

PRESBYTERY OF THE PEAKS

ONE HUNDRED TWENTY-SECOND STATED MEETING

NOVEMBER 21, 2019

COVENANT PRESBYTERIAN CHURCH ROANOKE, VIRGINIA



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

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Presbytery of the Peaks
One Hundred
Twenty-Second Stated Meeting
Covenant Presbyterian Church, Roanoke, VA
November 21, 2019

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

Steve Willis
Moderator Pro-Tem

ATTENDANCE 11-21-19 PRESBYTERY MEETING

Active Ministers of the Word and Sacrament Present

Matthew Aldas	Herndon Jeffreys	Dave Roberts
Kyle Allen	Elizabeth Link	Tom Robinson
George Anderson	Don Makin	John Salley
David Baker	Lisa Marshall	Rachel Shepherd
Philip Bouknight	Gary Marshall	Betsy Soto
Dale Brown	Sarah Martin	Ed Soto
Kathy Carpenter	Chad McCain	Kim Steinhorst
Janet Chisom	Bob McLavey	Peter Thompson
Steve Darr	Melissa McNair-King	Rachel Thompson
Linda Dickerson	Kristi Miles	Allison Unroe
Janice Fraser	Bea Miller	Carl Utley
Annette Goard	Christy Mitchell	Andrew Whaley
Jason Grimes	Loren Mitchell	Morgan Whitfield
Mark Hinchcliff	Jim Moss	John Wiederholt
Geoff Hubbard	Sara Jane Nixon	Brent Williams
Emily Hunter	Mikel Pugh	Steve Willis

Active Ministers of the Word and Sacrament Excused

Kim Jeffreys	Russ Merritt	Robin Williamson
Keith Leach	Brian Miles	

Active Ministers of the Word and Sacrament Absent

Paul Brokaw	Amy Merrill Willis
Michael Hickman	Rodney Wilson

Members at Large Excused

Ken Chorle	Andy King
David Etheridge	Ginny Taylor Troutman

Members at Large Absent

Ellen Anderson	Andy King	Susan Verbrugge
Todd Hester	Jeff Kisner	
Paul Johnson	Ellen Woodworth	

Honorably Retired Ministers of the Word and Sacrament Present

Terry Blevins	George Goodman	Nancy Morris
David Cozad	Tupper Garden	Gary Scheidt
Nancy Dawson	Skip Hastings	Jim Slate
David Dickerson	W.D. Hasty	Hugh Springer
Bob Fiedler	Jim Johns	George Wilson
Dusty Fiedler	Joe McCutchen	

Commissioned Pastors Present

Margie Anderson	Dick Boswell	Naomi Hodge Muse
Phil Berry	Terri Cornwell	Tony Ward

Commissioned Pastors Excused

Al Jacobs	Kelvin Perry
Barbara Jacobs	

Commissioned Pastors Absent

Todd Adkins	Lynwood Ladd	Mike Price
Diane Baldwin	Jan McGilliard	William Rountree
Richard Henderson	Bill Meneeley	

Cabinet and Committee Chairs Attending

Shelda Wills	Ed McElmurray	Sue Bentley
Pam Claterbaugh	John Erb	John Fedison
Smith Chaney	Helen Dean	

Voting Elders for Churches

Altavista	Kevin deBernard
Appomattox CH	John Redding
Bedford	Judy Blair
Bethlehem	Justin Dodd
Belspring	Mike Brown
Blacksburg	Deb Call
Blacksburg	Garland McKenzie
Bluemont	Elmo McAlexander
Buchanan	Amy White
Campbell Memorial	Doug Tice
Chatham	Harold Yates
Christiansburg	Anne Greene
Christiansburg	Paul Poff

Clarksville	William Smith
College	Virginia Kinman
Collinsville, First	Kym Wiederholt
Colonial	Michael Good
Cool Spring	Marilyn Hubbard
Covenant	Melissa Cranwell
Covenant	Robert Foard
Cumberland	Robert Pennington
Diamond Hill	Kay Guthrie
Drakes Branch	Raymond Toombs
Fairlawn	Diane Patty
Falling Spring	Mary Stoner
Farmville	Ann Morton Neale
Fifth Avenue	Ray Williams
Fincastle	Becky Downs
Floyd	Larry Koon
Forest	Ginny Lenz
Green Ridge	Betsy Robinson
High Bridge	Lorna Whisler
Holbrook	Elese Wilson
Low Moor	Tommy Tingler
Lynchburg, First	Jenny Osinga
Lynchburg, First	Sue Thornton
Martinsville, First	Ron Rebman
Martinsville, First	Monica Stevens
Mayberry	Rick Rudolph
McAllister Memorial	Paul Linkenhoker
Mizpah	Sylvia Kent-Goodman
Mizpah	Gail McCullough
New Dublin	Jim Bell
Northside	Lucian Robinson
Old Brick	Robert Morris
Peace	Jane Chichester
Pearisburg	Judy Stafford
Pulaski, First	Joe Zagraban
Quaker Memorial	Niki Kariuki
Quaker Memorial	Tim Roach
Radford	David Young
Raleigh Court	Autumn Visser
Raleigh Court	Paula Mitchell
Roanoke Valley	Mary Lou Summers
Saint Andrew	Barbara McKee
Salem	Reid McClure
Salem	Paul Nordt
Second	Shirley Fitzpatrick
Second	Carolyn Shupe

Trinity Ecumenical
Virginia
West End
Westminster
Williamson Memorial

Van Mauney
Rodger Linkenhoker
John Shoemaker
Robert Roberts
Jerry Arthur

Visiting Ruling Elders

Richard Claterbaugh, Northminster
Gene Collier, Covenant
Leisha Cook, Peace
Ginny Fedison, Covenant
Gus Hayslett, McAllister Memorial
Wanda Hylton, Floyd
Howard Jennings, Quaker Memorial
Donna Jones, Covenant
Walter Jones, Covenant
Steve Lemons, Salem
Judy Loughhead, Glasgow
Eunafaye McAlexander, Bluemont
Janice Nevergold, Pearisburg
Dave Hayes, Blacksburg

Martha Nyquist, Mayberry
Mike Nyquist, Mayberry
Cary Roberts, Westminster
Shelly Smith, Clarksville
Sharon Teany, Old Brick
Bucky Webb, Low Moor
Teresa Wulff, Covenant
Sydney Nordt, Salem
Joyce Blevins, Floyd
Stephen Puckett, Bluemont
Melanie Smith, Blacksurg
Scott Smith, Blacksburg
Tricia Schubert, Bedford

Visiting Ministers

Jill Duffield
William Strong
Carl Pattison

Other Visitors Present

Virginia Savage, Salem
Teresa Auldridge, Salem
Sarah Windes, Blacksburg
Elaine Boswell, Lynchburg, First
Zac Carter, Presbyterian Children's Home
Gael Chaney, Trinity Ecumenical

Anita Garland, College
Christopher Girardeau, Trinity Ecumenical
Rebecca Hayslett, McAllister Memorial
Brenda Linkenhoker, McAllister Memorial
Charles Miller, Lynchburg, First
Robert Miller, Lynchburg, First

Staff Not Counted Elsewhere:

Julie Dyke
Robin Padgett

Churches Not Represented by a Voting Elder

Amherst	Fork Union	Montvale
Appomattox PE	Gethsemane	Mt. Carmel
Arvon	Glasgow	Narrows, First
Beale Memorial	Glen Wilton	New Concord
Belmont	Grace	Oak Level
Berry Hill	Harmony	Oak View
Briery	Hat Creek	Peaks
Brookneal	Hermon	Phenix
Browns	Holmes Memorial	Pisgah
Buffalo	Jamestown	Providence
Clifton Forge	Kayser Memorial	Roanoke
Concord	Kentuck	Rocky Mount
Coolwell	Madisonville	Rough Creek
Covington, First	Mallow	Rustburg
Danube	Mary Horner Walker	Sinking Spring
Danville, First	Massies Mill	Trinity, Arvon
Davis Memorial	Maysville	Trinity, Ridgeway
Douglas	Meherrin	Unity
Fellowship	Memorial	Village
Forest Hills	Mercy Seat	Villamont

WE GATHER IN GOD'S NAME

Registration began at 8:30 a.m. with an Orientation offered at 9:00 a.m. for Elders and Ministers of the Word and Sacrament new to the Presbytery or attending a meeting of the Presbytery of the Peaks for the first time.

WELCOME AND CALL TO ORDER

The One Hundred and Twenty-second Meeting of the Presbytery of the Peaks was called to order by Stated Clerk, John Wiederholt at 9:30 a.m., on November 21, 2019 in the sanctuary of Covenant Presbyterian Church, Roanoke, VA.

Due to the absence of Will Robinson, Moderator and Skip Martin, Vice Moderator, Steve Willis, Vice Moderator for 2020 was installed as Moderator Pro-Tem.

Opening Prayer and Welcome to all who were present was given by Moderator Pro-Tem, Steve Willis.

Kyle Allen, Pastor of Covenant welcomed everyone.

Transitional General Presbyter, Carl Utley, offered a warm welcome to all.

Stated Clerk, John Wiederholt, announced to the moderator that a Quorum was present.

MODERATOR APPOINTMENTS

The moderator appointed the following:

Tellers: Amy White, Buchanan

Matthew Aldas, Buchanan

Resolution of Appreciation: Margie Anderson, Missional Commissioned Pastor

ADOPTION OF THE DOCKET AND CONSENT AGENDA

Motion for Approval was presented by Stated Clerk, John Wiederholt with the following recommendations:

1. That the Docket be amended that the Mission Study Report be information only with no vote for the first read.
2. That the February 2020 Presbytery meeting come to order with the installation of the Moderator and Vice Moderator for 2020.

The motion and amended docket were **Approved.**

WE GATHER TO WORSHIP

Our worship service today incorporates material from the Christ the King / Reign of Christ section of the 2018 edition of the Book of Common Worship. Please note that Communion will be received by intinction. All hymns are from The Presbyterian Hymnal. The liturgical responses in bold are to be read in unison.

Come, let us worship God in prayer, praise, word and sacrament.

Music to Prepare Us for Worship

Mrs. Karen Harwood, Organist, Windsor Hills
United Methodist Church

***Call to Worship and Opening Prayer – Litany for the Reign of Christ**

The Reverend Kyle Allen

Let the heavens be glad and let the earth rejoice!

Christ will reign forever and ever.

The Lord is robed in majesty and girded in strength.

Christ will reign forever and ever.

God has established the world, and God's realm will never be shaken.

Christ will reign forever and ever.

God will judge the world with righteousness and the peoples with equity.

Christ will reign forever and ever.

The kingdom of this world has become the kingdom of our Lord.

Christ will reign forever and ever.

