

PRESBYTERY OF THE PEAKS

CALLED MEETING

August 15, 2020

ZOOM MEETING



**PRESBYTERY OF THE PEAKS
SYNOD OF THE MID-ATLANTIC
PRESBYTERIAN CHURCH (USA)**

**108 Melinda Dr.
Lynchburg, Virginia 24502
www.peakspresbytery.org
office@peakspresbytery.org**

Presbytery of the Peaks
One Hundred
Twenty-Fourth Stated Meeting
Zoom
August 15, 2020

The MISSION of the Presbytery of the Peaks (approved by POP 8/19)
is building partnerships in Christ, to empower communities of faith to be the
Body of Christ for the world.

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John Wiederholt
Stated Clerk

Skip Marin
Moderator

ATTENDANCE 8-15-20 PRESBYTERY MEETING

Active Ministers of Word and Sacrament Present

Matthew Aldas	Kim Jeffreys	Sara Jane Nixon
Kyle Allen	Keith Leach	Cheryl Peebles
George Anderson	Elizabeth Link	Mikel Pugh
David Baker	Don Makin	Dave Roberts
Philip Bouknight	Gary Marshall	John Salley
Dale Brown	Sarah Martin	Betsy Soto
Kathy Carpenter	Bob McLavey	Kim Steinhorst
Janet Chisom	Melissa McNair-King	William Strong
Linda Dickerson	Amy Merrill Willis	Peter Thompson
Annette Goard	Russ Merritt	Carl Utley
Jason Grimes	Brian Miles	Andrew Whaley
Peter Hawisher-Faul	Kristie Miles	Morgan Whitfield
Kelsey Hawisher-Faul	Bea Miller	John Wiederholt
Mark Hinchcliff	Christy Mitchell	Brent Williams
Geoff Hubbard	Loren Mitchell	Steve Willis
Herndon Jeffreys	Jim Moss	

Active Ministers of Word and Sacrament Excused

Janice Fraser
Lisa Marshall
Chad McCain
Ed Soto

Active Ministers of Word and Sacrament Absent

Paul Brokaw	Allison Unroe
Steve Darr	Robin Williamson
Michael Hickman	Rodney Wilson

Honorably Retired Ministers Present:

Nancy Dawson	Skip Hastings	Nancy Morris
David Dickerson	W.D. Hasty	Hugh Springer
Bob Fiedler	Jim Johns	George Wilson
Dusty Fiedler	Shirley Larson	

Commissioned Pastors Present:

Margie Anderson	Richard Henderson	Bill Rountree
Dick Boswell	Jan McGilliard	
Terri Cornwell	Kelvin Perry	

Commissioned Pastors Absent:

Todd Atkins	Bill Meneeley
Diane Baldwin	Naomi Hodge Muse
Lynwood Ladd	Mike Price

Commissioned Pastors Excused:

Tony Ward

Ministers At Large Present:

Emily Rhodes Hunter

Rachel Shepherd

Members at Large Absent

Ellen Anderson

Todd Hester

Paul Johnson

Andy King

Jeff Kisner

Susan Verbrugge

Ellen Woodworth

Ministers At Large Excused:

David Etheridge

Ginny Taylor-Troutman

Cabinet and Committee Chairs Attending

Pam Claterbaugh

Theresa Underwood

Shelda Wills

Richard Claterbaugh

Michael Nevergold

Helen Dean

John Fedison

Voting Elders for Churches

Altavista

Amherst

Bedford

Berry Hill

Bluemont

Briery

Buchanan

Campbell Memorial

Chatham

Christiansburg

Clarksville

Collinsville, First

College

Colonial

Covenant

Covenant

Covington, First

Danville, First

Diamond Hill

Fairlawn

John Erb

Edward Kable

John Blair

Judy Edwards

Stephen Puckett

Susan Jones

Jim Cook

Doug Tice

Phyllis Collins

Kathie Hollandsworth

Linda Messier

Kym Wiederholt

Kevin Townsend

Michael Good

Laura Jane Ramsburg

Roger Dickenson

Joe Wilson

Brenna Takata

Lisa Dawson

Anne Greene

Farmville	Fran Arehart
Fifth Avenue	Ray Williams
Fincastle	John Kilby
Forest	Curtis Cope
Forest Hills	Nancy Dameron
Floyd	Janice Shelor
Gethsemane	Janice Wells
Glasgow	Judy Loughhead
High Bridge	Lorna Whisler
Holbrook St.	Elease Wilson
Holbrook St.	Rhonda Beavers
Low Moor	Sally Irvine
Lynchburg, First	Don Ore
Mallow	Carlene Gibson
Martinsville, First	Lynn Pritchett
Martinsville, First	Monica Stevens
Mayberry	Shep Nance
Maysville	Martha Louis
McAllister Memorial	Augustus Hayslett
Mizpah	Sylvia Kent Goodman
Mizpah	Gail McCullough
New Dublin	Linda Ely
New Store	Terry Harris
Northminster	Robert Brelawski
Northside	Sue Bentley
Oak Level	Logan Young
Old Brick	Sharon Teany
Old Concord	Nancy Nepage
Pearisburg	Michael Nevergold
Pulaski, First	Connie McMillan
Quaker Memorial	Sally Sease
Quaker Memorial	John Lanier
Raleigh Court	Jeanne Fishwick
Raleigh Court	Steven Nash
Roanoke	Donna Fore
Roanoke Valley	Gina Kaknis
Salem	Shanda Johnson
Salem	Carl Rydell
Second	John Johnson
Second	Beth Smith
Trinity	Smith Chaney
Unity	Sherri Tuck
Westminster	Robert Roberts

Churches Not Represented by a Voting Elder

Appomattox CH	Falling Spring	New Concord
Appomattox PE	Fellowship	Oak View
Arvon	Fork Union	Peace
Beale Memorial	Glen Wilton	Peaks
Belmont	Grace	Phenix
Belspring	Harmony	Pisgah
Bethlehem	Hat Creek	Radford
Blacksburg	Hermon	Rocky Mount
Brookneal	Holmes Memorial	Rough Creek
Browns	Jamestown	Rustburg
Buffalo	Kayser Memorial	Saint Andrew
Clifton Forge	Kentuck	Sinking Spring
Colonial	Madisonville	South Boston, First
Concord	Mary Horner Walker	Trinity, Arvon
Cool Spring	Massies Mill	Trinity, Ridgeway
Coolwell	Meherrin	Village
Cumberland	Memorial	Villamont
Danube	Mercy Seat	Virginia
Davis Memorial	Montvale	West End
Douglas	Mt. Carmel	Williamson Memorial
Drakes Branch	Narrows, First	

Visiting Ruling Elders

Dennis Casey, First Martinsville
Tom Gillespie, First Danville
Rebecca Hayslett, McAllister Memorial
Robert Morris, Old Brick
Howard Jennings, Quaker Memorial
Pix Mahler, Westminster

Visiting Ministers

Rev. Pete Smith, Farmville
Rev. Elizabeth Broschart, First, Danville
Rev. Warren Lesane, Synod of the Mid-Atlantic
Rev. Glenn Coleman, First, South Boston
Rev. Jennifer Payne, Christ Parish

Visiting Candidate

Isabella Fagiani

Staff Not Counted Elsewhere:

Julie Dyke
Robin Padgett

WE GATHER IN GOD'S NAME

WELCOME AND CALL TO ORDER

The Stated Meeting of the Presbytery of the Peaks began at 9:00 a.m. on Saturday, August 15, 2020, via Zoom conferencing, with a welcome and call to order from moderator Skip Martin.

Transitional General Presbyter, Carl Utley, welcomed everyone to the meeting and gave a farewell recognition to Rev. Rachel Shepherd.

The meeting was called to order by moderator, Skip Martin.

Recommendations from the Stated Clerk:

1. Recommend that the Standing Rules be suspended as they were at the June Called Meeting (June 13, 2020) in order to conduct an electronic meeting via Zoom according to the same rules for electronic meetings adopted at that meeting. (The actions of this and similar meetings are subject to ratification at the next regular in-person meeting of the Presbytery when such a meeting can be held safely. It is offered because there is no other way for the Presbytery to responsibly conduct its business during the pandemic.) **Approved**

2. The Docket and Consent Agenda were **Approved** with the following amendments:

A. The Trustees requested that their report be moved to 11:30 a.m. and the Mission report be moved to 11:55 a.m. **Approved**

B. Joe Wilson requested the removal of Committee on Ministry recommendations from the Consent Agenda. **Approved**

REPORT OF THE EXAMINATIONS COMMITTEE

INFORMATION:

We are bringing four candidates to the floor for the August 15 Presbytery Meeting. Their Biographical Information and Statements of Faith are included.

Rev. Elizabeth Broschart, First Presbyterian Church, Danville

Rev. Jeff Garrison, Bluemont and Mayberry Presbyterian Churches

Isabella Fagiani, Pastor Elect, Associate Pastor, Raleigh Court Presbyterian Church

Rev. Glen Coleman, Interim Pastor, First Presbyterian Church, South Boston

Biographical Statement

Rev. Elizabeth Broschart

A native of Ohio, Elizabeth (Beth) grew up in a farming community, and the church was an integral part of her early formation. She learned to craft worship at an early age under the mentoring of her pastor and felt a strong urge to pastoral ministry. She spent her early years in ministry as a church musician/choral director in a variety of denominational settings, and in 2003, she was ordained as a ruling elder in the PC (USA).

Following graduation from Pittsburgh Theological Seminary in 2006, she served as the interim Sabbatical pastor for North Hills Community Baptist Church in Pittsburgh. In October 2006, she was ordained in the PC (USA) and accepted the call as Designated Pastor at Gladden UP. In May 2009, the congregation voted to call her as the Installed Pastor. In addition to serving as Pastor at Gladden UP, Beth served as the Co-Chair of the Pittsburgh Presbytery Malawi Partnership and led the mission team in celebration of the 20th anniversary of the partnership. She also served as a member of the Administrative Committee for Transformation.

In 2012, Beth accepted a call to First Presbyterian Church – Boyne City where she served as a designated pastor from 2012 to 2015 at which time she was installed as the Head of Staff. During her tenure, she created a new 1001 New Worshipping Community (The Thirsty Goat Lifetree Café) and saw the restoration of the sanctuary, a restructuring of its governance structure, and revitalization of the church's outreach ministry. In addition, she completed her Doctor of Ministry in Missional Spirituality at the University of Dubuque Theological Seminary. The focus of her doctoral project is the partnership relationship between churches in Pittsburgh Presbytery and the Synod of Blantyre in Malawi (Africa) where she reflected on the spiritual gifts of genuine hospitality, sacrificial giving, and courageous testimony as paramount to the revitalization of mainline churches in the United States.

As a member of the Mackinac Presbytery, she served on the Leadership Council and Budget and Finance Committee, chaired the Education and Leadership Development Committee, and crafted a reorganizational proposal. Beth continues to be active in transformational redevelopment ministry – helping churches revitalize their ministry and facilities.

Previous secular employment included a ten-year stint as a journalist. One of the highlights of that career was the opportunity to cover the space shuttle flight which carried former Sen. John Glenn back into space. Glenn, a life-time Presbyterian, was a member of Westminster Presbyterian Church in New Concord, OH where Beth and her husband served for five years prior to their move to Pittsburgh in 2005. Beth also owned her own business and served seven years as the executive director of Southeastern Ohio Symphony Orchestra.

During her studies at PTS, she was a recipient of the Carl A. Hiassen Honors Scholarship and a Lilly Foundation Scholarship administered by the Religion News Association.

“Faith in God’s mercy and grace has permeated my life,” Beth explains. “I have truly found God’s mercies to be ‘new every morning’. Time and again, I have experienced the renewing of

the mind and the resurrection of life that comes when the Holy Spirit breathes on my life. It is my greatest joy to unveil the mysteries of faith and to expound on the unfathomable depth of God's love."

Beth is married to the Rev. Jerry Broschart, and they have four children – Aaron (Stephanie), Ben (Ronnelle), Kari (Cody) and Emily. They have five grandchildren – Owen, Audrina, Eloise, Connor, and Raynor.

Faith Statement **Rev. Elizabeth Broschart**

I believe in the one holy God of Israel who created heaven and earth and its inhabitants to live in community with the Triune God and with each other. Through our sin, both personal and corporate, we are separated from God and unable to bring ourselves back into communion. God in loving kindness and steadfast mercy sent Jesus Christ into the world so that we might be restored to a right relationship. Knowing that we struggle in all our relationships, the Holy Spirit draws us near to God through admonition and encouragement. Through the scriptures, we see testimony to the steadfast faithfulness of God and are given instruction to guide us. Scripture is divinely given and an infallible witness to God's grace through Jesus Christ.

