing partnership was extended to this denomination in this newest country in the world.

## Rationale for Partnerships

As Presbyterians, we experience the church as connectional. We are made stronger by our shared faith, experience, gifts, and resources. International partnerships expand and strengthen our understanding of the connectional church. At the heart of the matter, mission partnerships are a response to a biblical imperative to go and share and see.

*16 Now the eleven disciples went to Galilee, to the mountain to which Jesus had directed them. 17 When they saw him, they worshiped him; but some doubted. 18 And Jesus came and said to them, "All authority in heaven and on earth has been given to me. 19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." (Matthew 28: 16-18)*

*11 For I am longing to see you so that I may share with you some spiritual gift to strengthen you or rather so that we may be mutually encouraged by each other's faith, both yours and mine. (Romans 1: 11-12)*

## We Believe...

We, representatives of the South Sudanese Presbyterian Evangelical Church and the Presbytery of Redstone, Presbyterian Church (USA) believe in the Lordship of Jesus Christ and that the church is his body in the world called to carry out Christ's mission. We believe that in partnership we embody that mission both in our individual church governing bodies and with each other. Therefore, **we believe that in partnership, we are called to:**

- Proclaim the Good News of Jesus Christ to people of many nations, testifying to God's saving love, and demonstrating God's love and justice through ministries in word and deed in education, health, community development, reconciliation and other areas that the Lord might call us.
- Acknowledge that we experience being the body of Christ as a multi-national, multi-cultural, multi-lingual Church. Together we seek to demonstrate unity and reconciliation in a world that is broken and in conflict.
- Join together in faith for service, bringing our different gifts, yet affirming the mutuality and contributions of each partner in the giving and receiving of support for each other and God's mission.
- Recognize and affirm that all people are created in God's image and that differences among us, whether national, tribal, cultural or other distinctions, enhance our partnership in God's work through God's people across God's world.
- Live in community, both with those near and far as God's people who seek to be faithful together in God's calling for the church throughout the world.

## We Covenant...

And therefore, as the South Sudan Presbyterian Evangelical Church, and the Presbytery of Redstone, Presbyterian Church (USA) **we covenant together to:**

- Encourage and Pray for one another in intercession and with thanksgiving.

- Exchange experiences with one another through in-person visits and online communication.
- Learn from each other in the ways the Lord is at work, leading and guiding the church whether in worship, evangelism, discipleship, education, ministries of compassion and justice, peacemaking or new forms of ministry that bring glory to God.
- Have each partner be both a giver and a receiver in the stewardship of the wisdom, gifts, resources and experiences that the Lord has given them.
- Assist one another in carrying out the commission of Jesus whether in South Sudan or in southwestern Pennsylvania,
- Advocate the interests of each partner publicly and politically and so seek justice for the churches and people of the partnership.
- Be a faithful and visible representation of the unity in the body of Jesus Christ in order to pursue the calling of Jesus Christ as a faithful community in both regions of the world.

### **Covenant Agreement**

This proposed partnership will be renewed with the approval of the South Sudan Presbyterian Evangelical Church and the Presbytery of Redstone. This next period of the partnership will be for five years. (2024-2029). Review and any revision of the agreement will take place at the end of that period.

Support and engagement in projects by the partners with each other will be initiated and implemented only with mutual consultations between SSPEC and the Presbytery of Redstone. These consultations will occur through the authorized personnel or delegated committee of the respective partner.

We celebrate our unity together as siblings in Christ and express through this partnership agreement our commitment to strengthen our bond together and our joint participation in the one mission of Jesus Christ throughout the world.

This covenant agreement was confirmed through the signatures below on behalf of each church governing body.

#### **PRESBYTERY OF REDSTONE**

#### **SOUTH SUDAN PRESBYTERIAN EVANGELICAL CHURCH**

\_\_\_\_\_  
Moderator

\_\_\_\_\_  
Moderator

\_\_\_\_\_  
Executive Presbyter

\_\_\_\_\_  
General Secretary

\_\_\_\_\_  
Mission Chair

\_\_\_\_\_



Church: \_\_\_\_\_

Pastor/ Associate Pastor: \_\_\_\_\_ Full or Part Time: \_\_\_\_\_

(\*For Installed Teaching Elder, Effective Salary, Board of Pensions dues, SECA offset, Study Leave, Vacation and Mileage reimbursement are requirements; For Pastors serving under contract (TE or CP), all are required except Board of Pensions, but it is recommended that provision for insurance and retirement be addressed). (Minimums for Certified Christian Educators should be at least 80% of these minimums).