Silence

Jesus Christ, our Sovereign and Savior, you pour out your power for the powerless and your salvation for the lost. Remember us in your new creation, so that we may live in peace with you in the presence of the Holy One, to whom be all honor and glory, through you, in the Holy Spirit, now and forever. **Amen.**

***Hymn of Praise – No. 151 Crown Him with Many Crowns**

***Confession and Forgiveness**

Elder Laura Jane Ramsburg

In Christ, God came to reconcile all things, making peace through the blood of the cross. Trusting in God's grace, let us confess our sin.

Righteous God, you have crowned Jesus Christ as Lord of all. We confess that we have not bowed before him, and are slow to acknowledge his rule. We give allegiance to the powers of this world, and fail to be governed by justice and love. In your mercy, forgive us. Raise us to acclaim him as ruler of all, that we may be loyal ambassadors, obeying the commands of our Lord Jesus Christ.

God has rescued us from the power of evil and claimed us for the realm of Jesus Christ, in whom we have redemption. In the name of Jesus Christ, we are forgiven! **Amen.**

Prayer for Illumination

Eternal God, you set Jesus Christ to rule over all things, and made us servants in your kingdom. As we attend to the reading and the hearing of your word, enlighten us by your Spirit, that we might be led to love the unloved, to feed the hungry and to minister to all in need. This we ask through Jesus Christ our Lord, who lives and reigns with you in the unity of the Holy Spirit, one God, forever and ever. **Amen.**

The Reading and Hearing of God's Word

John 6:1-15

God's Word Proclaimed:

"Gospel Math"

The Reverend Jill Duffield
Editor and Publisher, *The Presbyterian Outlook*

Responding to God's Word

***An Affirmation from A Brief Statement of Faith (unison)**

In life and in death we belong to God. Through the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit, we trust in the one triune God, the Holy One of Israel, whom alone we worship and serve.

We trust in Jesus Christ, fully human, fully God. Jesus proclaimed the reign of God: preaching good news to the poor and release to the captives, teaching by word and deed and blessing the children, healing the sick and binding up the broken-hearted, eating with outcasts, forgiving sinners, and calling all to repent and believe the gospel. Unjustly condemned for blasphemy and sedition, Jesus was crucified, suffering the depths of human pain and giving his life for the sins of the world. God raised this Jesus from the dead, vindicating his sinless life, breaking the power of sin and evil, delivering us from death to life eternal.

With believers in every time and place, we rejoice that nothing in life or in death can separate us from the love of God in Christ Jesus our Lord. Glory to the Father, and to the Son, and to the Holy Spirit. Amen.

***Sharing the Peace**

The peace of our Lord Jesus Christ be with you.
And also with you.

The people may exchange signs of Christ's peace and reconciling love.

The Celebration of the Lord's Supper

Great Thanksgiving

The Lord be with you.

And also with you.

Lift up your hearts.

We lift them to the Lord.

Let us give thanks to the Lord our God.

It is right to give our thanks and praise.

It is truly right and our greatest joy to give you thanks and praise, eternal God, creator and ruler of the universe.

You fashioned this world in love, and govern all the earth with grace and peace. Nations and monarchs rise and fall, but your reign is for all time, and your mercy is without end. In love you made us to love and serve you. When we turned from you and bent our knees to gods of our own making, you spoke through prophets to bring us back to your ways. You gave us a vision of your holy kingdom that we might hunger after righteousness and thirst for justice, and long for the day when peace will triumph over the pride and greed of nations.

You are holy, O God of majesty, and blessed is Jesus Christ your Son, our Lord. Born as king in David's line, he lived with the lowly and cared for the least of your children. His power was revealed in weakness, his majesty in mercy. His captors knelt to mock him, giving him bruises instead of praise, and piercing thorns for a crown. His only earthly throne was a cross on which to die. Even there his arms stretched out to embrace friends and foes in love. From the grave you raised him to your right hand where he rules again from heaven, and commands true loyalty from peoples and nations.

Remembering your gracious acts in Jesus Christ, we take from your creation this bread and this wine and joyfully celebrate his dying and rising as we await the day of his coming. With thanksgiving we offer our very selves to you as living and holy sacrifices dedicated to your service.

Lead us, O God, to conform this world to your kingdom of love, justice, and peace. Help us to live as the Lord requires: to do justice, to love kindness, and to walk humbly with you. Keep us faithful in your service until Christ comes in final victory and we shall feast with all your saints in the joy of your eternal realm. Through Christ, with Christ, in Christ, in the

unity of the Holy Spirit, all glory and honor are yours, almighty God, now and forever. Amen.

The Words of Institution

On the night of his arrest Jesus took bread, and after giving thanks, he broke it, and gave it to his disciples, saying: Take, eat. This is my body, given for you. Do this in remembrance of me.

In the same way he took the cup, saying: This cup is the new covenant sealed in my blood, shed for you for the forgiveness of sins. Whenever you drink it, do this in remembrance of me.

Whenever we eat and drink at this table, we celebrate Christ's death and resurrection until he comes again.

Sharing the Bread of Life and the Cup of Salvation

Prayer after Communion (unison)

Blessed are you, O Lord our God, creator and ruler of the universe, for you have satisfied our souls with this feast of your grace. Keep us faithful in your service until your realm of glory comes; through Jesus Christ our Savior. Amen.

***Hymn of Commitment – No. 367 Jesu, Jesu, Fill Us with Your Love**

***Charge and Benediction**

Now go out into the world in peace. Love the Lord your God with all your heart, soul, mind and strength; and love your neighbor as yourself. And may the love of God, the grace of the Lord Jesus Christ, and the communion of the Holy Spirit be with us, and our world, now and forevermore. **Amen.**

Music of Celebration

Break

Question and Answer Session with Jill Duffield

WE GATHER TO LEARN

MINISTRY MADE POSSIBLE

Janet Chisom, Associate Pastor of Salem Presbyterian Church, spoke about the CEDEPCA trip taken to Guatemala in October. There were 14 participants working on a variety of projects while there. The next trip is in question because of flights being unavailable to that region.

RECOGNITION OF BOB AND DUSTY FIELDER AND WILD GOOSE MINISTRY

Kim Steinhorst, Chair of New Worshipping Communities Workgroup, under Church Development Committee, and Loren Mitchell, Worship Leader for Wild Goose, recognized Bob and Dusty Fiedler for their devotion and work with Wild Goose Ministry.

REPORT OF THE MISSION STUDY TEAM

Melissa McNair King, Chair of the Mission Study team, gave a complete recap of the work of the Mission Study group since January 2018. Their work started with priorities, focus groups, demographic studies, center of the Presbytery, population center, growth projection, and largest trends in listening sessions. She reviewed the new mission statement, how all areas of POP were examined in light of the new mission statement and priorities, the organization of focus groups, and a new vision. Due to time constraints, we were not able to break out into small groups to discuss this report. No vote was taken at this time. Melissa remained after the meeting adjourned to answer questions about the report.

Presbytery of the Peaks -- A Vision for a Way Forward Prepared by the Mission Study Team Fall 2019

Preamble

We have spent the past year and a half 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 God is calling us to be and do. It seems clear to us that the ministers, elders and congregations of our presbytery have a powerful sense of call to be the Body of Christ in and for the world God sends us to serve in the name of Christ. And it seems clear to us that there is a consensus that in order to fulfill that calling we must become a presbytery where all of us are connected in meaningful and supportive relationships through mutual care and shared ministry. We want to establish partnerships and build coalitions that will strengthen every leader as well as every congregation, campus ministry, new worshipping community, and community of faith.

We confess that without love we are noisy gongs and clanging cymbals, and that cut off from Christ we can do nothing. Relationships are at the heart of who we are and what we do, and we want relationships and connections and mutual support to be at the heart of who we are as a presbytery.

The Task at Hand

We believe the way forward for living into this new vision for our presbytery requires nothing less than adopting a radically new paradigm of what a presbytery is and what a presbytery does. We will have to give up our old ways, some of which are near and dear to us, and allow the Spirit to reform and recreate us in ways that will be challenging and demanding. We will need to move away from a paradigm of control and transaction and create a model of connection and relationship and support.

Our current paradigm served the church well in the past. It sees presbytery as an institution which draws resources from its constituents in order to provide a staff with expertise in specific areas and to offer programs and services that are consumed by the ministers, elders and congregations of the presbytery. This paradigm is also a regulatory model which exercises power from the top down and in which presbytery is often seen as the cause of problems rather than the solution to problems.

The new paradigm which we are envisioning sees presbytery as a means for establishing and promoting connections among ministers, elders, congregations and other communities and entities for the purpose of developing partnerships and coalitions through which mission and ministry can be nurtured from the bottom up and in which power and resources are shared at the lowest level possible. The essential role of the presbytery is no longer the provision of programs and services but rather to provide the context and the tools for bringing people and resources together in order to accomplish shared goals through partnerships, coalitions, and other collaborative mechanisms. Such a presbytery will focus on the ministry made possible when congregations, leaders, and other partners collaborate in shared ministry and mission.

Warning!

This transition will not be easy. It will be hard work and ministries and programs that many of us cherish and in which we have been deeply invested will need to be re-envisioned and re-formed if they are to continue. Some programs may not survive the journey through the wilderness and we must own that possibility up front. We will all need to lay aside our personal agendas for the sake of building up a community of trust and mutual respect.

This transition will not happen quickly. We imagine that it will take at least three to five years to get from where we are to where we want to be. It will require a lot of commitment and a lot of work. All of us will need to bear an abundant harvest of all of the fruits of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

A Proposal

What follows is our understanding of what a new Presbytery of the Peaks might look like. We trust that the Spirit will continue to refine and clarify our vision as we move forward.

Becoming a new Presbytery of the Peaks will not happen overnight or with the waving of some “magic wand.” The first step is coming to a consensus on where we are headed. The second step is to identify and call a person to lead us who shares our vision and who has gifts and skills to help us make our vision a reality. We expect that this second step alone will take a year to complete and that we will need three or four years with this person on board to see the new presbytery take shape.

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:

I. The Pastoral Leadership Commission (PLC)

1. The PLC, composed of 15-21 teaching and ruling elders, representing each of the six neighborhoods, will partner with congregations seeking pastoral and certified educational leaders, including PCUSA Ministers of Word and Sacrament in both installed and temporary relationships, commissioned pastors, certified educators, as well as ministers of other denominations with whom we are in full communion or who are approved by the presbytery's credentialing process.
2. The PLC will provide a framework and process to appropriately welcome, introduce and integrate new pastoral leaders and educators into the presbytery's networks of relationships and partnerships;
3. The PLC will provide a framework and process for supporting pastoral leaders in conflict, personal, family or professional crises, and in discerning their calls in times of transition, such as a new call, retirement, or life-changing events.
4. The PLC will direct the presbytery's ministry to individuals sensing a call to the Ministry of Word and Sacrament, including welcome, nurture, discernment, and support, and coaching Sessions and congregations in their ministry to inquirers and candidates, from inquiry to certifying candidates ready to receive a call.
6. The PLC shall have the authority to act on behalf of the presbytery in all 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.