I believe that Jesus Christ is the son of God – both human and divine. He is my Lord and Savior, and it is only through his righteousness that I can stand before a righteous God. Scripture and the Confessions point to multiple explanations for the work of Christ on the cross, but it is through Christ that I am saved. It is Christ who lives in me through the power of the Holy Spirit that enables me to experience any transformation – not my work but Christ who lives in me.

Although God saves each of us individually, there is a communal nature to our worship. We are meant to gather as the beloved children of God as the body of Christ. On earth, the Kingdom of God is made visible through the local church. The church is called to worship and action through the proclamation of the Word and the Sacraments of Baptism and The Lord's Supper. Our baptisms remind us that God knew us before we were formed in our mother's wombs and that each of us is called to be in relationship with God through Christ. The Sacrament of the Lord's Supper is a symbol that we are united as one body and nourished by the food which Christ provides. Both sacraments are visible signs of the promises and blessings of God's covenant agreement with all those who believe.

As believers we are equipped with gifts given by the Holy Spirit suitable for work in the Kingdom of God. We are called to be faithful and cheerful givers of our time, talents, and gifts so that others might be lifted from the oppression of physical, mental, and spiritual bondage. No longer isolated from creation, we are called to full participation in God's mission. The saints of the church are to be set apart - marked for radical discipleship - as the Holy Spirit continually teaches us the heart and mind of Christ. When we realize the fathomless depths of God's love, we can't help but bow our knees before the throne, and cry "Holy, Holy, Holy, is the Lord God Almighty." As we bow, God enlarges our hearts and our minds to reach out to others and

transforms us from lonely and selfish individuals into joyful people of faith who stand in the intersection of the sacred and the ordinary.

Biographical Statement **Rev. Jeff Garrison**

My roots are deep in the soil of North Carolina, where I was born and mostly raised. My family heritage goes back to the early Highland Scot migration into the state in the mid-18th Century. As an infant, I was baptized at Culdee Presbyterian Church on Easter Sunday, 1957. Although there have been many times when I made a commitment to the Lord, I have always felt God's love in my life. When I was nine, we moved to the coast of North Carolina and I joined Cape Fear Presbyterian Church. While there, I was involved with the Boy Scouts and worked with my pastor, the late Charles Wesley Jennings (quite a name for a Presbyterian), on the God and Country award. At the age of 17, I was the first youth elected as a Deacon of the congregation.

I first mentioned going into the ministry when I was 10. When I graduated from college, I wasn't ready so I spent seven years working for a wholesale bakery and later the Boy Scouts of America. In 1986, living in Hickory NC, I became involved with our congregation's youth program and homeless ministry. It was here that I finally decided to answer the call. I entered Pittsburgh Theological Seminary that fall, thinking I would go into church fundraising, an area I had excelled in while working for the Boy Scouts. While in seminary, I spent my first summer completing the Appalachian Trail and later summers directing a camp in the Sawtooth Mountains of Idaho. I also spent a year as the student intern pastor for First Presbyterian Church of Virginia City, Nevada. These experiences led me into pastoral ministry. Years later, I earned a Doctorate of Ministry from San Francisco Theological Seminary, writing a dissertation titled, "Presbyterians and Ministers: The Church's Response to the Comstock Lode, 1862-1924."

I was ordained as a minister of Word and Sacrament by the Presbytery of Western New York in 1990. For three and a half years, I served as a designated pastor for the United Church of Ellicottville, a small ski community located 65 miles southeast of Buffalo. This was a wonderful ministry as I perfected parallel turns on the ski slope while providing the community with much needed pastoral care, especially during the winter after the Buffalo Bills lost yet another Super Bowl. It was also during this time, in 1992, that Donna and I was married. We headed west to the mission field of Southwest Utah, late in 1993, where I served as the pastor of Community Presbyterian Church in Cedar City. I served the congregation for ten years during a dramatic period of growth that included relocating and building a new facility. During this time, our family grew. We adopted Thomas, who was twelve years old, in 1997. In 1998 Caroline was born.

In 2004 I was called to be pastor of the First Presbyterian Church of Hastings, Michigan, where, during my 10-year tenure, I led another relocation and building campaign. I am grateful that both congregations paid off their mortgage before I was called to a new ministry. I pray I am over relocating church buildings.

I accepted the call to Skidaway Island Presbyterian Church in the summer of 2014. During my tenure, the church has resumed holding Kirkin' o' the Tartans services, started a large community Easter Sunrise Services on the marsh, and began streaming worship as a way to maintain connection with shut-in members. While in this call, my writings and photography have often been featured in local magazine. I have also taught homiletics at South University's

School of Theology.

Serving our Lord as a pastor is an honor and a privilege. I am allowed time with people and time alone, in study and with the Bible, in preparation for teaching and preaching. I am blessed with opportunities to be with people at important times in their lives—at birth and death, in times of joy and sadness. When I am not at church, I enjoy being in God’s grand creation. I hike, canoe and kayak, ski, sail, camp, fish, star gaze, and excel at lying in a hammock. I especially appreciate people I meet on the journey. In Creation, I stand in awe before the world for which we are God’s stewards. At home I enjoy reading, writing, cooking, history, walking around the neighborhood and sharing a good joke. I am a firm believer in Sunday afternoon naps as a way to fulfill the fourth commandment. God is good!

I look forward to continuing my ministry along the Blue Ridge with the congregations of Bluemont and Mayberry.

Faith Statement Rev. Jeff Garrison

Jesus Christ is the way, the truth and the life. He leads us back to God the Father, the Creator of heaven and earth. God’s love for us is so great that we’re given the Holy Spirit, which comes from the Father and the Son to draw us back into a relationship with our Creator and to sustain our lives in a troublesome world. As followers of Jesus, we are caught up in the beautiful mystery of the Triune God. Because of God’s presence, the simple prayer, “Lord, help me for I am lost,” can be comforting. We trust the One much more powerful than ourselves to guide us through life.

Although God’s love is great, we are born into sin. Sin is idolatry, replacing God’s authority with something of our own choosing, and has tainted God’s good creation and makes it difficult to know God’s purposes for our lives. However, the Bible provides a picture of the human condition and of God’s abiding faithfulness. Through the work of the Holy Spirit, the Scriptures open up so we can understand and place our hope in God’s graciousness. Thankfully, our sinful state does not mean we are not valued or loved. We are all created in God’s image, a mark that cannot be erased. We are to respect one another, even those considered enemies. We are all created by the Holy One and therefore related to one another.

Jesus died that we might live and because he lives, we can live abundantly. Jesus not only forgives our sin, he calls us into a new life which begins here on earth. This new way of life has both immediate and eternal implications. As Jesus’ disciples on earth, we work for his kingdom even as we long for its fulfillment at the end of history. We are the Master’s hands and feet, doing his work in the world.

All we have and all that we are belongs to God. We are stewards of that which God provides and accountable for its proper use. God blesses us in unique ways: some with many talents, others with great wealth, a keen intellect, exceptional compassion, deep empathy or artistic abilities.

Regardless, we are to use our gifts in a manner that will glorify and honor God and further Jesus' work in the world. We come together into the church, the gathering of the faithful, which requires all of us, for none of us have all the skills and talents necessary to truly be the body of Christ alone. As the Apostle Paul tells us, the church is like a body that is made up of many parts. It takes all of us!

As a part of the church in the world, we gather to praise and worship the Almighty God as we support one another. Worship focuses on the Word and the sacraments, which are visible signs of God's grace and love. As part of our Baptismal vows, individual members of the church are responsible to one another as we strive to help everyone grow in faith and love and to know the Lord. Within the church, when we are at our best, we create an alternative to the world, a foretaste of heaven for all to see.

To God be the glory!

Biographical Statement Isabella Fagiani

Born & raised in Niagara Falls, New York, my faith journey began before I was born. My Mom was raised Presbyterian as her parents were heavily involved with the church in many ways as lay people, my Dad converted from Roman Catholicism for her. While this was the life I was born into, my personal faith journey grew deeper after being confirmed in my home church. I was asked to serve as a ruling elder for a full term. During my time as an elder, I took two classes (Preaching and Christian Spirituality and the Reformed Tradition) through our Presbytery's Lay Academy. In the summer of 2010, I attended Presbyterian Youth Triennium where I met some of my dearest friends and learned of camps and schools that could allow me to lean into my Christian identity. That fall, I attended a Presbytery meeting and watched women become inquirers and candidates, our general presbyter expressed to me, "that could be you one day." I was overjoyed and terrified at the thought that someone thought I could be called to ministry.

At Queens University of Charlotte, I picked the minor of pre-ministry mostly because I needed a minor. I unexpectedly fell in love with my first class, Old Testament and knew I belonged in these classrooms. At the same time, I became a Resident Assistant. As an RA, I encountered God filled moments in which my residents chose to let me in on the difficult moments; moments of unimaginable grief, heartache, and loss happening in their lives. After a particularly poignant conversation with a resident, I realized that although I felt unqualified to be the person comforting them, I was and am capable of sitting with people in the difficult and uncomfortable moments in life.

I began hoping that God would be waiting for me with a sign pointing me in the direction God had planned for my life. I became involved with a local church, leading high school youth in conversation surrounding film and theology eventually interning with this church, Covenant Presbyterian Church. The Associate Pastor of Education who mentored me through the

internship allowed me to see at the end of the semester that God had been leading me in my travels with breadcrumbs towards a calling as a minister of word and sacrament.

Upon graduating from Queens University of Charlotte, I completed a Young Adult Volunteer Year in Glasgow, Scotland. Through partnering with the Priority Areas in the Church of Scotland, I learned how a church can be alive outside of Sunday mornings and truly serve as a resource to the community where the church is located. Priority Areas seeks to equip and serve the people in the places experiencing the most severe poverty recognizing this as the Gospel imperative. My YAV year left me with many things including lifelong friends & mentors, and the drive to recognize the good & God anywhere I go and to walk alongside with communities in ways that allow the good to flourish.

From here, I attended Union Presbyterian Seminary in Richmond learning in the classroom from professors and classmates alike as God's call on my life to walk alongside a community of disciples seeking to faithfully follow God in their context grew stronger yet. My call story from the beginning to this very moment of being called to Raleigh Court Presbyterian Church, is full of nudges from people who like Jesus, with his disciples, have invited me to "come and see." Upon coming and seeing Raleigh Court, I feel God is calling me to see the abundance in this place and to see what good can further come and be shared from walking alongside the people of this community.

Faith Statement **Isabella Fagiani**

I believe in the one, true, God to whom I belong, serve, and delight in. I believe in God who reveals Godself in three distinct forms of the same person: The Father, Jesus Christ, and the Holy Spirit. We can never fully know God. We only know what God reveals to us about Godself. Revelations about God are found in scripture which are human texts Divinely inspired bound to the cultural moment in which they were written. Jesus models the faithful act of wrestling with scripture. God reveals Godself today through our experiences as God's creatures in creation. God created out of chaos all of creation, creatures big and small, including human beings, and called all of it good. Humanity, created in the image of God, was created to tend to God's creation sowing seeds of new life and of the kingdom.

While human beings are created by God & called good, human beings have exercised dominion over creation thus falling into sin. Humanity sins against God through creating and participating in ways of life that harm God's creation & creatures including humankind. Sin obfuscates humanity's ability to see God's goodness, perpetuating human action that supports one's own self-interest rather than working for the flourishing of all. While human beings are incapable of escaping sin, through God's grace we can move away from sin while never being sinless.

God loves us so much that God dwelled among creation in the person Jesus of Nazareth. I believe in Jesus of Nazareth, a Palestinian Jew, born to a human mother as Christ, my Lord and Savior. Jesus, fully human and fully divine, wept and celebrated joyously. Jesus sat with people

in their pain and healed. Jesus learned and taught. Jesus' radical act of preaching the good news of justice, hope, and joy, challenged the evil ideologies of the Roman Empire leading to no other end result than death by the hands of the Roman Empire upon a cross. Jesus' death exemplifies the brokenness of humanity as the crowds supported the killing of one who preached a life of abundance and peace. Jesus' resurrection on the 3rd day exemplifies God's love and power that is far beyond what we can comprehend. Jesus' life, death and resurrection reconcile humanity to God.

The Holy Spirit is a gift from God who continues teaching us, reminding us what Jesus taught, offering peace and stirring us to continue faithfully following God. The Church is a missional body seeking to glorify God, working for unity and reconciliation which we get a foretaste of through the sacrament of Communion, working to follow the Spirit's guidance in order to live as disciples of Jesus. In Baptism, we affirm God calls us each by name. As disciples, we are to do justice, love kindness and walk with God, together. In the end of times, God's kingdom will reign. The groaning of creation will cease as the new creation, which redeems the very space we occupy now, offers life of radical hospitality, abundance, and flourishing for all God's children & creation.