**This is a minimum requirement for all incoming pastors. Continuing pastors should meet/exceed this amount.**

2024 Terms of Call	2025 Projected	2024 minimum
<b>EFFECTIVE SALARY</b>	<b>\$51,478.46</b>	<b>\$51,478.46</b>
1. BREAKDOWN - Base Salary; Manse (including utilities) or Housing Allowance - minimum of 30% of salary/deferred/allowances		
2. Deferred Compensation [Tax Deferred Annuity]		
3. Un-vouchered allowances, gifts from employer, bonuses, etc.		
4. Other allowances:		
5. ONE TIME Moving Expenses (if church paid or reimbursed) <b>this total may need to be included in the total salary reported to the IRS. (Please review with your accountant)</b>		
6. SECA <u>above</u> the normal 7.65% offset		
<b>TOTAL EFFECTIVE SALARY (total of 1,2,3,4, and 6)</b>	<b>\$51,478.46</b>	<b>\$51,478.46</b>
7. Board of Pensions Medical coverage--- Pastor (16%); Spouse(11000) or Family (20600) OR Transition Plan(Family-43%) (only available 2025-2027 for those whose call began <u>before</u> 2025)	8236.55 (pastor only) 19236.55 (pastor/spouse) 28835.55 (pastor/family)  22,135.74	\$14,928.75
Pension (8.5%), Disability (1.5%) =10%	5147.84	5147.84
<b>Board of Pensions Total</b>	<b>13384.39----33983.39</b>	<b>20,076.59</b>
<b>8. Social Security Contribution (7.65% of Effective Salary)</b>	<b>\$3,938.10</b>	<b>\$3,938.10</b>
9. Additional Group Plan Coverage Premiums		
10. Mileage Reimbursement (At current I.R.S. rate)		
11. Study Leave/Reimbursement (cumulative to 6 weeks/\$3,000)	2 weeks +\$1,000	2 weeks+\$1,000
12. Vacation (accrued quarterly, not cumulative across years w/o permission)	4 weeks - 4 Sundays	4 weeks - 4 Sundays
13. Other Professional Expenses:		
Book/Media Reimbursement		
Pastor's Professional Expense		
Vouchered Reimbursements		
<b>TOTAL COST TO CONGREGATION</b>	<b>\$69,800.95 (pastor only) 80,800.95(pastor/spouse) 90,400.95 (pastor/family) 83,700.14 (transition)</b>	<b>\$76,493.16</b>

The Pastor and the congregation agree to the above terms and to abide by any policies of the Presbytery of Redstone regarding compensation, any form of leave (vacation, study, medical, etc.) and expenses.

Clerk \_\_\_\_\_ Pastor \_\_\_\_\_



## Presbytery of Redstone and Tyrone United Presbyterian Church Request for Dismissal Documents

### Team Report

- **Discernment Process**

Based upon an initial request of the session of the Tyrone Presbyterian Church, a Presbytery team consisting of Rev. Donna Havrisko, Rev. Chuck MacPherson, and Elder Russ Baird, were resourced by Rev. Norma Murphy Moderator, Rev. Cliff Foster, Associate Clerk and Rev. Skip Noftzger-Executive Presbyter. The team met with the Tyrone session on May 13, 2024. At that meeting, the session voted to move forward with the discernment process with an anticipated congregational meeting scheduled for July 28, 2024. During this period of discernment, the session and congregation of the Tyrone Church and the Presbytery team engaged in times of prayer as well as discussion and conversation on the primary issues related to their consideration of a possible request for dismissal from the Presbytery of Redstone and the Presbyterian Church (USA).

A more detailed timeline is outlined below, but the key steps in the process for both discernment and requesting dismissal were followed. These included,

- Notification of the Stated Clerk concerning item being placed on the agenda of the Session meeting
  - Commitment by the Session to enter into the discernment process
  - A minimum six-month time of discernment whereby the congregation and the Presbytery team were encouraged to pray for God's leading and direction
  - Opportunities for the Presbytery team to both hear and speak with the members of the congregation as partners in the discernment process
  - Opportunities for the Presbytery team to participate through "voice" within the congregational meeting where the request was deliberated and voted
  - Notification of the Stated Clerk of the vote of the congregation requesting dismissal from the Presbytery and denomination
  - Notification of the members of the congregation concerning the process available to each member concerning retaining membership in a congregation of the Presbyterian Church(USA)
- **Congregational vote**

At the end of the period of discernment, a congregational meeting was held on July 28 with Rev. Donna Havrisko and Rev. Norma Murphy representing the Presbytery. In consideration of the motion to request of the Presbytery of

Redstone dismissal to the Covenant Order of Evangelical Presbyterians (ECO), a written ballot was used with a member of the Presbytery team witnessing the vote count. The ballot was 11 voting in favor of making the request and 0 (zero) voting against it.