II. The Community Partnerships Commission (CPC)

1. The CPC, comprised of 10-15 teaching and ruling elders, representing each of the six neighborhoods, will facilitate vital connections among particular congregations, worshiping communities, campus ministries and other faith communities, including ecumenical partners and partners in the wider PCUSA, that serve to strengthen the witness of the church.
2. In facilitating the partnerships and relationships that form the foundation of our shared mission and ministry, the CPC will make use of neighborhoods, as well as the natural affinities that result from congregational size, context, or common interests, in building relational and ministry networks within the presbytery.
3. The CPC will direct the presbytery's funding of collaborative initiatives that are proposed by two or more teaching elders, commissioned pastors or certified educators. Proposals should strengthen, support, connect, or otherwise develop the pastoral and educational leaders of our presbytery.
4. The CPC will direct the presbytery's funding of collaborating partners whose proposals shall serve to strengthen the witness of the church within our bounds, where two or more collaborating partners (sessions, ecumenical partners, community ministries) come together in common vision or cause.
5. 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 worshiping communities and new churches within the bounds of the presbytery. All such actions shall be reported to the presbytery.

III. Justice and Mercy Commission (JMC)

1. The JMC will be comprised of 10-15 teaching and ruling elders, representing each of the six neighborhoods.
2. If the purpose of the presbytery is to build partnerships that strengthen its various communities of faith to be the Body of Christ for the world, the JMC shall lift up the needs of the world to the presbytery as well as Christ's call to join him in the healing of the world.
3. The JMC's principal tools will be education, advocacy, and the allocation of presbytery mission funds to challenge and enable ministry partners to do together in mission what they cannot do as effectively or faithfully when acting alone.
4. The JMC shall oversee the Two Cents a Meal Hunger offering, directing funds to those who demonstrate a commitment to work with local or regional partners in ministering to the hungry.
5. The JMC shall have the authority to act on behalf of presbytery in the following matters: approving grants. All such actions shall be reported to the presbytery.

IV. The Trustees

1. The Trustees will be comprised of 10-15 teaching and ruling elders, representing each of the six neighborhoods.
2. The Presbytery shall regard its collective financial, human and material resources as a gift of grace, entrusted to us by God for the common good and ministry of Jesus Christ, and shall regard itself as an accountable steward of God's gifts.
3. The Trustees will develop appropriate means of receiving, managing, and disbursing the presbytery's real properties, investments, annual and restricted funds, and offerings to the higher councils of the church.
4. The Trustees will develop appropriate means to hire, support, supervise, and pay staff, whose primary task will be to support the ministries that arise from the presbytery's relationships and connections.

V. Constitutional Ministries Committee (CMC)

1. The CMC will be comprised of 10-15 teaching and ruling elders, representing each of the six neighborhoods.
2. The CMC shall maintain the following committees and commissions required by the Book of Order, including nominating to the presbytery individuals to serve, and insuring they are appropriately trained and deployed.
 - a. Permanent Judicial Commission
 - b. Committee on Representation
3. 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, mindful of the Presbytery's fundamental commitment to inclusion and representation in all the councils of the church.
4. The CMC shall be responsible for fulfilling the following constitutional requirements:
 - a. Sexual Misconduct Policies, Boundary Training, and the various personnel teams required to respond to accusations of sexual misconduct.
 - b. To develop a process for receiving, communicating and implementing mandates or suggested programs, emphases or studies from the higher councils of the church.

- c. To receive overtures from the General Assembly, and lead the presbytery in consideration of and voting on overtures.
- d. To apprise Sessions of the process for submitting and advocating for overtures to the presbytery or higher councils, and to equip them to do so.

VI. Presbytery Assembly Planning Committee (PAPC)

1. The PAPC will be comprised of the moderators of the presbytery's five commissions/committees, the moderators of Presbyterian Women and Black Caucus, the presbytery's Moderator and Vice-Moderator, and the Stated Clerk. At-large members shall be elected from any neighborhood that is not represented by the previous positions. The PAPC can include others whose expertise they desire (who will serve with voice but not vote), and additional staff support as may benefit the committee in its work.
2. The PAPC is responsible for planning presbytery assemblies each year, fulfilling the presbytery's intention to focus on education, fellowship, and the conduct of essential business.
3. The PAPC will be responsible for identifying and coordinating with host sites for presbytery assemblies, and for approving budgeted expenditures for each presbytery assembly.

The Presbytery Staff

The following staff model embodies the presbytery's mission and priorities, namely:

- To promote relationship--building between Ministers of Word and Sacrament
- To connect congregations and worshiping communities with each other in shared ministry
- To encourage leadership through preparing men and women for ministry and helping congregations in conflict and transition
- To strengthen the network of connections digitally throughout the presbytery, lifting up local engagement to the regional level

I. GENERAL PRESBYTER

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. It is best served by a Minister of Word and Sacrament, familiar with the issues before the Church and its polity and governance.

II. NEIGHBORHOOD PRESBYTER

This position seeks to strengthen the presbytery's members and ministries through communicating, connections, and education, emphasizing partnerships among the congregations by building relationships of love, care, and mutual support through a network of active neighborhood groups.

This position should be full--time and ordained for the following purposes:

- The future success of mid--councils will depend upon relational coordination among pastors and churches. The foundation of our partnerships, strengthened by neighborhood participation will need committed, focused attention at a presbytery level.
- An ordained Minister of Word and Sacrament will have training and experience in leading worship, pastoral care, leadership and outreach. This will be helpful when serving as a resource

to the neighborhoods, or when called upon to preside over sacraments or moderate meetings for congregations or councils.

III. NEIGHBORHOOD CONNECTORS – 6 Part-Time

Recognizing the geographic breadth of this presbytery and the limits of a single neighborhood presbyter in equipping the networks necessary to fulfill our mission, each neighborhood shall have a paid connector, providing an estimated average of three hours per week, with a monthly stipend. Ruling elders, Ministers of Word and Sacrament, or other qualified leaders will be eligible to serve. Working closely with the Neighborhood Presbyter, 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.

Should the responsibilities grow beyond 3 hours per week in a given neighborhood, the Trustees may authorize up to an additional 3 hours per week, upon the recommendation of the Neighborhood Presbyter and authorization of the General Presbyter.

IV. JUSTICE AND MERCY EDUCATOR AND ADVOCATE - PT

This position will support, coordinate and oversee the ministry of the Justice and Mercy Commission, working with that Commission to foster 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.

V. 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. He or she shall serve as a resource to the presbytery's commissions and committees when requested, as well as its Sessions and their clerks, in matters pertaining to the Book of Order. He or she will be the principal staff resource to the Constitutional Ministries Committee.

The Stated Clerk is responsible for the constitutionally required rolls, records and minutes of the presbytery and for reconciling the presbytery's records with those of the Synod and General Assembly.

VI. 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.

VII. 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.

The AA shall be the primary administrative support to the Pastoral Leadership Commission and Presbytery Assembly Planning Committee.

Working with the Technology and Communications Director, and the FOA, the AA will be responsible for presbytery wide communications, including presbytery minutes, digital publications such as Peaks Postings, etc.

VIII. TECHNOLOGY AND COMMUNICATION DIRECTOR (TCD) – PT

The TCD 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.

Office Requirements and Location

1. The Presbytery Office is a home base for the presbytery staff, important and perhaps essential to its work as a team of presbytery servants, but it will not function as a “presbytery center” or central gathering place.
2. Designated offices for the general presbyter, financial and office manager, and administrative assistant will be required, along with sufficient space for storage of presbytery files and records.
3. A shared office space (s) for the neighborhood presbyter, stated clerk, justice and mercy advocate, and technology director could be useful, knowing that their primary work is outside the presbytery office in the various neighborhoods and congregations of the presbytery.
4. Neighborhood Connectors will have an office in a church within its bounds, and the presbytery will support such offices with the necessary technology and office supplies to facilitate their work.
5. The Presbytery Office should have at least one conference room where the staff can gather, as well as a break room or hospitality room for hosting small gatherings in the conference room. The Presbytery will no longer maintain a central resource center. Nor will the presbytery office serve as a location for large or multiple committee meetings. Local congregations will become the host of presbytery’s committees and partners.
6. Because the Presbytery office will be a relatively low traffic office, primarily a gathering space for staff and for the safe keeping of files and records, a relatively central location will be helpful as a launching point for the staff’s travels.

Lunch

Thank you Covenant Presbyterian Church for the delicious lunch.

OPEN MIC - This was a time for (1) Announcements from Churches; (2) Announcements from Presbytery Divisions and Committees, and (3) Announcements from Organizations and Agencies.

REPORT OF THE EXAMINATIONS COMMITTEE

Bob McLavey, Chair of the Examinations Committee presented one candidate to the Presbytery. Rev. William Strong, Stated Supply at Bethlehem and Douglas Presbyterian Churches The Examinations Committee Report was received and its recommendation was **Approved**.

Biographical Statement

Rev. William Strong

I was born in 1963 in the Air Force base hospital in Cheyenne, Wyoming, and moved around a great deal growing up. I remember living in Arizona, Texas, Colorado, Mississippi, Ohio, Virginia and the UK. I'm sure there are a few places I don't remember.

My father is a retired FBI agent living in Thailand. My mother is a former teacher and retired paralegal living outside Charleston SC. My parents have been divorced since the mid 80's and are both remarried. My sister is a Special Ed teacher in Atlanta. Her husband died last August after a brief battle with cancer.

My mother raised my sister and I in the southern Presbyterian Church so I am cradle Reformed though the longer I am a Christian the more I draw upon the theological heritage of the Early Church—much as the Reformers did themselves. I have always felt a call to ministry and when I was laid off in the 2008 recession I applied to seminary.

I attended Union Presbyterian Seminary from 2010-2014 and graduated with a Masters of Divinity. My fourth year in seminary was spent as a hospital chaplain at VCU Medical Center. While at seminary I served as the coordinator for the Society for Patristic and Medieval Studies (S.P.A.M.), was chapel and worship coordinator for the seminary during my second year and also received the Hammond Award for Preaching and Worship.

My ministerial experience includes hospital chaplaincy, interim ministry, Christian Education, Spiritual Direction and short term crisis counseling. I have designed and led adult and intergenerational worship and education at my home church in Charlottesville, at a UCC congregation in Richmond where I served as interim pastor, and in the two Presbyterian churches I currently serve. All of this in addition to leading Sunday worship, preaching, teaching, and visiting.

I believe in the importance of ongoing growth and education so I take courses and workshops as they fit into my schedule. Such topics include studying Barth and the Bible online through Pittsburgh theological, Muslim/Christian Relations at Union Presbyterian, and a two year course in Spiritual Direction through Richmond Hill RUAH School of Spiritual Direction in Richmond VA (currently half way through the first year). I am also a struggling iconographer and meet with an Orthodox priest once a week for prayer and studio time.