Biographical Statement **Rev. Glenn Coleman**

I was born and raised on a farm in Saltsburg, PA where my family has lived for generations. After graduating high school, my Presbyterian minister suggested a college for me: Warren Wilson, outside of Asheville, NC. There, I majored in English and Education. At college, I met and married my first wife, to whom I was married for eight years until her sudden death. After college, I trained clients for employment in a rehabilitation hospital in Asheville.

After my first wife's death, I met Cynthia, my wife now of forty years. When we married, I began work as the director of Meals on Wheels. Two years later, I began to feel a gentle tug toward ministry. Several years later, through prayer and God's leading, I worked as the manager of a Presbyterian Church camp outside of Brevard, NC. It was there that I felt the call from God to enter ordained ministry, through conversations held with Doctor of Ministry Students attending classes at the camp. My call was later confirmed through my church, the Brevard-Davidson River Presbyterian Church.

In 1985, I began at Union Theological Seminary in Richmond, VA. In May 1986, for my summer ministry, I was scheduled to work with a minister in Circleville, West Virginia, but the minister had a crisis in the family and left before I came. I "ministered" two churches and two chapels by myself that summer and preached four times each Sunday. It was Baptism by Fire. I held my first funeral the second week there. By the summer's end, I knew God had truly called me to minister as a pastor of churches.

In 2020, I celebrate my thirty-second year of ministry. That ministry began when I served two yoked churches in Central Kentucky. That post was followed by sixteen years of service to Highbridge Presbyterian Church in the Presbytery of the Peaks. During the late 1990s and early

2000s, I served on the Presbytery of the Peaks' Mission Support Committee and visited with faith-based, sister organizations in Central America. I also served with the Presbyterian Disaster Assistance group and was part the first NGO to help the people in Honduras after Hurricane Mitch.

In 2006, I began as the installed pastor at Hot Springs Presbyterian Church in the Shenandoah Presbytery. While at Hot Springs, I felt the call to Interim Ministry and received my training during two summers at Montreat. In 2013, I was called to my first interim position at Mossy Creek Presbyterian Church in the Shenandoah Presbytery, where I served for six years (the church split during the middle of that period). In February 2019, I answered a call to my current position as Interim Associate Pastor at the First Presbyterian Church of Charleston, WV.

My wife and I have three children and six grandchildren, with the oldest grandchild having just graduated from graduate school and the youngest a toddler. Cynthia and I enjoy this time of our lives together through adventurous cooking and eating, visiting art venues and also painting (I paint with oils and acrylics and Cynthia, watercolors). I enjoy fishing and she loves to sail, and we garden together growing both flowers and vegetables. We love to travel, and our last family vacation was in Honduras and in 2018, we traveled to Park City, UT.

It is said, "Hindsight is twenty-twenty." As I look over my life, I can see clearly the Hand of God at work correcting, guiding, and developing me into a useful vessel to carry the Good News of Jesus Christ out into the world.

Faith Statement **Rev. Glenn Coleman**

God: I believe in the triune God. God is the creative genius who created the earth out of nothing. While the hand of God can be traced in creation, God is most fully revealed in the person of God's son Jesus Christ. The revelation of Jesus Christ is love for all humanity. Through the power of God, the Holy Spirit, people are given the faith to recognize and respond to the love of God in Jesus Christ.

Jesus Christ: The entrance of sin into creation brought the sentence of death and estrangement from God upon all humanity. God's love for the human creature is demonstrated in the fact that God sent Jesus Christ to save humanity and reconcile the world to God. Jesus Christ took the judgment of all humanity upon his own flesh and suffered the death and estrangement of the cross in order to fulfill the love of God. In resurrection from death, Jesus Christ made way for sinners to be raised to new life and life eternal through faith. To all who receive Christ in faith, he is Savior and Lord.

Holy Spirit: The third person of the trinity is God acting in the world. The Holy Spirit prepares sinners to receive and respond in love to the love of God in Jesus Christ. The Holy Spirit seals the human heart in the sacrament of Baptism and grants the gift of faith when that heart receives the Lord Jesus Christ. In the sacrament of the Lord's Supper the Holy Spirit enacts the Word of God in human hearts. The Holy Spirit illuminates the study, hearing, and preaching, of the Word of God from the canon of scriptures, the Bible. The Holy Spirit serves as mentor and guide in the

life of faith, convicting believers of sin, inspiring and interpreting prayer to God, and continually building the heart in faith and faithfulness.

The Church: Jesus Christ declared that the gates of hell could not prevail against His Church. Christ is head of His Church and has chosen the Church as His representative in the world with the commission to go unto to all the nations proclaiming the Gospel, making disciples, and baptizing them, in the name of the Father, Son, and Holy Spirit.

RECOMMENDATIONS:

1. Recommend that the presbytery examine Rev. Elizabeth Broschart, member of Mackinac Presbytery, for installation, and pending her successful examination, signing the Book of Obligations, and approval of her call to be Pastor of First Presbyterian Church, Danville, that she be enrolled as a member of the presbytery. **Approved**
2. Recommend that the presbytery examine Rev. Jeff Garrison, member of Savannah Presbytery, for installation and pending his successful examination, signing the Book of Obligations, and approval of his call as Pastor of Bluemont and Mayberry Presbyterian Churches, that he be enrolled as a member of the presbytery. **Approved**
3. Recommend the presbytery examine Isabella Fagiani, candidate under care of Presbytery of Western New York , for installation and pending her successful examination, ordination by Western New York, signing the Book of Obligations, and approval of her call to be Associate Pastor at Raleigh Court Presbyterian Church, that she be enrolled as a member of the presbytery. **Approved**
4. Recommend that the presbytery examine Rev. Glenn Coleman, member of West Virginia Presbytery, and pending his successful examination, signing of the Book of Obligations, and approval of his call as Interim Pastor of First Presbyterian Church, South Boston, that he be enrolled as a member of the presbytery. **Approved**

GENERAL ASSEMBLY REPORT

Commissioners and Advisory Delegates who attended the Zoom 224th General Assembly meeting June 19, 26-27, 2020 gave a video presentation of the meeting. Delegates were:

TE Commissioners: Morgan Whitfield and Melissa McNair-King

RE Commissioners: Janice Wells and Pam Claterbaugh

Youth Advisory Delegate: Meghan Ingram

Theology Student Advisory Delegate: Emily Sutphin

The Presbytery offers their thanks to the Commissioners and Advisory Delegates.

REPORT OF THE COMMITTEE ON MINISTRY

Jason Grimes presented the Committee on Ministry Report.

ACTIONS TAKEN ON BEHALF OF THE PRESBYTERY:

1. Approved the Stated Supply Contract between Rev. David Baker and Williamson Memorial Presbyterian Church effective March 24, 2020 to March 23, 2021.
2. Approved Betsy Soto as moderator for First Presbyterian South Boston effective March 1, 2020.
3. Approved the part-time Interim Pastor contract between Rev. David Dickerson and Fincastle Presbyterian Church effective Jan. 1, 2020 to Dec. 31, 2020.
4. Approved the re-commissioning of Commissioned Pastor, Terri Cornwell, at Rustburg Presbyterian Church effective March 1, 2020 to Dec. 31, 2022.
5. Approved the renewal of the Temporary Supply contract between Rev. Loren Mitchell and Wild Goose effective May 13, 2020 to May 12, 2021.
6. Approved the termination of the Shared Ministry relationship between Kayser Memorial Presbyterian Church and Clifton Forge on April 30, 2020, pending documentation stating session approval from Clifton Forge.
7. Approved the Transitional Pastor Contract between Farmville Presbyterian Church and Rev. Peter Smith effective May 18, 2020 to May 17, 2021.
8. Granted permission for Rev. Peter Smith, Presbytery of the James, to labor in the bounds of Peaks Presbytery while serving as Transitional Pastor at Farmville Presbyterian Church.
9. Appointed Rev. Cheryl Peeples as moderator at Forest Hills Presbyterian Church whose installation is pending because of COVID-19.
10. Appointed Rev. Kristie Miles as moderator at Westminster Presbyterian Church whose installation is pending because of COVID-19.
11. Appointed Rev.'s Peter and Kelsey Hawisher-Faul as moderators at The Presbyterian Church of Radford whose installation is pending because of COVID-19.
12. Appointed Rev. Jason Grimes as moderator at Falling Springs Presbyterian Church effective May 1, 2020.
13. Appointed Gary Marshall as moderator for First Presbyterian Church, Covington.
14. Dissolved the pastoral relationship between Rev. Dr. Tom Robinson and Farmville Presbyterian Church effective May 17, 2020.
15. Granted Rev. Dr. Tom Robinson Honorably Retired Status effective May 17, 2020.
16. Dismissed Rev. Kristin Reinhold to the Presbytery of New Castle where she is serving at West Nottingham Presbytery Church effective Jan. 1, 2020.
17. Appointed Jim Slate as moderator for Kayser Memorial Presbyterian Church.
18. Granted permission to Rev. Beth Broschart to minister and moderate at First Presbyterian Church, Danville before being approved by the Presbytery.
19. Approved the request of Old Brick Presbyterian Church for waiver of rotation of Session Elders Paulette Gardner and Sharon Teany for a period of three years. Old Brick has elected a committee to try to recruit new elders for 2021.
20. Approved the Temporary Supply contract renewal between Roanoke Valley Presbyterian Church and Rev. Terry Blevins effective from Dec. 1, 2020 to Nov. 30, 2021.

21. Granted permission to Rev. Steve Willis to labor outside the bounds of Presbytery of the Peaks as Interim Pastor at Hebron Presbyterian Church, Shenandoah Presbytery, beginning July 13, 2020.
22. Approved the Interim Pastor Contract between First Presbyterian Church, South Boston and Rev. Glenn Coleman effective July 1, 2020 to June 30, 2021.
23. Approved the Stated Supply contract renewal between Montvale Presbyterian Church and Rev. Rodney Wilson effective July 31, 2020 to December 31, 2020.
24. Validated the ministry of Rev. Rachel Shepherd to serve in a Clinical Pastoral Residency through Centra, Lynchburg General Hospital, Lynchburg, VA, effective August 17, 2020.
25. Approved the request of Al and Barbara Jacobs to terminate their roles as Missional Commissioned Pastors in the Piedmont Neighborhood due to health reasons effective June 20, 2020.
26. Approved Ed Soto, Bill Rountree, Janice Fraser and Lynwood Ladd to receive grants in the amount of \$475.00 each from the Burke Memorial Fund.
27. Approved the Temporary Supply Contract between First Presbyterian Church, Covington and Rev. George Goodman effective July 1, 2020 to Dec. 31, 2020.
28. Approved the proposed Terms of Call for Rev. Dr. Carl Utley presented by the Pastoral Leadership Search Committee.

RECOMMENDATIONS TO THE PRESBYTERY:

Items 1 – 14 were approved by consensus.

1. Recommend to the Presbytery to approve the Terms of Call for Rev. Kristie Miles and Westminster Presbyterian church effective April 12, 2020.

Salary & Compensation Package for Kristi Miles

Salary and Housing Allowance	\$60,000
SECA @50% reimbursement	\$ 4,590

(Not included in effective salary)

Total Cash Payments	\$64, 590
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Presbytery Board of Pension Dues	
Medical Insurance (25%)	\$15,000
Pension/Death+Disability Insurance	\$7,200

Professional Expenses	\$1,500
Continuing Education	\$1,200

Vacation	4 weeks
Study Leave	2 weeks
Family Leave	8 weeks for maternal

Sabbatical	2 weeks for paternal In the 7 th year, per Presbytery policy
Total Cost to the Church	\$89,490

2. Recommend that the Presbytery find in order the Terms of Call for Rev. Elizabeth Broschart to be pastor of First Presbyterian Church, Danville.