- **Issues considered**

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

- Every member of the Tyrone United Presbyterian Church has been provided information and opportunity to remain within a congregation of the Presbyterian Church (USA).
- The “Reformed body” to whom the Tyrone Church is requesting dismissal is the Rivers of Life Presbytery, Covenant Order of Evangelical Presbyterians (ECO). This denomination is a member of the World Communion of Reformed Churches. The session of Tyrone has initiated the process to move toward their acceptance pending a dismissal from the Presbytery of Redstone. Any dismissal by the Presbytery of Redstone is contingent upon being the church being received into that specific denomination.
- The session has agreed to revise any references of the congregation to the Presbyterian Church (USA) in its by-laws or corporation documents.
- There were only a couple identified signs or symbols using either the Presbyterian Church (USA) name or logo. Upon dismissal, the session has agreed to remove or cover any of these signs or references.
- The session has reviewed any encumbrances of the congregation to make sure that those are only the responsibility of the congregation. Additionally, special gifts or funds were reviewed to ensure that there were no donor restrictions designating the funds for use within the mission and ministry of either the Presbytery of Redstone or the Presbyterian Church (USA).
- Because the request for dismissal assumes that the property “held in trust” would also be included, the Presbytery in coordination with the Tyrone

clerk of session would provide a “quitclaim” deed with any legal or recording expenses assumed by the Tyrone church.

- A title search was completed in recent years and there are no other claims to the property.
- The session has agreed to bear the costs in order to make sure that minutes, rolls and other official records(G-3.0107) are retained by the Presbytery of Redstone or the Presbyterian Historical Society.
- The members and other leaders within the Tyrone United Presbyterian Church understand that upon dismissal, anyone serving in an elected, approved or appointed service in the presbytery, other councils and agencies of the PCUSA and under its jurisdiction will hereby forfeit that position or responsibility.

- **Tyrone Discernment Process Timeline**

- **8/20/2023** Tyrone United Presbyterian Church Session began the process of exploring application to another denomination.
- **9/8/2023** Stated Clerk Skip Noftzger provided to the clerk of session for the Tyrone United Presbyterian Church a copy of the Redstone Presbytery policy on “Churches considering making a request to leave the PCUSA.
- **3/26/2024** Tyrone Presbyterian Church Session wrote initial letter to the Stated Clerk of Presbytery of Redstone noting the placing of the item of seeking to enter process of “gracious dismissal” on the agenda of the April 28, 2024 session meeting.
- **3/27/2024** Stated Clerk Skip Noftzger responded to the Clerk of Session of the Tyrone Presbyterian Church confirming their desire to enter into the discernment process in order to consider making a request to be dismissed from the Presbyterian Church, U.S.A. The Stated Clerk also noted that a “Team” would need to be appointed and that there may need to be some flexibility regarding the date for the session meeting as opposed to their pattern of meetings after Sunday worship. Another copy of the “Policy on Congregations considering making a request to leave the PCUSA.” The team appointed was Rev. Donna Havrisko, Elder Russ

Baird and Rev. Chuck MacPherson. A new date for the session meeting was established as May 13, 2024.

- **5/13/2024** Team and the Session of Tyrone United Presbyterian Church met together. The Team solicited from members of the Session their concerns and reasons for considering having the congregation express its will on making a request to be dismissed. Session members also offered responses why they believed their sentiments were shared by the larger congregation. Particular actions of the General Assembly, both most recent and past, were discussed and clarified concerning their meaning and implications.
- Members of the Team reviewed items and issues to be considered in the “Implementation of Presbytery Policy.” The Team reviewed with the Session possible resolution on the various issues necessary and helpful for the presbytery to consider in receiving any request for dismissal from a congregation. These issues were reviewed in case there would be an affirmative vote to make such a request. The Team made clear to the Session that they do not speak or decide on behalf of the presbytery, but that resolution on these issues would be presented to the presbytery for its own consideration as it decides dismissal requests on a case by case basis.
- At the conclusion, the Session voted to schedule the congregational meeting at the end of the six-month period of discernment on July 28, 2024.
- **5/15-7/26/2024** The clerk of session and the Stated Clerk communicate concerning the ongoing resolution of the prerequisite conditions of the request for dismissal.
- **7/28/2024** The congregational meeting of the Tyrone United Presbyterian Church was conducted in order to consider the question whether the congregation shall request dismissal from the Presbytery of Redstone into the Rivers of Life Presbytery, Covenant Order of Evangelical Presbyterians (ECO). Written ballots were distributed only to active members using the membership directory. Presbytery representatives were given privilege of the floor to speak and advocate for staying PCUSA. The written ballots were counted by three tellers in the presence of a member of the Team. The final vote was 11 – 0 (zero) in favor of requesting dismissal to the Covenant Order of Evangelical

Presbyterians (ECO).