I also believe in the importance of supporting the church both as the body of Christ and as an institution. In 2018 I stepped down from a three year rotation on the Church & Ministry Committee for the Shenandoah Association of the Central Atlantic Conference of the United Church of Christ. In other words, I have sat where you sit. I have also been a bartender, a bouncer, a busboy, a data base programmer, a process analyst and performance improvement expert, a door-to-door encyclopedia salesman and a dishwasher.

At the beginning of my third year in seminary the Clerk of Session at Douglas Presbyterian Church reached out to the seminary Office of Supervised Ministry and Vocational Planning. My faculty adviser was the director of that office and sent me to Prince Edward county to serve Douglas and Bethlehem with the admonition "Don't upset the Colonel!" At the end of what was supposed to be a one year position the churches asked me if I would stay until graduated. A year later as graduation approached the churches asked me if I would stay until I received my first call. A few months later the churches asked if I could stay. It's been financially tight but spiritually rewarding. 6 years later, I'm still here.

Faith Statement
Rev. William Strong

This I believe...that the birth, life, death, resurrection, ascension and return of Jesus Christ is the pivot on which all of history and all of creation turns. In his birth Jesus renews God's graceful declaration that all of creation is "very good" and reveals the depth of God's love for all.

This I believe...that in his life Jesus shows us a God who loves us so much that God takes on human flesh to walk and work and weep among us, to cast out our evils and heal our wounds and forgive our sins, and to call us into the beloved community of his Body to do the same today.

This I believe...that on the cross Jesus took the worst human beings have to offer and returned the best God has to give. I believe that in the dying and rising of Jesus Christ, God has set us free from Sin, Death and the Devil and that we are indeed free – free to choose whom we serve.

This I believe...that Christ's ascension into heaven and enthronement at the right hand of God means that I worship a God who is closer to me than the thoughts in my brain, the breath in my lungs and the blood in my veins – and a God whose love spins the universes into existence.

This I believe...in a human God who understands completely what it means to slog through this wearisome land as a poor wayfaring stranger, drowning every step of the way in blood, sweat and tears. And I believe in a transcendent God not overcome by any sorrow of this fallen world.

This I believe...that Christ will come again to judge the living and the dead and we will all in the same moment, in the twinkling of an eye, discover that our Judge is no other than our Redeemer! The One upon the Judgment Throne is no other than the One seated upon the Mercy Seat.

This I believe...that in the New Heaven and the New Earth, God will be with us and will wipe every tear from our eyes; Death will be no more; mourning and crying and pain will be no more; everyone lost will be found and everything broken will be made whole.

This I believe...that until that day we continue to meet Jesus in each other and in the meal which he left to us and which we attend at his invitation. Every time we gather together to break bread and share the cup we unite ourselves with Jesus and with each other across time and space.

This I believe...that in our baptisms we are scared and tattooed as Christ's own and Christ will lead us through life and death to be re-united with him. But like Peter, our baptisms also bind us to places and people and actions of Jesus' design and choosing and therefore not of our own.

And this I believe...that God's Word is more than just a book, no matter how inspired a book we may believe it to be. God's Word is a mysterious and mighty presence before whom I bow down and worship. I do not search God's Word. God's Word searches me. The searching continues.

Amen.

RECOMMENDATION:

1. Recommend that the presbytery examine Rev. William Strong, member of good standing in the United Church of Christ, one of the four denominations with whom we are in full communion, and pending his successful examination, signing the Book of Obligations, be enrolled as a temporary member of the Presbytery of the Peaks, entitled to voice and vote, while continuing his service as Stated Supply of Bethlehem and Douglas Presbyterian Churches.

Approved

REPORT OF THE COMMITTEE ON MINISTRY

The Committee on Ministry Report, as follows, was presented by Sue Bentley, chair of the committee.

ACTIONS APPROVED ON BEHALF OF THE PRESBYTERY:

1. Approved the Mayberry Presbyterian Church Mission Study and granted permission for Mayberry and Bluemont Presbyterian Churches to form a PNC.
2. Approved the Stated Supply Contract between Appomattox Presbyterian Church, Prince Edward, and Rev. Randy Bremer effective August 1, 2019 to Dec. 31, 2019, including appointment as moderator.
3. Granted permission for Rev. Randy Bremer, Presbytery of Coastal Carolina, to labor within the bounds of Presbytery of the Peaks while he is serving as stated supply pastor of Appomattox Presbyterian Church, PE.
4. Approved to dismiss Rev. Jacob Kave to Shenandoah Presbytery effective Sept. 12, 2019 where he is serving as stated supply to Broadway Presbyterian Church.
5. Approved the part-time Interim Pastor contract between Campbell Memorial Presbyterian Church and Rev. Skip Hastings effective Sept. 1, 2019 to August 31, 2020.
6. Approved the Committee on Ministry 2020 budget.
7. Approved the request of Concord Presbyterian Church for Mike Price, CP at Buffalo, to serve Communion at Concord on Oct. 6, 2019.
8. Granted permission to Jones Doughton, Grace Presbytery, to labor within the bounds on Sept. 22, 2019, to preach at Appomattox PE's Homecoming Service.
9. Approved request of New Concord Presbyterian Church to waive rotation of elders due to shrinking pool of nominees due to aging, medical and physical limitations.
10. Approved the Interim Pastor contract between Falling Spring Presbyterian Church and the Rev. Betty Dax effective October 1, 2019 to August 31, 2020.
11. Granted Rev. Robert Hall Honorably Retired Status effective October 1, 2019.
12. Dissolved the pastoral relationship between Rev. Will Robinson and Salem Presbyterian Church effective Oct. 20, 2019.
13. Approved to dismiss Rev. Will Robinson to Charleston Atlantic Presbytery effective Oct. 20, 2019 where he will serve as pastor of First Presbyterian Church, Hilton Head.
14. Approved the Interim Pastor contract renewal between Quaker Memorial Presbyterian Church and Rev. Nancy Dawson effective November 1, 2019 to October 31, 2020.
15. Granted permission for Betty Dax, member of Shenandoah Presbytery, to labor within the bounds of Presbytery of the Peaks while serving as interim pastor of Falling Springs PC.

16. Approved the stated supply contract renewal of Rev. David Mucha with Virginia Presbyterian Church effective Nov. 1, 2019 to Oct. 30, 2020.
17. Granted permission to Virginia Presbyterian Church to allow Rodger Linkenhoker to administer Communion from Nov. 1, 2019 to Oct. 30, 2020.
18. Approved Jan McGilliard, Missional CP, to serve as moderator for Old Brick Presbyterian Church effective Oct. 13, 2019.
19. Approved Rev. Skip Hastings to serve as moderator for Salem Presbyterian Church effective Oct. 20, 2019.
20. Approved Rev. Marina Gopadze, HR, to serve as moderator for Glasgow Presbyterian Church effective Oct. 13, 2019.
21. Approved the Covenant Presbyterian Church Mission Study and grant permission to Covenant Presbyterian Church to elect an Associate Pastor Nominating Committee.
22. Approved the Interim Pastor contract between Rev. Dr. Jim Johns and St. Andrew Presbyterian Church effective Oct. 16, 2019 to Oct. 15, 2020.
23. Approved Rev. Russ Merritt as moderator of Green Ridge Presbyterian Church effective Nov. 4, 2019.
24. Approved the transfer of membership of Rev. John McDonald to Shenandoah Presbytery effective July 1, 2019 where he will be serving Falling Waters Presbyterian Church.
25. Approved the request of West End Presbyterian Church to re-commission Tony Ward as Commissioned Pastor of West End effective Jan. 1, 2020 to Dec. 31, 2022.
26. Approved Rev. Annette Goard as moderator for First Presbyterian Church, South Boston effective Dec. 2019 through Feb. 2020.
27. Approved the dissolution of the relationship between Green Ridge Presbyterian Church and Rev. Kristin Reinhold effective Nov. 3, 2019.
28. Approved the request of Rev. Kristin Reinhold to change her status from Active to Minister At Large effective Nov. 4, 2019 to Dec. 31, 2019.
29. Approved Rev. Gary Marshall as moderator for First Presbyterian Church, Covington for their Nov. 17 Session Meeting.
30. Approved Rev. John Wiederholt to moderate the Nov. 18 Session Meeting for First Presbyterian Church, South Boston.
31. Approved the request of Village Presbyterian Church to waive rotation of elders due to a small and aging congregation.
32. Approved the Stated Supply contract renewal between Cool Spring Presbyterian Church and Rev. Geoff Hubbard effective Jan. 1, 2020 to Dec. 31, 2020.
33. Approved Jim Slate, HR, as moderator for Sinking Spring Presbyterian Church, effective Nov. 17, 2019.
34. Granted permission for Carl Utley, Transitional General Presbyter, to moderate a Congregational Meeting at Oak Level Presbyterian Church on Nov. 24, 2019

RECOMMENDATIONS:

1. Approve the 2020 Terms of Call for a second read at the November 21, 2019 Presbytery Meeting.

Melissa McNair- King made a **motion to amend the 2020 Minimum Financial Terms of Call** to include under 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). **The motion was seconded and approved.**

The amended 2020 Minimum Financial Terms of Call was **Approved.**

2020 MINIMUM FINANCIAL TERMS OF CALL

For PASTORS, CO-PASTORS, AND ASSOCIATE PASTORS

The Presbytery of the Peaks

Approved November 21, 2019

1. Changes in the minimum terms for 2020 include an increase in minimum cash salary of 1.6% based on the 12 month Consumer Price Index as of June 30, 2019.
2. For 2020 the Board of Pensions (BOP) will continue to offer one medical coverage rate billed at 25% of effective salary. This provides full medical coverage for spouses and all family members. The minimum basis for effective salary for medical coverage remains at \$44,000 for 2020. Total 2020 BOP dues for medical, pension, and death/ disability insurance will remain at 37%.
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 2020. The current reimbursement rate is \$.58 per mile. The 2020 rate will be set in mid-December 2019.**

**Peaks Presbytery
2019 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)	\$15,963	\$16,235
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)

Base Cash Salary does not include the SECA reimbursement.

1. Manse Rental Value is 30% of the Base Cash Salary and other compensation if provided.
2. Housing Allowance minimum suggested amount is \$12,000 including utilities.
3. Utility and Furnishing allowances would be included as part of the effective salary.
4. 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%.
5. SECA (Self Employment Tax) is based on the effective salary amount. The rate for SECA is 7.65%.
6. Board of Pensions Basic Package is calculated based on the following:
 Medical -25% of effective salary with a minimum salary base of \$44,000
 Death and Disability-12% of effective salary
7. Equity Escrow accrued if a manse is provided.
8. Continuing Education expenses would include books, periodicals, training events to maintain competence and to develop and grow in skills for the current ministry.
9. 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.