Cash Salary	\$53,000
Supplement for Social Security Tax	\$ 4,973

TOTAL income reported to IRS	\$57,973
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Housing (manse and/or amount of housing allowance)	\$12,000
Utilities Allowance	

Total Amount BOP Effective Salary	\$65,000
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Dues for full medical, pension, disability and death benefit coverage under Board of Pensions	\$24, 050
BOP Medical	\$16,250
BOP Pension/Disability	\$ 7,800

Paid vacation leave	4 weeks annually
Paid continuing education leave	2 weeks annually
Family Leave	As Needed
Sabbatical	TBD

Moving Expenses	100%, excluding vehicles
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It is understood that the following expenses of ministry will be reimbursed through an accountable plan:

Travel Expense	IRS Allowable Rate
Continuing Education reimbursement	\$ 1,500
Other-cell phone	\$ 1,080
Other Professional Expense	\$ 3,500

Total Cost to Church for Call	\$100,103
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3. Recommend transfer of membership for Rev. Elizabeth Broschart from Mackinac Presbytery to Presbytery of the Peaks to serve as pastor of First Presbyterian Church, Danville, VA pending her successful examination by the Examinations Committee.
4. Recommend the approval of the 2020 Financial Terms of Call Report for Installed Pastors. (Appendix B)
5. Recommend to form an Administrative Commission for installation of Rev.'s Kelsey and Peter Hawisher-Faul at First Presbyterian Church of Radford.
6. Recommend to form an Administrative Commission for installation of Rev. Cheryl Peebles at Forest Hills Presbyterian Church.
7. Recommend to form an Administrative Commission for installation of Rev. Elizabeth Broschart at First Presbyterian Church, Danville.
8. Recommend to form an Administrative Commission for installation of Rev. Kristie Miles at Westminster Presbyterian Church.
9. Recommend approval of the call of Jeff Garrison to serve as pastor at Bluemont and Mayberry churches; and pending his successful examination be enrolled as a member of the Presbytery.
10. Recommend approval of the Terms of Call between Jeff Garrison and Bluemont and Mayberry Presbyterian Churches as installed pastor.

Terms of Call for Jeffrey Garrison

Compensation:

Annual Cash Salary	\$	45,400.00
SECA @50%	\$	5,692.00
<i>Housing Allowance</i>	* \$	24,000.00
Bonus - Lump Sum	\$	5,000.00
Total Compensation:		\$ 80,092.00

Benefits:

Medical, Pension, DD	\$	29,008.00
Deferred Income	\$	2,000.00
Dental Insurance	\$	1,632.00

Total Benefits: **\$ 32,640.00**

Other Expenses:

<i>Travel Reimbursement</i>	** \$	4,700.00
Continuing Education	\$	2,000.00

Total Expenses: **\$ 6,700.00**

Terms of call includes 4 weeks vacation and 2 weeks study leave.

* ***This is a projection for Housing Allowance. This can be modified based on actual housing costs. (Total Compensation would remain the same.)***

** ***Travel reimbursement will be at the Federal reimbursement rate. (This total is estimated based on prior pastor's reimbursement amount).***

11. Recommend approval to form an Administrative Commission for installation of Jeff Garrison at Bluemont and Mayberry Presbyterian Churches.
12. Recommend to approve the call of Isabella Fagiani to serve as associate pastor at Raleigh Court PC; and pending her successful examination and ordination be enrolled as a member of the Presbytery.
13. Recommend to approve the Terms of Call for Isabella Fagiani and Raleigh Court Presbyterian Church as associate pastor.

Terms of Call for Isabella Fagiani

Compensation:

Salary & Housing	\$51,000
SECA	\$3,902

Benefits:

Disability & Pension	\$6,120
Health Ins.	\$12,750

Other Expenses:

Continuing Ed	\$2,500
Cell Phone	\$600
Vision	\$75
Professional Expenses	\$500
Travel Reimbursement	\$500
Total	\$77,947

Vacation: 4 weeks

Continuing Education: 10 days

Sabbatical Leave: 12 weeks after six years of service

14. Recommend approval to form an Administrative Commission for the installation for Isabella Fagiani at Raleigh Court PC.
15. Recommend that the Presbytery approve the commissioning of Robert Morris to Old Brick Presbyterian Church with authority to preach, administer sacraments, and other responsibilities outlined in his job description effective May 3, 2020 to May 2, 2023. **Approved**
16. Recommend to approve the 2021 Minister Minimum Financial Terms of Call for a first reading. **Approved**

2021 MINIMUM FINANCIAL TERMS OF CALL

For PASTORS, CO-PASTORS, AND ASSOCIATE PASTORS

The Presbytery of the Peaks

First Read

1. Changes in the minimum terms for 2021 include no change to the minimum cash salary based on the .01% change to 12 month Consumer Price Index as of May 31, 2020.
2. Total 2021 BOP dues for medical, pension, and death /disability and short term disability insurance will remain at 37%. For 2021, the Board of Pensions pastors participation coverage breakdown is: Medical 27%; Pension 8.5%, Short Term Disability .5% and long term disability/death 1%. The minimum basis for effective salary for medical coverage **remains at \$44,000** for 2021 and provides full medical coverage for spouses and all family members. New for 2021, a short term disability insurance has been added to the pastors participation plan that will fill a coverage gap in the first 90 days of a disability.
3. The Terms of Call blank forms (in pdf format) as well as an Excel Spreadsheet will be available on the Presbytery website (www.peakspresbytery.org/Resources/Forms & Documents/COM).

4. The Complete Minimum Financial Terms Policy is available on the Presbytery website (www.peakspresbytery.org/Resources/Forms & Documents/COM) or by calling the Presbytery office (434-845-1754 or 1-888-557-3257)
5. Churches must use Benefits Connect – the BOP internet on-line system - to establish terms of call information for new pastors or change information for existing pastors. Changes in Terms of Call must be reported within 30 days of the effective date.
6. Churches report the Terms of Call to COM after the congregational meeting.
- 7. Minister mileage reimbursement rate is the IRS business mileage rate for 2021. The current reimbursement rate is \$.58 per mile. The 2021 rate will be set in mid-December 2020.**

**Peaks Presbytery
2021 Minimum Terms of Call
for full-time installed ministers**

	<u>With Manse</u>	<u>Without Manse</u>
1. Base Cash Salary	\$31,813	\$31,625
2. Manse Rental Value	\$ 9,544	N/A
3. Housing Allowance	N/A	\$12,000
4. Utilities & Furnishings Allowance		
5. Other Compensation		
<i>Minimum Effective Salary</i>	<i>\$41,357</i>	<i>\$43,625</i>
6. SECA @50% (Self Employment Allowance)	\$ 3,164	\$ 3,337
7. Board of Pensions (Basic Benefits)	\$16,016	\$16,243
8. POP Equity Escrow (if manse is provided)	\$ 1,200	N/A
9. Continuing Education	\$ 1,200	\$ 1,200
10. Travel Expenses (Reimbursed at IRS rate – currently 58 cents per mile)		

Paid Study Leave	2 weeks annually
Paid Vacation	4 weeks annually
Moving Expenses	Paid
Sabbatical Leave	Negotiable
Family Leave	8 weeks paid maternity leave (for birth or adoption of a child) and 2 weeks paid paternity leave (for birth or adoption of a child)

1. Base Cash Salary does not include the SECA reimbursement.
2. Manse Rental Value is 30% of the Base Cash Salary and other compensation if provided.
3. Housing Allowance minimum suggested amount is \$12,000 including utilities.
4. Utility and Furnishing allowances would be included as part of the effective salary.
5. Other compensation would include items such as 403(b) contributions by the church, payment of optional insurance coverages such as dental or life insurance and SECA payment in excess of 50%.
6. SECA (Self Employment Tax) is based on the effective salary amount. The rate for SECA is 7.65%.
7. Board of Pensions Basic Package is calculated based on the following:
Medical at 27% of effective salary with a minimum salary base of \$44,000,
Pension at 8.5% of effective salary; Short Term Disability at .5% of effective salary and Long Term Disability and death at 1% of effective salary.
8. Equity Escrow accrued if a manse is provided.
9. Continuing Education expenses would include books, periodicals, training events to maintain competence and to develop and grow in skills for the current ministry.
10. Travel Expenses paid at the IRS Business Mileage reimbursement rate for the year. The rate is set by the IRS in mid-December. The current rate is \$.58 per mile. Auto Reimbursement is by one of the following methods:

AU1- Church ownership or lease of a vehicle. Church pays for maintenance and operation of vehicle.

AU2- Minister is reimbursed at the IRS business mileage rate for actual miles traveled.

AU3- Any other plan requires approval of Committee on Ministry.

REPORT OF THE CABINET

Smith Chaney, chair of the cabinet, presented the report.

INFORMATION:

1. The Cabinet met by Zoom meetings on June 25, 2020 and July 23, 2020.

ACTIONS REPORTED:

1. Approved to hold the August 15, 2020 and November 19, 2020 Presbytery Meetings by Zoom.
2. Approved \$1000.00 in pandemic grants to UKirk of Virginia Tech, UKirk of Radford University, Community College Ministry and Alliance for Excellence.
3. Approved \$500.00 in pandemic grants to University of Lynchburg Campus Ministry.
4. Approved that beginning in 2021, Cabinet will require annual Anti-Racism Training of all pastors and CP's while encouraging training for Clerks of Sessions and other elders.
5. Appointed a Transformation Team for implementation of the Mission Study. The Transformation Team will be made up of the following members: Morgan Whitfield, chair of team, Kelsey Hawisher-Faul, Kathy Carpenter, Jen Brothers, Ron Coleman, Brent Williams, Kim Steinhorst, David Baker, Kristie Miles, Kelvin Perry, Ed Soto, Smith Chaney and Melissa McNair-King.

RECOMMENDATION:

1. Recommend the approval of the Mission Study for 2nd read and adoption by the presbytery.

John Blair, Bedford PC, made a motion that the position of Program Director be made a full-time position instead of part time. After much discussion it was decided to try the position part time at first and then determine if it needs to be full time. **The motion was rescinded.**

The recommendation to approve the Mission Study for 2nd read and adoption was **Approved.**

MISSION STUDY RECOMMENDATIONS A WAY FORWARD

Prepared by the Mission Study Team
Revised January 2020

I. Introduction

We have spent the past two years listening to the presbytery, prayerfully seeking the guidance of the Spirit, asking questions, trying out ideas, and seeking to discern a way forward for our presbytery that faithfully reflects who and what the presbytery believes God is calling us to be and do.

What follows is a description of what the Presbytery of the Peaks might look like to fulfill its mission and vision. It is not yet a detailed plan for implementation or a manual of operations. That work will follow once we agree on a destination for our journey.

II. Commissions and Committees

The following commissions and committees will facilitate the multiple and varied partnerships within the Presbytery of the Peaks and with the wider church. The Book of Order defines both commissions and committees in G-3.0109.

1. The Pastoral Leadership Commission (PLC)

The scope of the PLC includes all the ministries that pertain to those who sense a call to the ministry of word and sacrament, ruling elders serving as commissioned pastors, congregations seeking pastoral or educational leadership, and the examination, integration and support of clergy and certified educators in the presbytery.

As a commission, the PLC shall have the authority to act on behalf of the presbytery in matters pertaining to candidacy, establishing calls, approving contracts, and commissioning or installing pastoral leaders, as well as validating ministries outside congregational ministry. All such actions shall be reported to the presbytery.

2. The Church Partnerships Commission (CPC)

The central focus of the CPC is to encourage, facilitate, and fund collaborative partnerships among the varied leaders and ministries of our presbytery, including church staff, congregations, new worshipping communities, campus ministries, and other validated ministries. Making use of neighborhood connections, as well as the natural partnerships that result from congregational size, context, or common interests, the goal is to make vital ministry a norm across the presbytery, fulfilling our calling to be the Body of Christ in and for the world.

As a commission, the CPC will have the authority to act on behalf of presbytery in the following matters: receiving and approving grants; merging congregations or forming ecumenical partnerships; starting new worshipping communities and new churches within the bounds of the presbytery. All such actions shall be reported to the presbytery.

3. Justice and Mercy Commission (JMC)

The purpose of the JMC is to engage and equip the presbytery in its advocacy for justice and in ministries of compassion, such as combating racism, alleviating hunger, or advocating for vulnerable populations.

As a commission, the JMC will allocate presbytery mission funds and grants that challenge and enable ministry partners to do together in mission what they cannot do as effectively or faithfully when acting alone. All such actions shall be reported to the presbytery.

4. The Board of Trustees

The Presbytery has been entrusted by God with financial, human, and material resources that are meant to support the ministry and mission of the presbytery. The Trustees will be the managing and legal steward of our paid staff, property, and all funds.

5. Constitutional Ministries Committee (CMC)

The presbytery is responsible for fulfilling duties contained in the Book of Order and to matters that pertain to both the Synod and General Assembly. The CMC will maintain the committees and commissions required by the constitution, such as the Permanent Judicial Commission and Committee on Representation, and maintaining required processes and procedures concerning sexual misconduct. It will receive communications from the higher councils of the church and lead the presbytery in appropriate responses.

Mindful of the Presbytery's fundamental commitment to inclusion and representation in all the councils of the church, the CMC shall develop appropriate means of drawing leaders into the presbytery's ministries, and the higher councils of the PCUSA, nominating individuals to serve on commissions and committees, and as officers of the presbytery.

6. The Coordinating Cabinet (CC)

The Coordinating Cabinet is responsible for leading the Presbytery to discern God's will in all its work. It shall coordinate the work of the committees and other structures of Presbytery, including presbytery meetings, the Manual of Operations, and other standing rules.