- **9/1/2024** A letter from the Presbytery of Redstone was mailed to the membership of the Tyrone United Presbyterian Church recounting the vote on the request for dismissal and that it would be considered at the May meeting. The letter also noted options for any members desiring to remain members of the Presbyterian Church (USA).
- **9/5/2024** A draft version of the Team report was reviewed by the Committee on Ministry for suggestions and feedback before recommending to the Presbytery.
- **9/6/2024** Final Team report was completed and submitted to the Session of the Tyrone Presbyterian Church for any corrections or clarifications upon what had been offered or had transpired. The final document is prepared for distribution with materials for the presbytery packet for the September meeting of the Presbytery of Redstone.
- **9/13/2024** Final Team report was posted as part of the presbytery packet for consideration of the Presbytery of Redstone at the meeting to be held on September 24, 2024 at the Pine Springs Camp in Jennerstown, PA.

- **Proposed motion for dismissal**

WHEREAS the Tyrone United Presbyterian Church entered into and followed the “Redstone Presbytery Policy on Congregations Considering Making a Request to Leave the PC (USA)” including; notification of the Stated Clerk, minimum period of six months for discernment where Presbytery representatives were afforded opportunities to engage members of the congregation;

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

WHEREAS the Tyrone United Presbyterian Church has agreed to make any necessary changes or revisions in documents of the corporation or by-laws that include references to the Presbyterian Church (USA) and its antecedent denominations;

WHEREAS the Tyrone United Presbyterian Church has agreed to bear all costs associated with retaining a copy of all important historical records including minutes, rolls and other official records with either the Presbytery or the Presbyterian Historical Society;

WHEREAS the Presbytery of Redstone will relinquish any interest and all claims it may have with respect to any property, real or personal, of the Tyrone United Presbyterian Church upon acceptance into the Covenant Order of Evangelical Presbyterians. This relinquishment is dependent upon that continued affiliation with that denomination and the congregation as a worshipping community. Tyrone Presbyterian Church will bear any costs associated with legal documentation of the quitclaim deed.

WHEREAS both the Tyrone Presbyterian Church and the Presbytery of Redstone indemnify and hold one another harmless from judgments arising out of the relationship between themselves and any of their related governing bodies, councils, employees, officials and members defined in the broadest sense possible.

WHEREAS the dismissal to another reformed body is contingent upon the final acceptance into the Rivers of Life Presbytery, Covenant Order of Evangelical Presbyterians (ECO);

WHEREAS the Tyrone congregation at a duly called meeting held on July 28, 2024 and witnessed by Presbytery representatives voted 11 – 0 (zero) to make a request of the Presbytery of Redstone to be dismissed to the Covenant Order of Evangelical Presbyterians (ECO).

WHEREAS the Stated Clerk included this request as an item of business of the Stated Meeting of the Presbytery of Redstone on September 24, 2024 at the Pine Springs Camp, distributing the pertinent pieces of information to the presbyters for that meeting 10 days prior to the meeting, pursuant to paragraph H of The Policy.

**The Tyrone Church requests of the Presbytery of Redstone to be dismissed with property to the Rivers of Life Presbytery of the Covenant Order of Evangelical Presbyterians (ECO) based upon completion of the terms above.**

# **Praying Jesus' Way**

**Saturday, November 9, 2024**

9:30 AM to 11:30 AM

Redstone Presbytery Office

1004 Mount Pleasant Road

Greensburg, Pennsylvania 15601

**Free** RSVP 724 837-6737

**A succinct exploration of Jesus' surprising practices and teachings**

- ◆ How Moses, Jacob, and Elijah influenced Jesus
  - ◆ The importance of "AMEN"
  - ◆ What Jesus might think about "Mindfulness"
  - ◆ Jesus' methods of "action spirituality"
  - ◆ What you don't know about the Lord's Prayer
  - ◆ What you might add to enhance your prayer life
- Take home packet included --**

**The Rev. Jim Farrer** is an internationally recognized consultant in church growth and vitality. He taught worship and prayer at the Synod of the Trinity School of Religion for 2 seasons held at Wilson and Gettysburg Colleges. He has been blessed to study Biblical spirituality in Canada, France, Germany, Great Britain and with Eugene Peterson in New Mexico. Farrer oversaw the distribution of Holy Communion at the 1985 Congress on Renewal in Dallas, Texas, the "largest Presbyterian gathering ever held in America." His articles can be found at [biblicalleadership.com](http://biblicalleadership.com).

**The Rev. Norma Prina Murphy** holds a BS in Music Education from IUP and an MDiv from Pittsburgh Theological Seminary. Norma has led choirs and served interims and installed positions. She was trained for and served on a professional and prayerful conflict management team. Norma has been a leader on spiritual pilgrimages to Scotland and Israel. She is chairperson of the Healing Prayer Ministry Network of Redstone Presbytery. She will share insights from a Jerusalem Seminary course "Early Christian Worship, Music and Prayer in Its Jewish Context."

Event sponsored by the Healing Prayer Ministry Network of Redstone Presbytery.