2. Recommend the Presbytery grant permission to Richard Henderson, Missional CP, to moderate the Congregational Meeting of First Presbyterian Church, South Boston on Jan. 5, 2020 for the purpose of electing new elders. **Approved**
3. Recommend the Presbytery approve the formation of an Administrative Commission for the dissolution of R.D. Holmes Memorial Presbyterian Church and Trinity Presbyterian Church, Ridgeway. The Administrative Commission will include: Naomi Hodge Muse, CP, Grace Presbyterian Church; Kym Wiederholt, RE, First Presbyterian Church, Collinsville; Rev. David Baker, Stated Supply, Williamson Memorial Presbyterian Church; and Rev. John Wiederholt, Stated Clerk. **Approved**

**REPORT OF THE ADMINISTRATIVE COMMISSION FOR
GREEN RIDGE AND NORTHMINSTER PRESBYTERIAN CHURCHES
ROANOKE, VA**

Ed Soto, chair of the Administrative Commission, presented the report and the three recommendations were **Approved**.

Defining Dissolution, Assimilation, and Merger

The Presbytery has a responsibility to oversee a smooth transition when a church deems its mission and ministry as no longer viable. When a Session concludes a proper call to stewardship is to close their doors, the Presbytery has a duty to enumerate the options that lay ahead. While many churches heretofore have closed under one of the following three systems, no definitions have been in place at the Presbytery level. Therefore, a church that wishes to close may dissolve, assimilate, or merge.

The dissolution of a congregation occurs when a church ceases operation and no longer exists as a worshiping community. The name and employer identification number are considered no longer active. The assets of said church are liquidated and first used to resolve any outstanding debts, then the remainder of the assets are transferred to the Presbytery to be disposed as necessary. The minutes of this congregation are transferred to the Presbytery for keeping and the membership is shepherded under other congregations.

The assimilation of a congregation occurs when a church ceases operation as an independent entity and is assimilated into another congregation. The name and employer identification number are considered no longer active. The assets of said church are either liquidated and used to resolve any debts and transferred to the adopting church, or all assets and liabilities are transferred to the ownership of the adopting church, as is, to be utilized or disposed of in accordance with the mission of the congregation and to the glory of God. The minutes of the assimilated congregation are transferred to the Presbytery for keeping and the membership is transferred to the adopting congregation.

A merger occurs when independent congregations unite into a newly minted church. The two or more merging churches combine operations into one worshiping community. The name and employer identification numbers of the merging churches are erased and a new name and

EIN are created. Any outstanding debts from any of the merging churches need be paid and all remaining assets and liabilities are transferred to the new congregation to be disposed of as necessary. The minutes of the merging congregations are kept at the new church and the membership is adopted into the new church.

The process for all of these begins the same way, with a Session announcing to the Presbytery its desire to dissolve, assimilate, or merge. An Administrative Commission is established as needed and shepherds the Session(s) through the process as traditionally done.

Considerations

Whereas Green Ridge Presbyterian Church, Roanoke, founded in 1956 and having served faithfully in ministry for 63 years;

Whereas the members, elders, pastors, and other leaders of the congregation have used their gifts to proclaim the Gospel;

Whereas the congregation has over a number of years experienced a decreasing and aging membership;

Whereas the Session at a stated meeting in March 2019 voted to request that Green Ridge Presbyterian Church enter into a period of discernment with Northminster Presbyterian Church, through a transition task force, and the Presbytery, through an Administrative Commission, to determine the future of the congregation;

Whereas, in response, the Presbytery of the Peaks, at the One Hundred Twenty-First stated meeting, approved an Administrative Commission to “assist the Sessions of Green Ridge Presbyterian Church and Northminster Presbyterian Church in finalizing the terms of assimilation” and “recommend to the presbytery the assimilation of Green Ridge Presbyterian Church and the disposition of real and personal property associated with it;”

Whereas the Session of Green Ridge Presbyterian Church deemed it of highest importance to complete this process before winter 2019;

Therefore, the Administrative Commission offers the following recommendations.

Recommendations

Pursuant to the definitions cited above, the Administrative Commission recommends

(1) the Presbytery approve the assimilation of Green Ridge Presbyterian Church into Northminster Presbyterian Church effective December 31, 2019. **Approved**

(2) The Presbytery approve the transfer of all membership rolls, financial assets, appurtenances, furnishings, and real property of Green Ridge Presbyterian Church to Northminster Presbyterian Church, held in trust for the mission of the PC(USA), and used in

accordance to the ministry of Northminster Presbyterian Church and ultimately to the glory of God; **Approved**

(3) The Presbytery approve the transfer of all Green Ridge Presbyterian Church Session minutes to the Presbytery office. **Approved**

REPORT OF THE ADMINISTRATIVE COMMISSION
FOR PROVIDENCE PRESBYTERIAN CHURCH, NATHALIE, VA

Kym Wiederholt, chair of the Administrative Commission, presented the report with the recommendation being **Approved**.

The Session of Providence Presbyterian Church, of Halifax County, Virginia, is requesting dismissal from the Presbytery of the Peaks (POP) and its parent denomination, the Presbyterian Church, U.S.A. (PCUSA), said dismissal to include transfer of the congregation to the Evangelical Presbyterian Church (EPC).

As of December 31, 2018, it is understood that the congregation has:
58 active members; an original church building built in 1925 with additions and quality improvements; a manse built in the 1960's-1970's; a cemetery; land consisting of approximately 8.6 acres with a total appraised value of \$405,000; and approximately \$172,918.70 in cash, investments, and savings assets.

Based on this information, and numerous discussions and meetings between the Session and Presbytery's representatives, as well as a meeting with the congregation for a straw poll, all relevant parties now agree to this dismissal and transfer with the following conditions:

The Presbytery of the Peaks agrees to:

- 1) Dismiss and transfer Providence (Halifax) Presbyterian Church to the Evangelical Presbyterian Church as so requested by the Congregation by a unanimous vote of active members present at its April 7, 2019 meeting;
- 2) The proposed date of dismissal would be December 31, 2019, with a "commissioning/dismissal service" to be conducted by the Presbytery prior to dismissal;
- 3) Include in this transfer and dismissal all properties, facilities, financial and other assets, and membership;

4) Cede to the congregation any rights to the name “Providence Presbyterian Church” in Halifax County, Virginia, given the understanding that the identity of the congregation has been with the PCUSA and/or its antecedent bodies for over 188 years and with the stipulation that the new name for the congregation be established which includes the name of the denomination to which it is being dismissed;

Providence Presbyterian (Halifax County) Church, including Session, Trustees, and membership upon its request, agrees to:

1) Work with the Stated Clerk of the Presbytery to receive written confirmation from the Presbytery of the Mid-Atlantic of the Evangelical Presbyterian Church that the transfer is acceptable should the way be clear and all agreements are accepted in this document.

2) Pay to the Presbytery of the Peaks (POP) in recognition of the ministry and support provided to the church as a member of the Presbytery and its antecedent bodies the following:

1. Based on the tax assessment of the building and property value and current financial assets as well as ongoing support of Presbytery Mission and Ministry an amount of *Eighty-two Thousand Eight Hundred Ninety-five Dollars (\$82,895)* to be paid over a ten-year period at annual amount of *Eight Thousand Two Hundred Ninety (\$8,290) for nine years with a final payment of Eight Thousand Two Hundred Eighty-five Dollars (\$8,285)*;
2. If the congregation chooses to pay the total amount of *Eighty-two Thousand Eight Hundred Ninety-five Dollars (\$82,895)* by December 31, 2019, a Five Percent (5%) deduction will be applied making the total amount due *Seventy-eight Thousand Seven Hundred Fifty Dollars and twenty-five Cents (\$78,750.25)*.

3) The total amount of *Eighty-two Thousand Eight Hundred Ninety-five Dollars (\$82,895)* will be paid over a *Ten Year (10)* period according to the following schedule:

Year	Dates	Payment Total
1	12-31-19	\$8,290
2	12-31-20	\$8,290
3	12-31-21	\$8,290
4	12-31-22	\$8,290
5	12-31-23	\$8,290
6	12-31-24	\$8,290
7	12-31-25	\$8,290
8	12-31-26	\$8,290
9	12-31-27	\$8,290

- 4) The Presbytery of the Peaks shall not charge the Providence (Halifax) Church interest on the unpaid balances due. The Providence (Halifax) Church shall have the right of prepayment in part or in full without Presbytery asserting a penalty;
- 5) That prior to actual dismissal Providence (Halifax) Presbyterian Church agrees to elect and have registered in the county courthouse a board of trustees to serve as officers of the congregation in its new denomination;
- 6) Provide the Presbytery of the Peaks Stated Clerk with all original records of session and congregational minutes, membership rolls, and the like, as requested, to be maintained in perpetuity at the Presbyterian Historical Society in Philadelphia. Arrangements may be made through the Stated Clerk for micro- filming and digitizing records by the Presbyterian Historical Society if the Session would like originals to be returned. All costs for these services will be provided by the Session;
- 8) To assure that the congregation settles down in its new denominational home the Presbytery of the Peaks shall retain a right of reverter* for ten years upon the real property of the congregation, such right to be exercised should the congregation seek to leave its new home for another denomination or independency or should the congregation fail to fulfill all the agreed to obligations in this separation agreement;
- 9) That Providence (Halifax) Presbyterian Church agrees to reimburse the Presbytery of the Peaks all costs for the transfer of deed(s) with the inclusion of the right of reverter.

*Definition of the Right of Reverter: A right of reverter gives an organization the opportunity to resume ownership of property when that property is not being used in accordance with the requirements laid out upon the transfer of the title of that property. The Right of Reverter shall be retained and may be exercised with Providence (Halifax) Presbyterian Church as stated above if the conditions of the agreed-to obligations in the mutual separation agreement are not met and/or if the Congregation decides to leave the Evangelical Presbyterian Church.

Recommendation:

1. The Providence Presbyterian Church Administrative Commission recommends the Presbytery approve the Administrative Committee Report and Terms of Agreement. **Approved**

REPORT OF THE TRUSTEES

John Fedison, chair of the Trustees, presented the report.

INFORMATION:

The Trustees of the Presbytery of the Peaks met on October 16, 2019 at the Presbytery office.

ACTIONS REPORTED:

1. The Trustees provided guidance to the Providence PRT on terms for the gracious dismissal for the church.
2. The Trustees met with the current listing agent regarding the 2 acres of property at the temporary Presbytery office.
3. The Trustees received the report from the Insurance Review WG recommending the Presbytery insurance remain with Church Mutual.
4. The Trustees approved the request of the Trinity, New Canton Presbyterian Church to apply for listing on the Virginia Historic Register.
5. Appointed a Nominating Committee to present a slate of officers at the January 2020 Annual Meeting.