III. A VISION FOR STAFFING

GENERAL PRESBYTER/HEAD OF STAFF (FT Minister of Word and Sacrament)

This position is principally administrative, providing leadership and oversight for the daily and occasional needs of the presbytery office, local congregations, and pastoral formation and transition.

1. NEIGHBORHOOD PRESBYTER (FT Minister of Word and Sacrament)

This position seeks to build and/or strengthen ministry partners among congregations and their leaders through a network of active neighborhood groups, with the goal of building relationships within the presbytery of love, care, and mutual support.

2. MISSION ADVOCATE - PT

This position will support the ministry of the Justice and Mercy Commission, working with that Commission to foster accountable partnerships within the presbytery that will challenge and equip our congregations and other communities of faith in being the body of Christ for the world.

3. PROGRAM DIRECTOR - PT

This position seeks to fulfill the presbytery's goal to connect, educate and support individuals and churches within the presbytery, with a particular focus on children, youth, and young adults, serving as Director of Camp Peaks, a resource to Youth Council, and coordinator for Triennium.

4. COMMUNICATIONS DIRECTOR - FT(changed from PT at 2/13/10 meeting)

This position seeks to support and strengthen the presbytery's connections and ministries through clear, comprehensive, innovative and demographic appropriate communication. The Communications Director will be responsible for developing and maintaining technological and communication systems that will serve the presbytery and its neighborhoods in their educational, missional, and relational ministries, and to assist, as requested, congregations or presbytery communities in developing their web presence and/or outreach. The position will also work to enhance social media connections.

5. STATED CLERK - PT

The Stated Clerk is an elected officer of the presbytery and its primary constitutional expert, including matters pertaining to the higher councils of the church, judicial procedures, and Presbyterian polity and order.

6. FINANCIAL AND OFFICE ADMINISTRATOR (FOA) - FT

The FOA will administer the fiduciary responsibilities of the presbytery, oversee the daily functions of the presbytery office and support staff, serving as a resource to the Trustees and to the General Presbyter.

7. ADMINISTRATIVE ASSISTANT (AA) - FT

The Administrative Assistant shall serve as the face and voice of the presbytery office, receiving guests, directing phone calls, and providing the necessary support to host committee and commission meetings in the presbytery office. He or she will provide administrative support to assigned commissions or committees of the presbytery.

8. NEIGHBORHOOD CONNECTORS - ELECTED VOLUNTEER LEADERS

Recognizing the geographic breadth of this presbytery and the limits of a single neighborhood presbyter in equipping the networks necessary to fulfill our mission, neighborhoods shall volunteer connectors. Their primary duty will be to shepherd the relationships within their neighborhood and to conduct the necessary administrative tasks that may grow out of the partnerships within the neighborhood.

IV. Office Requirements and Location

The Presbytery Office is a home base for the presbytery staff, but it will not function as a “presbytery center” or central gathering place. Cabinet recommends that the decision about where to locate the office be decided by the presbytery as the final matter of the transition.

V. Suggested Timeline

This vision of a way forward is a proposed framework for mapping out changes in our presbytery. If approved, the work of translating the framework into changes in the Manual of Operation will be required.

A Transition Team would be responsible for recommending changes to our Manual of Operation, which the presbytery accomplishes (according to its own rule) by two votes

in two separate meetings. The Mission Study Team advises the cabinet and presbytery to actively include people currently serving in our various ministries in proposing changes to the MOO, and to provide the time necessary for considering how best to move forward. We recommend considering changes in the MOO in 4 phases. A total of 8 presbytery meetings will be needed, giving the presbytery fully two years to consider changes, concluding in May 2022. As each phase is approved, the changes in policy will take shape in practice. Cabinet will be responsible for reviewing and recommending further changes annually as they are implemented. A comprehensive review should be done in the 4th year after full implementation.

REPORT OF THE NOMINATION COMMITTEE

Michael Nevergold, chair of the Nominations Committee, presented the recommendation.

Recommend to approve the following nominations for 2021. **Approved**

MODERATOR

Steve Willis	TE	2021	Minister At Large, Interim at Hebron PC, Shenandoah Presbytery
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VICE-MODERATOR

Helen Dean	RE	2021	Second Presbyterian Church
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REPORT OF THE PRESBYTERY LEADERSHIP SEARCH COMMITTEE For General Presbyter of Presbytery of the Peaks

The Presbytery Leadership Search Committee (PLSC) was elected by the Presbytery at its February 13, 2020 stated Meeting.

The Members: Mikel Pugh – Chair – TE,
Sue Bentley – Secretary – RE
Helen Dean - RE
Fran Arehart - RE
George Wilson - TE
Jim Slate - TE
Morgan Whitfield – TE

The first meeting was with Warren LeSane, Synod Exec, Synod of the Mid-Atlantic on February 17, 2020. The Chair and Secretary were elected at that time and Warren gave us training regarding the process of the search.

Second meeting was on March 10, 2020 to plan the committee's duties. All subsequent meetings were held virtually through either conference calls or Zoom. The committee held 10 meetings either in-person or virtually. (Much of the work was done through email exchanges, most of which have been preserved.)

The PLSC created the Ministry Information Form (MIF) with input from each member and from information created by the Presbytery's Mission Study Team and Presbytery's Committee on Administration. The committee did find it necessary to ask the COA to make some suggested modifications to the job description to satisfy some concerns, which were adopted.

After collecting the statistical data and debating the competency choices, the MIF was entered into the Church Leadership Connection system (CLC) on April 20th.

Initially there were a few "computer matches." Several people learned of the position and eventually there were ten applicants. Each of them was contacted by the secretary of the PLSC to see if they wanted to proceed being considered. Some of them were working with other PNC's, etc. In total the secretary received 10 PIFs from either self-referral (5) or via the CLC (5).

Heeding Warren's suggestions, the PLSC created a list of written questions to be sent to each of the prospective candidates. Each member of the PLSC suggested questions which we selected and edited and sent to the candidates with a deadline of a little more than two weeks' date to return. The Secretary received six responses by the date established by the committee to close reception of inputs.

At the suggestion of the Synod Exec, the PLSC did a "blind evaluation" of the candidates. The secretary was instructed to "de-identify" the PIF information and supply each member of the committee just the responses to our supplemental questions, responses to the PIF narrative questions and the statements of faith.

After reading the responses to our questions and their Statement of Faith and the standard narrative questions on the PIF, the PLSC discussed each one and selected three to interview by Zoom. We then developed questions for the Zoom interviews. Then the members of the PLSC received complete PIF information for each of the three. We had selected one Caucasian male, one Caucasian female and one minority male for face to face Zoom interviews. We had some questions for the interviews which were pretty straightforward and some others which required some thought. We sent the more involved questions to the candidates for their consideration ahead of the interview.

At this time, the chair called each prospective candidate to either set up the interviews or to inform them of the committee's decision. Three candidates were scheduled for interviews. Of the others, two were advised the committee would not continue further conversations and one was asked if we could hold their PIF in reserve in the possibility that the three selected to interview proved unsuitable for the position.

We interviewed a different candidate by Zoom on three consecutive days. Each was given about the same amount of time. Each was asked the same questions in the same order. They were given an opportunity to ask questions of us. It was apparent that each had done his or her homework in trying to learn about the Presbytery of the Peaks. Following each interview, the committee took a few moments to discuss their initial impressions of the candidate.

The PLSC waited until the next week (14 July 2020) for each member of the committee to prayerfully consider our next step in the process. The intent of that meeting was to decide whether the committee wanted to further interview the prospective candidates, reduce the number from three to two to interview in-person or decide to process to a nominee. After discussing the strengths of each candidate, the needs of the presbytery at this point in its process of transformation, and the complexity of trying to do in-person interviews under the current pandemic climate, the committee decided to take the last option – proceed to a nominee.

Though all the candidates have their individual strengths and qualifications, a motion was made to select Carl Utley as our nominee to be presented to the Presbytery of the Peaks as our next installed General Presbyter. Carl meshed well with the gifts and qualities the committee were seeking in a General Presbyter. The next ranking candidate, though quite suitable for the duties, would need time gaining the necessary knowledge required to support, council and guide the presbytery at this present time. Additionally, they would need time to learn the basic role as general presbyter. Thus, Carl was seen as our best nominee.

Taking an unorthodox step, the committee chose to include Carl in our meeting. After a phone call or two, Carl joined our ZOOM meeting, where he was asked if he would be our next installed General Presbyter. Carl graciously accepted the nomination.

A three member subcommittee of the PLSC meet with Carl to discuss the terms of call and other matters. One item was whether Carl could succeed himself as General Presbyter since being our current transitional. It was concluded that since, Carl has never been identified as an “interim” GP, and that title does carry a certain understanding in our denomination that transitionals can succeed themselves, he can. Additionally, there is no provision in his present contract which prohibits him from succeeding himself. Discussions with those involved in that contract revealed that such a clause was expressly omitted for just the possibility of this situation, if Carl would choose to pursue the position when the presbytery decided to search for an installed GP.

On July 21, the committee met to work out its recommendations to the presbytery at its upcoming meeting.

RECOMMENDATIONS:

1. The committee places the Rev. Doctor Carl Utley into nomination as the General Presbyter for the Presbytery of the Peaks and moves that he be elected to that position. Approved
2. The committee moves that the terms of call be adopted as presented. Approved

Terms of Call for Rev. Dr. Carl Utley

Base Salary	\$73,000*
SECA	6,503
Housing	12,000
BOP Effective Salary	\$85,000
BOP Dues	31,450
Professional Expenses	14,000
Continuing ED.	1,200
Moving Expenses	2,500
Total Cost to Presbytery	\$140,653

• May be modified depending on ability to enroll in certain BOP benefits requested by candidate but Effective salary will remain at \$85,000 as per the salary defined by the COA

3. The committee moves that an installation service be conducted in the next presbytery meeting to install the Rev. Doctor Utley as our General Presbyter. **Approved**

4. The committee moves that the Presbytery Leadership Search Committee be dissolved with thanks following the completion of this report and its membership be incorporated to the commission to install the Rev. Doctor Carl Utley as General Presbyter. **Approved**

Thus, ends our report.

Graciously submitted on behalf to the committee,

Rev. Mikel Pugh

Pastor, Chatham Presbyterian Church, Chatham, VA

Moderator, Presbytery Leadership Search Committee for the Presbytery of the Peaks

REPORT OF THE TRUSTEES

INFORMATION:

The Trustees met on June 24, 2020, July 23, 2020 and July 30, 2020 by Zoom conference.

ACTIONS REPORTED

1. The Trustees approved the request of the Rustburg Presbyterian Church to sell the

manse property (approved by congregational vote on 6/15/20). Proceeds from the sale will be used to upgrade the church facilities and support community ministries.

2. The Trustees approved the opening of a checking and savings account at Select Bank.
3. The Trustees approved proceeding with inquiries regarding the sale of the property at 108 Melinda Drive and prepared asking sales price for the property.
4. The Trustees appointed a WG of 2 Trustees and 2 Committee on Administration members to work with staff to research a temporary arrangement for the Presbytery office function, with a recommendation for the November Presbytery meeting.

RECOMMENDATION

1. Recommend the Presbytery ratify (approve) the proposed sale of the church building and approximately 5 acres of land at 108 Melinda Drive (former Covenant church property) to a local reformed congregation for an asking price of approximately \$650,000. The Presbytery will retain ownership of the 1.3 acre of commercial property fronting Wards Ferry Road. (Appendix C) **Approved**

REPORT OF THE STATED CLERK

RECOMMENDATIONS:

3. **FOR CONSENT AGENDA:** That the minutes of the Called Meeting of the Presbytery of the Peaks (June 13, 2020) as reviewed by those persons designated by the Standing Rules, be approved.
4. **FOR CONSENT AGENDA:** That motions be reduced to writing, transmitted to the Stated Clerk and presented to the meeting before discussion is concluded.
5. **FOR CONSENT AGENDA:** That all committee reports be received.
6. **FOR CONSENT AGENDA:** That the Statistical Summary of the Presbytery be received as information.

Recommendations 3-6 were approved through consensus.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

INFORMATION:

- Next meeting is Tuesday, October 13, 9:30; Place TBD

ACTIONS REPORTED:

- Met with Rachel Sutphin, Candidate under our care, for her annual consultation.
- Gave our love and best wishes to Rachel Shepherd who we will greatly miss as a committee person.

RECOMMENDATIONS:

- None

REPORT OF THE PRESBYTERIAN WOMEN

Sometimes it is difficult to remember when things were normal just a couple of months ago. We have had to really adapt quickly to a new way of life and not being able to get together and to see each other. Many of us are working from home and have not been able to just talk with one another face-to-face. This has happened so rapidly, and things continue to change. We are going to be okay, but we will have to make some changes to our programs going forward.

The Peaks PW Coordinating Team wants each of us to be safe as we begin to open activities again. To accomplish that goal, the Coordinating Team will be governed by recommendations from the CDC, the Commonwealth of Virginia, and the Presbytery of the Peaks.

The Coordinating Team met recently via conference call and made several decisions that we wish to share.

ACTIONS REPORTED:

1. To postpone the Annual Gathering until the Spring of 2021 (originally scheduled for September 26) and if everything is progressing in a positive way at that time, we will be sending out a new date. You will receive information regarding the date and location of the Annual Gathering as soon as those details are finalized. Diane Patty, Peaks PW Vice Moderator, will organize the Gathering and will send periodic updates to you.

2. We are continuing to collect recipes from all over the Presbytery. Please email your recipes to Theresa Underwood, Peaks PW Treasurer. Her email address is: tundwood@AOL.com

3. Memorial Book honoring our 2019 Sisters has been sent to the churches. If you need a copy, please let Carol Cole cjwnuss@aol.com know and we will be happy to send that to you via e mail or through the mail.

RECOMMENDATIONS – None that will require actions of the Presbytery.

We care about each of you, and we want you to be safe. Thank you for everything that you have done to support Presbyterian Women! We look forward to seeing each of you personally in the Spring of 2021. May God bless each of you!

Peaks Presbyterian Women Coordinating Team
Helen Dean, Moderator

REPORT OF THE COMMITTEE ON ADMINISTRATION

INFORMATION:

The Committee on Administration met by Zoom on July 15, 2020.

ACTIONS REPORTED:

1. Accepted the resignation of Rachel Shepherd as the Associate for Discipleship effective 8/14/20.
2. Appointed a Workgroup to prepare a Communications Director position description and salary package (provided the position is approved as a part of the Mission Study Report).
3. Approved recommendation for no Covenant of Intent increase in 2021 due to the uncertainty surrounding the pandemic, however churches will be requested to maintain their level of giving at the 2020 amount.
4. Approved the Stated Clerk Position Description proposed by the Stated Clerk Search Committee.
5. Approved a 2021 Stated Clerk Stipend of \$12,100.
6. Approved preparation of a six month 2021 budget (January through June), based on the current presbytery structure, to be presented at the November Presbytery meeting. If the Mission Study proposal is approved, then the second half budget (July-December) for 2021 will be prepared based on the new structure, and presented at the May 2021 Presbytery meeting.

REPORT OF THE MISSION COMMITTEE

INFORMATION:

1. A brief video at the presbytery meeting will highlight the Presbyterian Church of South Sudan.

It was produced for us by the Rev. Debbie Braaksma, Africa Coordinator for Presbyterian World Mission, and will feature leaders from the Presbyterian Church of South Sudan. We look forward to the inspirational and informational video “Lessons Learned from South Sudan on Reconciliation and What the Church is Doing.” During the video you can use the chat function and indicate your interest in learning more about the Presbyterian Church of South Sudan. The Mission Committee can arrange a ZOOM conference meeting with your congregation on the Presbyterian Church of South Sudan and what God is doing during very challenging times.

2. MATTHEW 25: A Bold Vision and Invitation. Matthew 25:31-46 calls all of us to actively engage in the world around us, so our faith comes alive and we wake up to new possibilities. We recognize Christ’s urgent call to be a church of action, where God’s love, justice and mercy shine forth and are contagious. The PCUSA has launched the Matthew 25 Invitation and invites your congregation to participate. To learn more go to www.presbyterianmission.org/ministries/matthew-25/. During the November meeting of our presbytery, we will welcome Diane Moffett, the Executive Director of the PCUSA Mission

Agency. She will present the Matthew 25 challenge in which a congregation can choose one or more focuses for learning and action. The focuses include: promoting congregational vitality, dismantling structural racism, and eradicating systemic poverty. There is help and encouragement to live out Matthew 25 in these days.

3. Mission Grant Applications. A reminder to Clerks of Session, Pastors and Commissioned Pastors: You should have received Mission Grant Applications. Opportunity A: recommend a mission outside the bounds of Peaks Presbytery for support. Or Opportunity B: apply for a grant for mission outreach which serves “at risk” children and youth in your neighborhood. Contact the presbytery office for more information. The deadline for submitting applications is October 1, 2020.

REPORT OF THE STATED CLERK SEARCH COMMITTEE

The Stated Clerk Nominating Committee has been meeting on a regular basis this summer utilizing ZOOM technology. We have worked with the COA (Committee on Administration) to revise the Stated Clerk job description which reflects duties added to the position since the current job description was last approved. The Stated Clerk Position Description is included. We have also developed a list of the qualifications and personal characteristics needed by a potential candidate to succeed in this position; realizing that a particular candidate may need additional training in some of these areas to gather the skill sets and expertise necessary to do the work required. This training will be provided by the Presbytery as needed.

We have also designed a job application form for this position which will need to be completed by all candidates. The job description, list of qualifications, personal characteristics, job application and a cover letter will be posted on the Presbytery website in the near future. We will also mail a cover letter and the aforementioned documents to every clerk of session and moderator in Peaks Presbytery. We will follow all EEOC guidelines in filling this position and encourage all interested persons to apply.

It is our desire to have, with God’s help, a candidate to bring before the Presbytery at the November Presbytery meeting.

In Christ’s Service,
The Stated Clerk Nominating Committee
Rev. Jim Slate, HR (Chair)

POSITION DESCRIPTION

TITLE: *STATED CLERK OF THE PRESBYTERY OF THE PEAKS*

PURPOSE:

To serve as an ecclesiastical officer of the governing body as set forth in the Book of Order, Articles of Agreement and Manual of Operations of the Presbytery

ACCOUNTABILITY:

Accountable to the Presbytery as an elected officer for a four year term

RESPONSIBILITIES:

- A. Fulfill the responsibilities set forth in the Book of Order (G-3.0104, G-3.0305, D-11.0700).
- B. Serve as an advisory member of the Presbytery Cabinet, with particular responsibilities as a resource person and advisor interpreting communications from the Synod and General Assembly that impact the mission and ministry of the Presbytery of the Peaks.
- C. Send communications which Presbytery desires to convey to Stated Clerks of Presbyteries, to the Stated Clerk of the Synod of Mid-Atlantic and other Synods, and to the Office of the General Assembly of the Presbyterian Church (U.S.A.), on behalf of the Presbytery of the Peaks.
- D. Refer any proposed changes to the constitution submitted by the General Assembly to the Bills and Overtures Committee.
- E. Oversee the recording and editing of minutes of all meetings of the Presbytery of the Peaks, with distribution to all ministers, commissioners and other appropriate persons to be carried out by Presbytery's office.
- F. Offer opinions in the interpretation of the Book of Order and Robert's Rules of Order when called upon to do so by individuals and bodies of the Presbytery.
- G. Present the agenda for each stated and called meeting of the Presbytery of the Peaks as prepared by the Presbytery Cabinet.
- H. Recommend recording clerks to serve as needed during the meetings of Presbytery.
- I. Be regular in attendance at all meetings of Presbytery Cabinet, Presbytery and Synod, and Cabinet Retreats.
- J. Complete such additional work as assigned by COA with input from the Division of Ministry.
- K. Provide Staff Support to the Session Records WG and COM.
- L. Serve as Staff Support for Administrative Commissions (however not Commissions to Install or Ordain Teaching Elders) including training of Permanent Judicial Commissions.
- M. Serve as Staff Support to the Bills and Overtures Committee.

RELATIONSHIPS:

Related to the professional staff of the Presbytery as colleagues. Related to the Moderator of Presbytery and Chair of Presbytery Council as advisor and consultant. Related to the appropriate designated support staff in the Presbytery Office as supervisor in the affairs of the Stated Clerk

TIME REQUIRED:

Up to ten hours per week is expected. This will be included in the covenant between the person and the congregation, if a pastor.

EVALUATION:

There will be an annual performance review and evaluation of the person and the office by the Personnel Workgroup of the DOA in the same manner and frequency for professional staff positions in the Presbytery of the Peaks. Adequacy of compensation will be annually reviewed by the DOA. At the first meeting of Presbytery in the final year of the term of office for the Stated Clerk, the Moderator of Presbytery will nominate to the Presbytery a five (5) person Stated Clerk Nominating Committee for election. This committee will conduct an extensive review of the office and Position Description of Stated Clerk and at the last meeting of that year of the Presbytery, propose a Position Description and a nominee for the office of Stated Clerk for Presbytery action.

REPORT OF THE SEXUAL MISCONDUCT POLICY COMMITTEE

Dear Friends in Christ,

God's blessings upon you and your congregations in this tumultuous time in our country! We pray that you are well and safe, as you continue to serve our Lord.

As members of the Body of Christ, we are responsible for caring for our church members, as well as ourselves, concerning sexual misconduct. To that end, the Committee on Sexual Misconduct Policy has arranged with Church Mutual a training session on sexual misconduct. Our presbytery's policy on sexual misconduct tells us:

"Since the issue of sexual misconduct has become an evermore present reality, there is a need to educate and train a wide variety of persons. Education often happens in response to actual cases of sexual misconduct. It is recommended that the Presbytery, sessions, and employing entities be as proactive as possible in preventing sexual misconduct by offering regular educational/training events in order to heighten an awareness of healthy professional boundaries. Such events will also enable one to respond out of competence rather than out of ignorance and irrationality when confronted with allegations of sexual misconduct." (Section C, "Education and Training," lines 467-473)

This training session will take place on **Thursday, September 17 at 10am**. It will last approximately 1 ½ hours (45 minute presentation, 30 minutes for questions) and will focus on healthy professional boundaries. This training is **required**, according to our presbytery's sexual misconduct policy:

"Education will be different on a group-by-group basis. Persons needing specific education include....vii. The Presbytery of the Peaks at a stated meeting biennially." (Section C, lines 475-476, 489)

As stated in this section, the different groups within our presbytery that are listed in this section will need different kinds of training. **This particular training session on September 17 is for active teaching elders, commissioned pastors, and certified Christian Educators.**

The training session is free of charge to the presbytery and is available to us by Zoom or by telephone on September 17. Please register for this training on our presbytery website, beginning August 24.

The same training session will be offered again on Thursday, March 4 at 10am (backup date: March 18, 10am). This is for those who missed the September 17 training session and for those new active ministers coming into the presbytery. This training will also be offered at no cost by Church Mutual.

Please mark your calendars now for this **required** training session on sexual misconduct on **Thursday, September 17 at 10am**.

Let us take seriously our responsibility to "...tend the flock of God that is in (our) charge...." (1 Peter 5: 2)

Peace in Jesus Christ,

Robin Williamson and Lisa Marshall
Co-Chairs of Committee on Sexual Misconduct Policy

REPORT OF THE SESSION RECORDS WORK GROUP

INFORMATION:

- Past or current sets of minutes may be submitted for review at any time. **However, 2019 session minutes are due for review during the 2020 year.** The Work Group reviews session minutes alphabetically by church name during each Presbytery meeting. The remaining schedule for the **review of 2019 session minutes** is as follows:

August 15 – Churches with names beginning with A-C, Zoom Meeting

November 19 – Churches with names beginning with D-H, Zoom Meeting

- If your church has not had minutes reviewed for the 2019 year or any previous year you may **EITHER mail copies** of the minutes (no binders, please) along with a completed “Session Records Review Form,” to Dave Hayes, Chair of the Session Records Work Group, Blacksburg Presbyterian Church, 701 Church Street, S.E., Blacksburg, VA 24060 **OR email digital copies** of minutes (scanned or born electronic) with the filled out “Session Records Review Form” to davidlavhayes@gmail.com. Call Dave at 540-818-1847 with questions.
- Any questions concerning Session Minutes should be directed to Dave at 540-818-1847 or davidlavhayes@gmail.com. **Churches should NOT send Minutes to the Presbytery Office!!!**
- The Work Group expects to conduct another **Session Records Workshop/Training Event** to assist Clerks of Session and Pastors in **January 2021**. Specific information will be sent to all Clerks of Session in late November. Any questions concerning minutes can be asked of Dave Hayes at the addresses below, at any time. Please feel free to ask!
- Materials to assist Clerks of Session in their duties are available on-line through the Presbytery website at www.peakspresbytery.org. Click on “Resources”; next click on “Forms & Documents”; and finally click on “Session Records” to view these materials. Session Records Review Forms for the current year are available there for download.