RECOMMENDATIONS:

1. The Trustees recommend Presbytery approve the request of Westminster Presbyterian Church for the transfer of about one half of the church land area to Habitat for Humanity for use of building 5 or 6 houses. **Approved**
2. The Trustees recommend Presbytery approve the transfer of the Green Ridge Presbyterian Church property to Northminster Presbyterian Church as a part of the blending of the two congregations. **Approved as part of the AC Report for Green Ridge and Northminster.**

REPORT OF THE COMMITTEE ON ADMINISTRATION

Ed McElmurray, chair of the committee, presented the report with the one recommendation being **Approved**.

INFORMATION:

The Committee on Administration met on October 23, 2019 in the Presbytery office.

ACTIONS REPORTED:

1. Approved a 2% increase in the 2020 Covenant of Intent request to our churches.
2. Approved a 1.6% increase in staff salaries.
3. Approved the closing of the Presbytery office for the Christmas Holidays from December 24, 2019 through January 1, 2020.
4. Approved using Further (third party vendor with Board of Pensions) for the flexible spending accounts beginning in 2020.

RECOMMENDATIONS:

1. Recommend for first reading the 2020 proposed budget of \$792,720. **Approved**

**Presbytery of the Peaks
2020 Budget Proposals**

	A	B	C	D	E	F	G	H	I	K
1										Proposed
2								Actual YTD	2019	2020
3								09/30/19	Budget	Budget
4		Income								
5			Designated Acct Budget Funding					180,000.00	250,000.00	257,240.00
6			Dismissal Fund Useage					1,654.25	26,000.00	25,000.00
15			Outdoor Education Income					13,020.50	12,667.00	9,000.00
19			Synod Per Capita					6,124.62	10,673.00	13,510.00
23			GA Unified & Per Capita					65,779.43	112,982.00	109,145.00
24			Presbytery Mission Giving					238,909.46	376,345.00	365,075.00
25			Mission Payments-Dismissed Ch.					0.00	23,500.00	13,700.00
26			MM Income					30.66		50.00
27		Total Income						505,518.92	812,167.00	792,720.00
28		Expense								
44			Cabinet					8,703.90	12,450.00	12,450.00
140			Committee on Administration					317,968.53	461,014.00	451,207.00
168			Committee on Ministry					844.27	9,785.00	9,785.00
169			Examinations Committee					25.68	200.00	200.00
170			Sexual Misconduct Committee					356.35	800.00	2,800.00
177			COPM					1.38	9,400.00	9,400.00
189			Church Development					13,163.81	26,850.00	24,850.00
199			Committee on Mission					48,817.67	72,700.00	72,700.00
239			Discipleship Committee					60,303.97	92,913.00	85,923.00
245			Leadership Committee					0.00	2,400.00	750.00
248			Synod Unified & Per Capita					6,116.00	10,673.00	13,510.00
252			GA Unified & Per Capita Giving					65,794.00	112,982.00	109,145.00
253		Total Expense						522,095.56	812,167.00	792,720.00

REPORT OF THE NOMINATIONS COMMITTEE

John Erb, chair of the committee, invited all to fill out attached paperwork to become nominees for the Presbytery Leader(s) Search Committee.

The recommendation to approve the following for vacant committee positions was **Approved.**

CABINET

Chair 2020 Smith Chaney

Peter Thompson TE 2021 First Lynchburg

COMMITTEE ON ADMINISTRATION

Chair 2020 Richard Claterbaugh

Ginny Fedison RE 2022 Covenant

COMMITTEE ON MINISTRY

Chair 2020 Jason Grimes

Don Makin TE 2022 Christiansburg

COMMITTEE ON EXAMINATIONS

Chair 2020 Robert McLavey

Robert Foard RE 2022 Covenant

Sara Jane Nixon TE 2022 New Dublin

COMMITTEE ON PREPARATION FOR MINISTRY

David Kozad TE 2022 Blacksburg

COMMITTEE ON SEXUAL MISCONDUCT

Gail McCullough RE 2021 Mizpah

COMMITTEE ON CHURCH DEVELOPMENT

David Baker TE 2021 Williamson Memorial

James Moss TE 2022 McAllister Memorial

Chair 2020 James Moss

COMMITTEE ON BILLS & OVERTURES

Chair 2020 Robert McLavey

TRUSTEES OF THE PRESBYTERY OF THE PEASK

Robert Berkley RE 2020 First Lynchburg

COMMITTEE ON REPRESENTATION

Chair 2020 Diane Baldwin

2020 GA COMMISSIONERS

Morgan Whitfield TE Forest

Pam Claterbaugh RE Green Ridge

Janice Wells RE Gethsemane

Melissa McNair King TE First Pulaski

Kelvin Perry RE Grace (Alternate)

Robert Fiedler TE HR (Alternate)

Megan Ingram YAD Altavista

SYNOD COMMISSIONER

Elease Wilson RE 2020 Holbrook Street

SYNOD NOMINATING COMMITTEE

John Scholer TE 2021 HR

SYNOD COMMITTEE ON REPRESENTATION

Ray Williams RE 2020 Fifth Avenue

SYNOD JUBILEE FUND COMMITTEE

Joyce Bolden RE 2021 Fifth Avenue

ORDINATION EXAM READERS

Amy Merrill Willis TE 2020 UL faculty

Dusty Fiedler TE 2020 HR

Sydney Nordt RE 2020 Salem

John Munton RE 2020 Covenant

Roberta Miller RE 2020 First Lynchburg (Alternate)

The Nominating Committee of the Presbytery of the Peaks invites nominees for the Presbytery Leader(s) Search Committee (PLSC)

The PLSC will be responsible for conducting a national search for people to fill the role of General Presbyter and Neighborhood Presbyter. It is expected that the PLSC will begin its work in early 2020 and conclude its work in the Fall of 2020.

The Nominating Committee welcomes suggestions of others to serve or self-nominations. It will seek to build a search committee that is knowledgeable about the Presbyterian Church and represents the entire presbytery, including geographic consideration, men and women, ethnic identity, both teaching and ruling elders, and age. It is expected that a committee of 7 people will be nominated.

Suggestions should be sent to the presbytery office no later than December 31, 2019.

1. Name of suggested person (or self-nomination) _____
2. Town of residence _____
3. Best Contact information: _____ phone _____ email _____
4. ___ ruling elder ___ teaching elder
5. Ethnic identity _____
6. _____ male _____ female
7. Approximate age: ___ under 22 ___ 22-40 ___ 41-60 ___ 61-80 ___ 81+
8. Church or ministry affiliation _____
9. Presbytery service _____
10. Synod service _____
11. What leads you to nominate this person to serve on a search committee for presbyters to serve the Presbytery of the Peaks?

12. Your Name _____ Phone _____

REPORT OF THE PRESBYTERIAN WOMEN

INFORMATION:

- 31st Annual PW Meeting Held at Raleigh Court Presbyterian Church - Roanoke
- House of Bread was recipient of offering of \$800
- Mission Project – Handbags for Hope brought in 840 handbags and each neighborhood in the Peaks received some handbags in support of women
- Speakers were: Jennifer Brothers, Clayton Rascoe and Senator John Edwards
- Music was provided by Joyce Bolden from Fifth Avenue Presbyterian Church and the pianist was Ashley Stanley

- Diane Patty, Vice Moderator did the planning for this meeting with the support of the coordinating team
- 84 Attendees representing 20 churches

ACTIONS REPORTED:

1. Shelda Wills reported on the by-law changes and these were accepted
2. Janet Rakes installed the new officers and those serving for another term
3. Next year’s meeting is September 26 – Picnic at the Peaks with churches taking the lead on lunch for the group
4. Theresa Underwood, Treasurer is working on ensuring complete transparency relative to expenditures and is working with the Moderator to secure additional outlets for information like Facebook page.

RECOMMENDATIONS, NOT REQUIRING A VOTE:

1. That we continue to attract new members and that we make a concerted effort to visit as many churches as possible.
2. Continue to look for members willing to serve on the CT – Cynthia Washburn is working on this with her committee.
3. That we work on the new Mission Project for 2020 – Books for students in Elementary School. Each CT member is working to ensure that we have as many books as possible.

REPORT OF THE SESSION RECORDS WORK GROUP

INFORMATION:

The Session Records Work Group continues to receive and review both past and current session minutes. Please see the Addendum for the quarterly report showing the running record of minutes submitted for review.

Churches are reminded to pick up minutes that have been reviewed by the Session Records Work Group at the end of each Presbytery meeting. Picking up the minutes will save the Presbytery mailing costs.

Past or current sets of minutes may be submitted for review at any time. However, 2018 session minutes are due for review during the year 2019, and the Work Group reviews session minutes alphabetically by church name at each Presbytery meeting. The remaining schedule for the **review of 2018 session minutes** is as follows:

Churches whose name begins with A-C (November 21)

The Work Group will conduct another **Session Records & Statistics Workshop/Training Event** to assist Clerks of Session in **January 2020**. 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!

Churches that do not bring their 2018 Session Minutes to a Presbytery meeting are asked to mail copies (no binders or outer covers 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. 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!**

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. The Session Records Review Form is one item that can be found there.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

INFORMATION:

- Next meeting is Tuesday, January 14 at 9:30 at Bedford Presbyterian Church.

ACTIONS REPORTED:

- Met with Jennifer Powell, Karen Watson, and Christina Cosby for their annual consultations. Each person remains a candidate within the Presbytery.
- Discussed disbursal of scholarship money from the Presbytery Budget and from the endowment set up by First Presbyterian, Martinsville for those students attending PC(USA) seminaries.

RECOMMENDATIONS:

- None

REPORT OF THE STATED CLERK

RECOMMENDATIONS:

1. **FOR CONSENT AGENDA:** That the minutes of the one hundred twenty-first Stated Meeting of the Presbytery of the Peaks (August 17, 2019) as reviewed by those persons designated by the Standing Rules, be approved.
2. **FOR CONSENT AGENDA:** That motions be reduced to writing and sent to the clerks’ table before discussion.
3. **FOR CONSENT AGENDA:** That all committee reports be received.
4. **FOR CONSENT AGENDA:** That the reports of the following Commissions be approved and that the Commissions be dissolved with thanks for their Service.