2020 Presbytery of the Peaks Community Outreach Block Grant Awards

The Presbytery of the Peaks has funds budgeted for Block Grants each year. These are for local community organizations such as tutoring programs, clinics, adult care, jail ministry or other community care programs. The following awards were made for 2020, totaling \$46,075.17:

Alleghany Highlands Bridging the Gap	\$2,300.00
Alliance for Excellence (Higher Education Ministries)	1,200.00
Altavista Outreach and Enrichment	1,200.00
Blue Ridge Literacy / Roanoke	2,300.00
CASA of Central VA / Lynchburg	2,300.00
Christian Free Clinic / Botetourt County	2,000.00
Churches for Urban Ministry / Lynchburg	2,475.17
Emergency Needs Task Force / Pulaski	2,300.00
Family Promise of Greater Roanoke	2,300.00
Free Clinic of Franklin County	2,300.00
The Good Samaritan / South Boston	1,600.00
Grace Network / Martinsville	1,200.00
Heart of VA Free Clinic / Farmville	2,300.00
Helping Hands of Franklin County	2,300.00
House of Bread / Roanoke	2,300.00
Interfaith Outreach Association / Lynchburg	2,300.00
Literacy Volunteers of Campbell County	1,200.00
Presbyterian Community Center / Roanoke	1,600.00
Pulaski Free Clinic	2,300.00
Pulaski Grow	1,500.00
Roanoke Valley Jail Ministry	1,200.00
Safehome Systems, Inc. / Covington	2,300.00
Smith Mt. Lake Good Neighbors	1,000.00
West End Center / Roanoke	2,300.00

Two Cents-a-Meal Awards**April 2020**

Through the generosity of our congregations, \$16,700.00 has been awarded to community agencies, \$24,000.00 to regional, national and international agencies and \$800.00 to designated groups for a total of **\$41,500.00 in 2020.**

Local

ACT (Area Churches Together) / Salem	\$ 1,000.00
Charlotte County Meals on Wheels	1,500.00
Churches for Urban Ministry / Lynchburg	1,500.00
Clifton Forge Area Food Pantry	500.00
FACES / Farmville	1,500.00
Feeding Pittsylvania Cty Summer 2020 Covid19 Relief	1,000.00
Grace Network / Martinsville	1,500.00
Greene Memorial UMC's Summer Pack-A-Snack/Roanoke	1,000.00
Helping Hands Backpack / Narrows	1,000.00
Lynchburg Daily Bread	1,500.00
Maysville PC Food Pantry	500.00
Northern Pittsylvania County Food Center	1,000.00
Northside Community Dinner / Blacksburg	1,200.00
Salem/ Roanoke County Food Pantry	1,500.00
The Shelter / Radford	500.00
Total Local Two Cents-a-Meal	\$16,700.00

Regional, National, International

Cool Spring Leper Ministry /Uganda	2,500.00
Feeding America SWVA	11,250.00
Namulesa Evangel Rescuing Church / Uganda	2,000.00
Rise Against Hunger / Appomattox Prince Edward PC	1,000.00
Society of St. Andrew	6,250.00
Smile of Joy Children's Center / Uganda	1,000.00
Total Regional, National, International Two Cents	\$24,000.00

Designated Gifts

Presbyterian Hunger Program	\$800.00
Total Designated Gifts	\$800.00

Deadlines for Two Cents-a-Meal grant applications are April 1 and October 1. Applicants may apply one time each year. Contact Presbytery of the Peaks for more information: 1-888-557-3257 or office@peakspresbytery.org

"You give them something to eat." Mark 6:37

ATTENDANCE AND ABSENCES
PRESBYTERY OF THE PEAKS
August 15, 2020

Teaching Elder Members of the Presbytery	60
Commissioned Ruling Elders Present and Entitled to Vote	7
Ruling Elder Commissioners/Cabinet/Committee Chairs	70
SUB-TOTAL <u>VOTING</u>:	137
Other Teaching Elders Serving in Peaks.....	1
Visiting Ministers	5
Certified Christian Educators	0
Youth Advisory Delegates.....	0
Visiting Ruling Elders	5
Other Visitors	0
Presbytery Staff Not Included Above	2
SUB-TOTAL <u>NON-VOTING</u>	13
TOTAL ATTENDANCE	150
Total Teaching Elders Excused	5
Teaching Elders Absent	18
Churches Represented by Ruling Elder Commissioners	55

2019 Presbytery Statistical Report

Presbytery

The Peaks

Address

1022 Floyd St Ste A, Lynchburg, VA 24501

Phone

434-845-1754

Fax

434-847-4650

Email

office@peakspresbytery.org

Web Site

www.peakspresbytery.org



Membership

Prior Active Members	11748	Adjusted membership	11708
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Gains

Certificate	96
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Youth Professions	62
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Professions & Reaffirmations	113
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Total Gains	271
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Total Ending Active Members	11342
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Losses

Certificate	129
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Deaths	250
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Deleted for any Other Reason	258
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Total Losses	637
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Baptisms

Presented by Others	64
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At Confirmation	5
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All Other	6
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Average Weekly Worship Attendance	4362
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Female Members	6560
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Friends of the Congregation	1120
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Ruling Elders on Session	609
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Do you have Deacons? Yes / No	17 / 60
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Age Distribution of Active Members

25 & Under	1167
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26 - 40	1390
---------	------

41 - 55	1278
---------	------

56 - 70	2456
---------	------

Over 70	2972
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Total Age Distribution	9263
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People with Disabilities

Hearing impairment	462
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Sight impairment	124
------------------	-----

Mobility impairment	452
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Other impairment	497
------------------	-----

Christian Education

Birth - 3	104
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Age 4	82
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Kindergarten	67
--------------	----

Grade 1	65
---------	----

Grade 2	72
---------	----

Grade 3	78
---------	----

Grade 4	62
---------	----

Grade 5	75
---------	----

Grade 6	83
---------	----

Grade 7	51
---------	----

Grade 8	90
---------	----

Grade 9	63
---------	----

Grade 10	55
----------	----

Grade 11	71
----------	----

Grade 12	54
----------	----

Young Adults	139
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Over 25	1643
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Teachers/Officers	443
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Total Christian Education	3297
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Racial Ethnic

Asian/Pacific Islander/South Asian	23
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Black/African American/African	192
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Middle Eastern/North African	2
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Hispanic/Latino-a	14
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Native American/Alaska Native/Indigenous	3
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White	9396
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Multiracial	19
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Total Racial Ethnic	9649
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Financial Data

Annual Income	16,100,598
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Annual Expenses	14,501,558
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Mission Expenses	1,886,448
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Personnel Expenses	7,394,187
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Facilities Expenses	2,965,273
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2020 Terms of Call for Pastor provided Housing

<u>Pastor</u>	<u>Church</u>	<u>Base Cash</u>	<u>50% SECA</u>	<u>Housing +</u>	<u>Total</u>	<u>BOP Effective</u>	<u>Total BOP</u>	<u>2020 TOC</u>	<u>Other</u>	<u>Cost to</u>	<u>% of</u>
	<u>Pastor provided</u>	<u>Salary</u>	<u>@7.65%</u>	<u>Utilities</u>	<u>Cash</u>	<u>Salary</u>	<u>Dues</u>	<u>Rec'd</u>	<u>Payments</u>	<u>Church</u>	<u>Call</u>
<u>2020 Min. TOC</u>	<u>housing</u>	31,625	3,337	12,000	46,962	43,625	16,235	N/A	(See Note 2)	(See Note 1)	
										63,197	
Aldas, Matthew	Buchanan	35,951	5,049	25,000	66,000	60,951	22,552	Yes	1,600	88,303	100
Allen, Kyle	Covenant, Roanoke	42,265	6,080	33,924	82,269	77,389	29,374	Yes	3,200	116,043	100
Anderson, George	Second, Roanoke	70,046	9,566	55,000	134,612	143,973	53,269	Yes	19,657	205,326	100
Broschart, Elizabet	First, Danville	53,000	4,973	12,000	69,973	65,000	24,050	Yes		94,023	100
Brown, Dale	Cumberland	34,977	3,594	12,000	50,571	46,977	17,381	Yes		67,952	100
Chisom, Janet	Salem	18,166	3,205	24,000	45,371	48,166	17,821	Yes	6,000	69,192	100
Dickerson, Linda	Northside	29,963	4,205	25,000	59,168	57,120	21,134	Yes	1,252	81,554	75
Goard, Annette	Clarksville	36,886	3,709	11,593	52,188	48,479	17,937	Yes		70,125	100
Hawisher-Faul	Co-pastors										
Kelsey & Peter	Radford	42,000	4,682	19,200	65,882	61,200	22,644	Yes		88,526	100
Hickman, Michael	Gethsemane	0			0		0	No		0	
Hinchcliff, Mark	First, Martinsville	42,326	4,626	18,140	65,092	60,466	22,372	Yes		94,364	100
Jeffreys, Kim	Madisonville	18,524	1,953	7,000	27,477	26,400	14,168	No	876	42,521	60
Jeffreys, Herndon	Brookneal/Roanoke	28,091	2,810	8,640	36,731	37,200	15,464	Yes	469	55,474	75
Link, Elizabeth	Second, Roanoke	44,176	5,873	32,600	82,649	76,776	28,407	Yes	730	111,836	100
Marshall, Lisa	Low Moor	13,463	1,738	5,244	20,445	20,987	13,518	Yes	2,280	36,243	50
McCain, Chad	First, Lynchburg	26,580	3,946	25,000	54,388	55,526	19,085	Yes		74,611	100
McLavey, Robert	Floyd	40,000	3,978	12,000	55,978	52,000	19,240	Yes		75,219	100
McNair-King, Melissa	First Pulaski	34,500	3,825	15,500	53,825	50,000	18,500	Yes		72,325	100
Miles, Brian	Amherst	32,500	3,404	12,000	47,904	44,500	16,465	No		64,369	100
Miles, Kristie	Westminster	60,000	4,590		64,590	60,000	22,200	Yes		86,790	100
Miller, Cydney Bea	Trinity Ecumenical	54,703	6,862	35,000	96,565	89,703	33,190	Yes		96,565	100
Moss, James	McAllister Mem.	34,000	3,978	18,000	55,978	52,000	19,240	Yes		75,918	100
Peeples, Cheryl	Forest Hills	60,000	4,590		64,590	60,000	22,200	Yes		86,790	100
Salley, John	Bedford	32,380		24,000	56,380	58,780	21,749	Yes	2,400	80,529	100
Shepherd, Rachel	Peaks Presbytery	39,045	4,345	13,400	56,790	52,445	19,405	Yes	9,200	85,395	100
Soto, Eduardo	Altavista	30,750	3,478	14,400	48,629	45,474	16,825	Yes	324	65,454	100
Thompson, Peter	First, Lynchburg	45,073	6,508	40,000	91,581	85,073	32,081	Yes	2,832	123,894	100
Unroe, Allison	Fairlawn	27,818	3,998	24,000	55,816	52,261	19,377	Yes	443	75,636	100
Utley, Carl	Peaks Presbytery	70,975	6,874	12,000	89,849	82,975	30,701	Yes	15,200	135,750	100
Whaley, Andrew	Raleigh Court	60,948	6,499	24,000	91,447	86,971	32,180	Yes	2,023	125,650	100
Whitfield, Morgan	Forest	0			0		0	No		0	
Williams, Brent	Colonial	35,028	5,065	25,776	65,869	66,204	24,495	Yes	5,400	95,764	100

Note 1: Cost to Church does not include travel reimbursement, continuing education or professional reimbursement expenses for the pastor.

2020 Terms of Call for Pastors with Church Manse

<u>Pastor</u>	<u>Church</u>	<u>Base Cash Salary</u>	<u>50% of SECA</u>	<u>Total Cash Salary</u>	<u>Manse Rental Value</u>	<u>BOP Effective Salary</u>	<u>POP Escrow</u>	<u>Total BOP Dues</u>	<u>2020 TOC Red'd</u>	<u>Other Ch. Payments</u> (See Note2)	<u>Cost to Church</u> (See Note 1)	<u>% of</u>
2020 Minimum TOC	with Church Manse	31,813	3,164	34,977	9,544	44,000	1,200	15,963	N/A		50,943	100
Brokaw, Paul	Clifton Forge	38,400	3,819	42,219	11,520	49,920	1,200	18,470	No		61,889	100
Nixon, Sara Jane	New Dublin	36,968	3,697	40,665	11,362	49,235	1,200	18,217	Yes	905	60,987	100
Fraser, Janice	New Concord	34,824	4,228	46,252	12,754	55,268	1,200	20,449	Yes	7,690	67,901	100
Grimes, Jason	High Bridge	39,360	3,955	43,315	12,336	53,454	1,200	19,778	Yes	1,758	66,051	100
Leach, M. Keith	College	39,834	3,944	43,778	11,950	51,784	1,500	19,160	Yes		64,438	100
Makin, Don	Christiansburg	30,945	5,716	36,661	17,084	74,029	4,149	27,391	Yes	26,000	94,201	100
Marshall, Gary	Mallow	34,710	3,657	38,367	11,965	51,847	1,300	19,183	Yes	5,172	68,772	100
Mitchell, Christy	Diamond Hill	31,813	3,164	34,977	9,544	41,357	1,200	15,963	Yes		52,140	100
Pugh, Mikel	Chatham	41,468	4,124	45,592	12,440	53,908	1,500	19,946	Yes		67,038	100
Wiederholt, John	First, Collinsville	25,736	2,649	28,385	7,992	34,633	800	15,156	Yes	905	45,246	70

Note 1: Cost to Church does not include travel reimbursement, continuing education or professional expenses reimbursement for pastor.