**Commission to Install James Moss as Minister of Word and Sacrament
at McAllister Memorial Presbyterian Church on August 4 at 4:00 PM**

Members of the Commission

Ministers of Word and Sacrament from the Presbytery of the Peaks

Will Robinson, Salem Presbyterian Church (excused)

Carl Utley, General Presbyter, Moderator

Marina Gopadze, HR – Preached the Sermon, Constitutional Questions to the Minister

Jim Slate, HR – Clerk of the Commission, Charge to the New Pastor

Ruling Elders from the Presbytery of the Peaks

Paul Linkenhoker, McAllister Memorial Presbyterian Church, Constitutional Questions to the
Congregation, Charge to the Congregation

Laura Jane Ramsburg, Covenant Presbyterian Church

**Commission to Ordain and Install Sara Jane Nixon as Minister of the Word and
Sacrament of New Dublin Presbyterian Church, August 25, 2019 at 4:00 PM**

Members of the Commission

Ministers of Word and Sacrament from the Presbytery of the Peaks

Melissa McNair-King, First Presbyterian Church of Pulaski, Charge to the Minister

Linda Dickerson, Northside Presbyterian Church, Opening Prayer

Ruling Elders from the Presbytery of the Peaks

Skip Martin, First Presbyterian Church, Pulaski, Moderator, Constitutional Questions to the
Pastor

Steve Gary, New Dublin Presbyterian Church, Constitutional Questions to the Congregation,
Charge to the Congregation

Jan McGilliard, Blacksburg Presbyterian Church, Missional Commissioned Pastor

Ministers invited by the Presbytery to sit with the Commission

John C. Bush, North Alabama Presbytery, Preached the Sermon

**Commission to Install Matthew Aldas as Minister of Word and Sacrament
at Buchanan Presbyterian Church on September 15, 2019 at 4:00 PM**

Members of the Commission

Ministers of Word and Sacrament from the Presbytery of the Peaks

Ed Soto, Altavista Presbyterian Church, Preached the Sermon

Rachel Shepherd, Associate Presbyter, Presbytery of the Peaks, Charge to the new Pastor

Jason Grimes, High Bridge, Excused

Ruling Elders from the Presbytery of the Peaks

Skip Martin, First Presbyterian, Pulaski, Moderator, Constitutional Questions to the Pastor
Amy White, Buchanan, Constitutional Questions to the Congregation, Charge to the
Congregation
Donna Britt, Raleigh Court, Opening Prayer

INFORMATION

1. The 2018 Minutes of the Presbytery of the Peaks were approved by the Committee on Administration of the Synod of Mid-Atlantic without exception.

REPORT OF THE COMMITTEE ON REPRESENTATION

INFORMATION:

In 2017, the Committee on Representation reported that the Presbytery of the Peaks included 1.7% minority members. At that time we had 6.6% of those minority members in positions of leadership.

In 2018, following the departure of several churches and the associated loss of membership, the committee reported that our minority membership had grown to 2.4%, while the percentage of minority members in leadership positions had increased to 12.2% of Presbytery membership.

In 2019, the Nominating Committee has continued its efforts to see that each committee of Presbytery has minority representation. The percentage of minority membership in leadership positions is reported at 17.4%. (This percentage includes people serving on more than one committee.)

CLOSING BUSINESS

Report on Attendance and Absences.....John Wiederholt, Stated Clerk
Resolution of Appreciation.....Margie Anderson
Closing Prayer.....Steve Willis

The Two Cents a Meal offering collected today was \$1,181.00

**ATTENDANCE AND ABSENCES
PRESBYTERY OF THE PEAKS
November 21, 2019**

Teaching Elder Members of the Presbytery	63
Commissioned Ruling Elders Present and Entitled to Vote	6
Ruling Elder Commissioners/Cabinet/Committee Chairs	72
<u>SUB-TOTAL VOTING:</u>	141

Other Teaching Elders Serving in Peaks.....	0
Visiting Ministers	3
Certified Christian Educators	0
Youth Advisory Delegates.....	0
Visiting Ruling Elders	24
Other Visitors	14
Presbytery Staff Not Included Above	2
SUB-TOTAL <u>NON-VOTING</u>	43
TOTAL ATTENDANCE	184
Total Teaching Elders Excused	9
Teaching Elders Absent	11
Churches Represented by Ruling Elder Commissioners	58

The next meeting will be held on February 13, 2020 with a snow make-up date of Feb. 27.
Location to be determined.

**The Presbytery of the Peaks
Financial Position
10/31/2018 & 10/31/2019**

	<u>2018</u>	<u>2019</u>
Beginning Balance	\$ 29,668.40	\$ 28,329.18
<i>Add Receipts:</i>		
YTD Mission Receipts for GA, Synod, & Presbytery		
Covenants of Intents (Includes Unified & Per Capita)	399,810.11	359,750.64
Selected Giving, GA, Synod causes	78,295.30	85,229.95
Other Selected Gifts (excludes 2Cts, C A Partnership)	6,400.83	47,422.91
Camp Income	10,524.72	13,020.50
Receipts from Presbytery Designated Funds	262,700.00	175,000.00
Dismissal Fund Usage		11,229.25
Interest Income	24.59	36.45
Current Assets less Liabilities	5,555.81	1,472.11
Miscellaneous Income		
Transfer Accounts	16,227.24	18,978.25
Total Receipts	779,538.60	712,140.06
<i>Less Disbursements:</i>		
Mission Funds to General Assembly	153,837.07	156,885.97
Mission Funds to Synod	11,439.23	10,254.98
Other In/Out Mission Funds Forwarded	7,618.00	37,557.96
Presbytery	612,542.41	485,997.73
Total Disbursements	785,436.71	690,696.64
Cash Balance 10/31/2018 & 10/31/2019	\$ <u>23,770.29</u>	\$ <u>49,772.60</u>

**Presbytery of the Peaks
Income & Expense
10/31/2019**

	<u>Current Month</u>	<u>YTD</u>	<u>Budget</u>
Income			
Covenants of Intent	48,937.13	359,750.64	500,000
Mission Payments-Dismissed Churches			23,500
Camp Income		13,020.50	12,667
Designated Account Funding Transfers	(5,000.00)	175,000.00	250,000
Dismissal Funds Useage	9,575.00	11,229.25	26,000
Miscellaneous	5.79	36.45	
Total Income	53,517.92	559,036.84	812,167
Cabinet			
Cabinet Expense		348.38	3,500
Moderator Expenses			1,400
Communications Expense	225.00	3,617.99	3,000
Presbytery Meeting Expense	68.64	3,809.97	2,200
Nominating Committee	0.88	25.04	300
Black Caucus		199.54	1,000
Workgroup Expense		997.50	1,000
Committee on Representation			50
Total Cabinet Expense	294.52	8,998.42	12,450
Committee on Administration			
COA Expenses	121.80	316.84	500
Office Expenses	1,507.04	23,135.77	37,210
Presby Office Equipment	83.33	2,385.51	3,100
Audit Expense			10,200
Transitional Presbyter	11,905.93	108,158.30	133,851
Stated Clerk Expenses	939.73	9,453.45	14,276
Mission Resource Expenses	209.75	2,511.26	3,152
Administrative Support Staff	5,509.03	55,090.30	73,576
Accountant	5,501.09	55,010.85	66,366
SCRP Program Staff	250.00	2,500.00	3,000
Associate for Youth and Young Adults	6,361.50	68,024.72	84,195
Temporary Help	306.93	1,247.51	13,276
Site Director-Day Camp	37.49	6,281.19	6,459
Summer Staff Expenses		9,268.67	11,303
Office Staff Expenses		50.25	550
Total Committee on Administration	32,733.62	343,434.62	461,014
Committee on Ministry			
Committee Expenses	306.66	1,271.21	2,950
Calls & Pensions Workgroup			290
Congregations in Transition		245.92	1,800
Leadership WG			1,000
Counseling & Crisis Support	(112.56)	(871.11)	3,045

	<u>Month</u>	<u>YTD</u>	<u>Budget</u>
Commissioned Ruling Elder WG		100.40	500
Session Records Workgroup		291.95	200
Total Committee on Ministry	194.10	1,038.37	9,785
Total Sexual Misconduct Committee		356.35	800
Total Examinations Committee		25.68	200
Committee on Preparation for Ministry			
Committee Expenses	0.42	1.80	1,000
Scholarships/Testing	7,925.00	7,925.00	8,400
Total Committee on Preparation for Ministry	7,925.42	7,926.80	9,400
Committee on Church Development			
Committee Expenses		51.91	350
Small Church Residency	101.45	9,173.35	17,000
Training & Support		3,540.00	2,000
New Worshipping Community WG			4,000
Partnership w/Congregations		500.00	3,500
Total Committee on Church Development	101.45	13,265.26	26,850
Missions Committee			
Mission Committee Expenses		146.34	100
Education and Training			200
Community Outreach Grants		26,554.83	41,325
Mission Trip Scholarships		1,942.00	4,000
CEDEPCA		20,174.50	27,075
Total Missions Committee		48,817.67	72,700
Committee on Discipleship			
Discipleship Committee Expenses	0.18	66.84	200
Christian Ed & Res Ctr Wrkgrp	294.76	993.36	3,095
Youth & Young Adult Wrkgrp	1,493.90	9,187.31	10,678
Outdoor Education Wrkgrp	(37.49)	8,123.49	19,540
Higher Education Expenses	79.24	41,192.06	55,400
Scholarships		2,571.50	4,000
Total Committee on Discipleship	1,830.59	62,134.56	92,913
Committee on Leadership			
Leadership Development WG			1,900
Minister Orientation			250
Leadership Committee Expenses			250
Total Committee on Leadership	-	-	2,400
Synod Unified & Per Capita	963.00	7,079.00	10,673
GA Unified & Per Capita Giving	10,693.00	76,487.00	112,982
Total Presbytery Expenses	<u>54,735.70</u>	<u>569,563.73</u>	<u>812,167</u>
Total Net Income/(Expense)	<u>(\$1,217.78)</u>	<u>(\$10,526.89)</u>	

The Presbytery of the Peaks Cash Flow Analysis

<u>Year</u>		<u>1st Quarter</u>	<u>2nd Quarter</u>	<u>3rd Quarter</u>	<u>October</u>	<u>Year to Date</u>	<u>Budget</u>
2019	<i>Contributions</i>	87,684.85	109,086.84	127,101.99	48,942.92	372,816.60	69.53%
	<i>Expenses</i>	148,470.30	185,801.98	180,175.46	54,735.70	569,183.44	70.08%
	<i>Variance</i>	<u>(60,785.45)</u>	<u>(76,715.14)</u>	<u>(53,073.47)</u>	<u>(5,792.78)</u>	<u>(196,366.84)</u>	
2018	<i>Contributions</i>	101,350.00	113,940.83	131,689.68	59,826.19	406,806.70	73.13%
	<i>Expenses</i>	176,086.03	224,877.92	232,225.61	66,860.21	700,049.77	77.24%
	<i>Variance</i>	<u>(74,736.03)</u>	<u>(110,937.09)</u>	<u>(100,535.93)</u>	<u>(7,034.02)</u>	<u>(293,243.07)</u>	
2017	<i>Contributions</i>	98,527.74	129,536.72	140,542.75	64,800.71	433,407.92	77.67%
	<i>Expenses</i>	169,280.22	193,123.22	176,459.27	76,222.19	615,084.90	70.13%
	<i>Variance</i>	<u>(70,752.48)</u>	<u>(63,586.50)</u>	<u>(35,916.52)</u>	<u>(11,421.48)</u>	<u>(181,676.98)</u>	
2016	<i>Contributions</i>	106,429.93	124,053.65	126,851.67	69,560.73	426,895.98	75.33%
	<i>Expenses</i>	174,001.37	198,308.23	219,763.30	48,819.53	640,892.43	72.64%
	<i>Variance</i>	<u>(67,571.44)</u>	<u>(74,254.58)</u>	<u>(92,911.63)</u>	<u>20,741.20</u>	<u>(213,996.45)</u>	

The Presbytery of the Peaks
Summary of Designated Accounts
10/31/2019

	<u>Book Value</u> <u>1/1/2019</u>	<u>Market Value</u> <u>1/1/2019</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Unrealized</u> <u>Gain/(Loss)</u>	<u>Market Value</u> <u>10/31/2019</u>	<u>Book Value</u> <u>10/31/2019</u>
Leadership Funds	547,650.89	678,222.20	5.93	-	-	678,228.13	547,656.82
Church Development Funds							
<i>New Church Ministries</i>	908,408.09	1,105,507.77	-	-	-	1,105,507.77	908,408.09
<i>Church Development</i>	876,527.56	1,055,489.42	-	-	-	1,055,489.42	876,527.56
Youth and Young Adult Ministries Funds	1,850,031.53	2,089,357.32	41,401.48	130,000.00	313,932.72	2,314,691.52	1,761,433.01
Committee on Ministry Funds							
Peaks Crisis Fund	1,052.46	1,076.02				1,076.02	1,052.46
Burke Memorial Fund	49,183.22	45,866.65	1,816.50	1,600.00	(199.18)	45,883.97	49,399.72
COPM Funds	38,253.52	48,668.47	2,257.92	307.68	-	50,618.71	40,203.76
Morris Charitable Trust	27.01	27.01	11,151.07	7,000.00		4,178.08	4,178.08
Presbytery Funds	322,734.69	346,996.53	836.43	40,000.00	-	307,832.96	283,571.12
Equipment Escrow	31,787.25	54,929.40	836.43			55,765.83	32,623.68
Office Operating Reserve	290,515.49	291,635.18		40,000.00		251,635.18	250,515.49
Support Staff Continuing Ed.	431.95	431.95				431.95	431.95
Cooperative Missions Funds							
Peacemaking (Presbytery Share)	4,153.59	4,153.59	468.95	1,600.00		3,022.54	3,022.54
Travel/Study Scholarship	1,581.43	1,581.43	2.00			1,583.43	1,583.43
2 Cents A Meal	59,929.29	59,929.29	66,799.64	48,223.29		78,505.64	78,505.64
Mission Fund	158,847.52	149,607.25	47,683.04	33,050.60		164,239.69	173,479.96
Presbytery Dismissal Fund							
Dismissal Fund Receipts	358,436.78	390,143.52	27.86	139,308.30		256,684.78	219,156.34
Small Church Residency	138,537.87	131,621.34	46,443.89	11,229.25		166,835.98	173,752.51
New Worshipping Community	143,457.10	135,065.64	46,438.39	12,000.00		169,504.03	177,895.49
Transfer Accounts	78,285.70	78,285.70	3,500.00	40,790.53		40,995.17	40,995.17
Total Designated Accounts	<u>5,396,442.43</u>	<u>5,806,573.56</u>	<u>268,833.10</u>	<u>465,109.65</u>	<u>313,733.54</u>	<u>6,444,877.84</u>	<u>5,340,821.70</u>
H. Trustees	925,038.80	1,208,328.04	61,979.41	23,060.69	444,756.87	1,692,003.63	963,957.52
Cash Balance	<u>6,462,137.05</u>	<u>6,556,978.98</u>	<u>330,812.51</u>	<u>488,170.34</u>	<u>758,490.41</u>	<u>7,158,111.56</u>	<u>6,304,779.22</u>



David B. Lowen, CPA
Frank B. Hancock, CPA, CVA
Bradley J. Davis, CPA
R. Ethan Cook, CPA
David P. Booth, CPA
David A. Tingler, CPA

William R. Brumfield, Jr., CPA - Retired

INDEPENDENT AUDITOR'S REPORT

Division of Administration of the Presbytery of the Peaks and the Presbytery of the Peaks of the Presbyterian Church (U.S.A.), Inc.

We have audited the accompanying combined financial statements of the Presbytery of the Peaks and the Presbytery of the Peaks of the Presbyterian Church (U.S.A.), Inc. (nonprofit organizations, together the "Presbytery"), which comprise the combined statement of assets, liabilities, and net assets - modified cash basis as of December 31, 2018, and the related combined statements of support, revenue, expenditures, and changes in net assets - modified cash basis, functional expenditures – modified cash basis, and cash flows - modified cash basis for the year then ended, and the related notes to the combined financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with the modified cash basis of accounting described in Note 1; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the combined financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Presbytery's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Presbytery's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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SESSION RECORDS REVIEWED AS OF November 15, 2019														
CHURCH	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Altavista	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Amherst	1	1	1	1	1	1	1	1	1	1	1	1	1	
Appomattox CH	1	1	1	1	1	1	1	1	1	1	1	1	1	
Appomattox PE		1	1			1					1			
Arvon (Yoked in Christ)	1	1	1	1	1						1			
Beale Memorial (Dismissed)				1	1	1	1	1	1	1				
Bedford	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Belmont	1	1	1	1	1	1	1	1	1	1	1	1	1	
Belspring	1	1	1	1	1	1	1	1	1	1	1	1		
Berry Hill	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Bethel (dismissed)		1								X	X	X	X	X
Bethlehem	1	1	1		1									
Blacksburg	1	1	1	1	1	1	1	1	1	1	1	1	1	
Bluemont	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Bouldin Memorial (dismissed)	1	1	1	1	1	1	1	1		X	X	X	X	X
Briery	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Brookneal	1	1	1	1	1	1	1	1	1		1	1		
Browns	1	1	1	1	1	1	1	1	1	1				
Buchanan	1	1	1	1	1	1	1	1	1	1	1	1	1	
Buffalo	1	1	1	1	1	1	1	1	1	1	1			
Campbell Memorial	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Chatham	1	1	1	1	1	1	1	1	1		1	1		
Christiansburg	1	1	1	1	1	1	1	1	1	1	1	1	1	
Clarksville	1	1	1	1		1	1	1					1	
Clifton Forge	1	1	1	1	1	1	1	1	1	1	1	1	1	1
College	1	1	1	1	1	1	1	1	1	1	1	1	1	
Collinsville, First	1	1	1	1	1	1	1	1	1	1	1	1	1	
Colonial	1	1	1		1		1	1	1	1	1	1	1	
Concord														
Cool Spring	1	1	1	1	1									
Coolwell	1	1	1	1		1	1	1	1					
Covenant, Lynchburg (Dism)	1	1	1	1	1	1	1	1	1	1	1	1	X	X
Covenant, Roanoke	1	1	1	1	1	1	1	1	1	1	1	1	1	
Covington, First	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Cumberland	1	1	1	1	1	1			1	1	1	1	1	

CHURCH	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Danube				1	1	1	1	1		1	1	1	1		
Danville, First	1	1	1	1	1	1	1	1	1	1		1	1	1	
Davis Memorial	1														
Diamond Hill	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Douglas	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Drakes Branch	1	1	1	1	1	1	1	1	1	1	1	1	1		
Dublin (Dismissed)	1	1	1	1	1	1	1	1						X	
Elon (Dismissed 2015)	1	1	1	1	1	1	1	1	1	1	1	X	X	X	
Fairlawn	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Falling Spring, Glasgow (RC)	1	1	1	1	1	1	1	1	1	1	1	1	1		
Falling Spring, Hot Spr. (AC)(Dismissed)	1	1	1	1	1						1	X	X	X	
Farmville	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Fellowship		1	1				1		1						
Fifth Avenue	1	1	1	1			1	1	1	1	1	1			
Fincastle	1	1	1							1	1		1		
Floyd	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Forest	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Forest Hills	1	1	1	1			1	1	1	1	1	1	1	1	
Fork Union (Yoked in Christ)	1	1	1	1	1						1				
Galatia (dismissed)	1	1	1	1	1	1	1	1	1	X	X	X	X	X	
Gethsemane	1	1	1	1	1										
Glasgow	1	1	1	1	1	1	1	1	1	1	1	1	1		
Glen Wilton			1												
Grace	1	1	1	1	1	1	1	1	1	1	1	1	1		
Green Ridge	1	1	1	1	1	1	1	1	1	1	1	1	1	1	X
Harmony	1	1	1	1											
Hat Creek	1	1	1	1	1	1	1	1							
Hermon	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
High Bridge	1	1	1	1	1	1	1	1	1	1	1	1	1		
Holbrook Street	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Holmes Memorial															
Jamestown	1	1	1	1	1	1	1	1	1						
Kayser Memorial	1	1	1	1	1	1		1	1	1	1	1	1		
Kentuck	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Low Moor	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Lynchburg, First	1	1	1	1	1	1	1	1	1	1	1	1	1	1	

CHURCH	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Madisonville	1	1	1	1	1	1	1	1	1	1		1	1	1
Mallow	1	1	1	1	1	1	1	1	1	1	1	1	1	
Martinsville, First	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Mary Horner Walker		1	1	1	1	1	1	1	1	1	1	1	1	1
Massies Mill	1	1	1	1	1							1	1	
Matthews Memorial (dissolved)		1		1									X	X
Mayberry	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Maysville	1	1	1	1	1	1		1	1	1	1	1	1	1
McAllister Memorial	1	1	1	1	1	1	1	1	1	1	1	1	1	
Meherrin			1	1	1	1	1	1	1	1	1	1	1	1
Memorial	1	1	1	1	1	1	1	1	1		1	1	1	1
Mercy Seat	1	1	1	1	1	1								
Mizpah	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Montvale	1	1	1	1	1	1	1	1	1	1	1	1	1	
Mount Carmel	1	1	1	1	1	1	1	1	1	1	1	1		1
Narrows, First	1	1	1	1	1	1	1	1						
New Concord	1	1	1	1	1	1	1	1	1	1	1	1	1	
New Dublin	1	1	1	1	1	1	1	1	1	1	1	1	1	1
New Hope (dismissed)		1	1	1	1	1		1		X	X	X	X	X
New Store	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Northminster, MH (dismissed)	1	1	1	1	1	1	1	1	1	1	X	X	X	X
Northminster, Roanoke	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Northside	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oak Level	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Oak View										1	1	1	1	1
Old Brick	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Old Concord	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Peace	1	1	1	1	1	1	1	1	1	1	1	1	1	
Peaks	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Pearisburg	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Phenix			1											
Piedmont (dismissed)		1	1	1	1	1	1			X	X	X	X	X
Pisgah	1	1	1	1	1	1	1							
Providence	1	1	1		1	1								1
Pulaski, First	1	1	1	1	1	1	1			1	1	1		
Quaker Memorial	1	1	1	1	1	1	1	1	1	1	1	1	1	1