Note 2: Other Church Payments include additional SECA payments over 50%, deferred payments (403b, etc.), optional dental or other insurance, utilities paid by the church, etc.

Timeline of Events

Date	Event
07/16/20	John Wiederholt received email from Providence Church requesting information on any Presbyterian church property for sale in the Lynchburg area. John W. forwarded e-mail to John Fedison, President of the Trustees and Carl Utley, Transitional Presbyter.
07/20/20	John Fedison e-mailed Providence Church regarding the Covenant property at 108 Melinda Drive, Lynchburg.
07/20/20	Luke Dykeman, agent with Coldwell Banker and representative of Providence Church e-mailed requesting a viewing of the property.
07/21/20	Luke Dykeman, two ministers from Providence Church and John Fedison from the Trustees met at the church property and did a walk through of the building and land.
07/22/20	Luke Dykeman e-mailed requesting a second walk through for the leadership team from Providence Church and also requested a price for the church building and for the commercial property.
07/23/20	The Presbytery Trustees met via Zoom to discuss a potential sale of the property and to set an asking price for the church building and the commercial property. The Trustees approved continuing with the potential sale and set asking prices for the church building and the commercial property. The asking price for both were communicated to Luke Dykeman.
07/24/20	Bob Berkley, Presbytery Trustee met with Luke Dykeman and eight members of the Providence leadership team for a walk through of the church building and the land.
07/26/20	Luke Dykeman requested a third showing of the property for the entire congregation to view.
07/28/20	Approximately 50 members from the Providence church walked through the property.
07/29/20	A full price contract to purchase the church building and approximately 5 acres of land was sent to the Trustees with a closing date of 11/27/20. The 1.3 acre commercially zoned property will be retained by the Presbytery.
07/30/20	Trustees met via Zoom to review purchase contract.

The Presbytery of the Peaks
Financial Position
06/30/2019 & 06/30/2020

	<u>2019</u>	<u>2020</u>
Beginning Balance	\$ 28,329.18	\$ 31,893.19
<i>Add Receipts:</i>		
YTD Mission Receipts for GA, Synod, & Presbytery		
Covenants of Intents (Includes Unified & Per Capita)	195,239.04	143,915.75
Selected Giving, GA, Synod causes	61,024.70	24,612.53
Other Selected Gifts (excludes 2Cts, C A Partnership)	21,952.91	9,812.09
Camp Income	1,515.00	51.00
Receipts from Presbytery Designated Funds	75,000.00	75,000.00
Dismissal Fund Usage	1,654.25	
Interest Income	8.64	0.03
Current Assets less Liabilities	35.96	48,941.79
Transfer Accounts	19,958.25	18,071.96
<i>Total Receipts</i>	376,388.75	320,405.15
<i>Less Disbursements:</i>		
Mission Funds to General Assembly	101,294.54	53,510.37
Mission Funds to Synod	5,275.16	4,743.16
Other In/Out Mission Funds Forwarded	8827.91	11,492.56
Presbytery	288,907.57	262,665.27
<i>Total Disbursements</i>	404,305.18	332,411.36
Cash Balance 06/30/2019 & 06/30/2020	<u>\$ 412.75</u>	<u>\$ 19,886.98</u>

Presbytery of the Peaks
Income & Expense
6/30/2020

	<u>Current</u> <u>Month</u>	<u>YTD</u>	<u>Revised</u> <u>Budget</u>
Income			
Covenants of Intent	13,319.56	143,915.75	365,798
Mission Payments-Dismissed Churches			2,600
Camp Income		51.00	-
Designated Account Funding Transfers	25,000.00	75,000.00	340,002
Dismissal Funds Usage			20,000
Miscellaneous	2.57	0.03	50
Total Income	38,322.13	218,966.78	728,450
Cabinet			
Cabinet Expense	0.57	362.34	3,500
Moderator Expenses			1,400
Communications Expense		2,099.30	3,000
Presbytery Meeting Expense	64.75	426.56	2,200
Nominating Committee			300
Black Caucus	14.86	14.86	500
Workgroup Expense	(14.86)	451.62	1,000
Committee on Representation			-
Total Cabinet Expense	65.32	3,354.68	11,900
Committee on Administration			
COA Expenses		67.63	450
Office Expenses	2,679.37	16,721.67	39,112
Presby Office Equipment	83.33	780.00	2,500
Audit Expense			-
Transitional Presbyter	10,170.63	62,980.33	134,232
Stated Clerk Expenses	955.18	5,768.95	13,706
Mission Resource Expenses	213.06	1,278.36	3,192
Administrative Support Staff	5,615.29	33,691.74	67,430
Accountant	5,696.39	34,178.37	68,710
SCRIP Program Staff	250.00	1,500.00	3,000
Associate for Youth and Young Adults	6,349.57	39,886.01	64,045
Temporary Help		1,745.85	5,000
Site Director-Day Camp			-
Summer Staff Expenses			-
Program Director			4,000
Office Staff Expenses			550
Search Committee Expenses		65.56	10,000
Total Committee on Administration	32,012.82	198,664.47	415,927
Committee on Ministry			
Committee Expenses	164.98	667.76	2,950
Calls & Pensions Workgroup			290
Congregations in Transition		15.50	1,800
Leadership WG	2,000.00	2,000.00	-

	<u>Month</u>	<u>YTD</u>	<u>Budget</u>
Counseling & Crisis Support			2,000
Commissioned Ruling Elder WG			500
Session Records Workgroup		140.77	200
Total Committee on Ministry	2,164.98	2,824.03	7,740
Total Sexual Misconduct Committee	259.12	388.53	2,800
Total Examinations Committee	0.03	0.27	200
Committee on Preparation for Ministry			
Committee Expenses	0.06	0.96	1,000
Scholarships/Testing		3,230.98	6,400
Total Committee on Preparation for Ministry	0.06	3,231.94	7,400
Committee on Church Development			
Committee Expenses		38.74	350
Small Church Residency		165.53	10,000
Training & Support		3,240.00	2,000
New Worshipping Community WG		1,500.00	2,500
Partnership w/Congregations			1,500
Total Committee on Church Development		4,944.27	16,350
Missions Committee			
Mission Committee Expenses	19.52	41.98	100
Education and Training			200
Community Outreach Grants	11,518.79	18,287.41	41,325
Mission Trip Scholarships			
CEDEPCA			27,075
Total Missions Committee	11,538.31	18,329.39	68,700
Committee on Discipleship			
Discipleship Committee Expenses		0.30	200
Christian Ed & Res Ctr Wrkgrp			2,000
Youth & Young Adult Wrkgrp		2,702.35	10,428
Outdoor Education Wrkgrp		882.24	3,000
Higher Education Expenses	13,626.10	27,342.80	55,400
Scholarships			3,000
Total Committee on Discipleship	13,626.10	30,927.69	74,028
Committee on Leadership			
Leadership Development WG			
Minister Orientation			750
Leadership Committee Expenses			
Total Committee on Leadership	-	-	750
Synod Unified & Per Capita	370.00	4,034.00	13,510
GA Unified & Per Capita Giving	2,580.00	29,804.00	109,145
Total Presbytery Expenses	<u>62,357.62</u>	<u>296,503.27</u>	<u>728,450</u>
Total Net Income/(Expense)	<u>(\$24,035.49)</u>	<u>(\$77,536.49)</u>	

The Presbytery of the Peaks Cash Flow Analysis

<u>Year</u>		<u>1st Quarter</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>Year to Date</u>	<u>Budget</u>
2020	<i>Contributions</i>	94,026.63	30,500.62	6,117.40	13,322.13	143,966.78	28.83%
	<i>Expenses</i>	<u>155,716.17</u>	<u>43,305.66</u>	<u>34,735.29</u>	<u>62,357.62</u>	<u>296,114.74</u>	36.90%
	<i>Variance</i>	<u>(61,689.54)</u>	<u>(12,805.04)</u>	<u>(28,617.89)</u>	<u>(49,035.49)</u>	<u>(152,147.96)</u>	
2019	<i>Contributions</i>	87,684.85	53,194.13	31,981.40	23,911.31	196,771.69	36.70%
	<i>Expenses</i>	<u>148,470.30</u>	<u>48,915.41</u>	<u>49,884.47</u>	<u>87,002.10</u>	<u>334,272.28</u>	41.16%
	<i>Variance</i>	<u>(60,785.45)</u>	<u>4,278.72</u>	<u>(17,903.07)</u>	<u>(63,090.79)</u>	<u>(137,500.59)</u>	
2018	<i>Contributions</i>	101,350.00	43,913.98	26,743.80	43,283.05	215,290.83	38.70%
	<i>Expenses</i>	<u>176,086.03</u>	<u>61,179.45</u>	<u>60,922.79</u>	<u>102,775.68</u>	<u>400,963.95</u>	44.24%
	<i>Variance</i>	<u>(74,736.03)</u>	<u>(17,265.47)</u>	<u>(34,178.99)</u>	<u>(59,492.63)</u>	<u>(185,673.12)</u>	
2017	<i>Contributions</i>	98,527.74	32,372.32	50,165.51	46,998.89	228,064.46	40.87%
	<i>Expenses</i>	<u>169,280.22</u>	<u>43,200.28</u>	<u>59,433.04</u>	<u>90,489.90</u>	<u>362,403.44</u>	41.32%
	<i>Variance</i>	<u>(70,752.48)</u>	<u>(10,827.96)</u>	<u>(9,267.53)</u>	<u>(43,491.01)</u>	<u>(134,338.98)</u>	

The Presbytery of the Peaks
Summary of Designated Accounts
6/30/2020

	Book Value 1/1/2020	Market Value 1/1/2020	Revenues	Expenses	Unrealized Gain/(Loss)	Market Value 6/30/2020	Book Value 6/30/2020
Leadership Funds	577,481.17	820,908.68	0.98	-	-	820,909.66	577,482.15
Church Development Funds							
<i>New Church Ministries</i>	950,741.81	1,315,259.86	-	-	-	1,315,259.86	950,741.81
<i>Church Development</i>	912,918.01	1,252,451.49	-	-	-	1,252,451.49	912,918.01
Youth and Young Adult Ministries Funds	1,770,816.82	2,439,260.84	24,402.73	57,500.00	(120,310.42)	2,285,853.15	1,737,719.55
Committee on Ministry Funds							
Peaks Crisis Fund	1,086.87	1,262.98				1,262.98	1,086.87
Burke Memorial Fund	49,399.90	45,884.15	910.03			46,794.18	50,309.93
COPM Funds	35,740.95	52,063.01	0.11	250.00	-	51,813.12	35,491.06
Morris Charitable Trust	4,278.78	4,278.78	0.79	2,997.00		1,282.57	1,282.57
Presbytery Funds	267,723.72	332,555.76	500.72	25,000.00	-	308,056.48	243,224.44
Cooperative Missions Funds							
Peacemaking (Presbytery Share)	3,782.68	3,782.68	37.39	1,500.00		2,320.07	2,320.07
Travel/Study Scholarship	1,603.69	1,603.69	0.33			1,604.02	1,604.02
2 Cents A Meal	67,506.10	67,506.10	30,353.43	44,621.96		53,237.57	53,237.57
Mission Fund	178,112.36	193,843.86	32,000.03			225,843.89	210,112.39
Presbytery Dismissal Fund							
Dismissal Fund Receipts	354,321.55	417,794.06	78,763.68	208,000.00		288,557.74	225,085.23
Small Church Residency	177,995.44	196,058.37	32,000.00			228,058.37	209,995.44
New Worshipping Community	175,442.98	191,647.62	32,000.06	10,000.00		213,647.68	197,443.04
Transfer Accounts	86,018.05	86,018.05		36,078.13		49,939.92	49,939.92
Total Designated Accounts	5,614,970.88	7,422,179.98	230,970.28	385,947.09	(120,310.42)	7,146,892.75	5,459,994.07
H. Trustees	976,183.63	1,459,771.11	32,309.69	2,473.09	(56,639.15)	1,432,968.56	1,006,020.23
Cash Balance	6,591,154.51	8,881,951.09	263,279.97	388,420.18	(176,949.57)	8,579,861.31	6,466,014.30