

Welcome to our final stated meeting of the Presbytery of the Peaks for 2021! We will again be meeting via Zoom, although we hope to have hybrid spaces available next year, and an in person meeting for the second stated meeting of 2022, conditions permitting. Again, we encourage everyone to spend time building relationships prior to the beginning of the meeting, from 8:30 until the technical review.

The meeting will be live streamed on the Presbytery Facebook page, and if you are a Teaching Elder, representing your church as a Ruling Elder Commissioner, you can also register and attend via Zoom from this link:

peakspresbytery.org/events/

Worship will be brought to us by Betsy Soto and Susi Ennis. Afterwards, we'll get a chance to meet Angharrad Teague-Dees, the incoming pastor at Quaker Memorial, Shawn Hyska, a transferring member at large, and a new Missional Commissioned Pastor, Joyce Perez. We'll thank two retiring pastors, Dale Brown and Mark Hinchcliff, for their service as well as our outgoing Moderator, Steve Willis, and welcome our new Moderator, Helen Dean, and Vice Moderator Betsy Soto.

Under business, we'll vote on the 2022 Minimum Terms of Call (and an amendment to it), a 5 year covenant agreement with CEDEPCA from Missions, some new recommendations from the Transformation Team and the budget for 2022. Please take some time to review your packet ahead of time so that you'll be ready for all of these items.

Due to the packed schedule for our final meeting of the year, we won't have any breakouts at this meeting. Let us know if you missed them and what else you thought of the meeting by filling out the evaluation from here:

peakspresbytery.org/eval/

Yours in Christ,

Smith Chaney

First Time Commissioner Orientation Presbytery of the Peaks

If this is your first time as a Commissioner to any Presbytery meeting, please start here. If this is your first time at the Presbytery of the Peaks, but not your first rodeo, you may want to skip the first couple of sections.

Presbytery Meeting Basics

As a Presbyterian, you probably already know the basics of our system of government, so let me share a few tips you may not realize:

- You are a Commissioner, not a Delegate
 - This means that no one, not your session, not your pastor, not your spouse, can tell you how to vote on a particular issue. That's between you and the Holy Spirit.
 - You are responsible to read all of the documentation *before* the meeting and be prepared to speak up if you feel you should.
- You may not know who all these people are and what their jobs are, so here's a cheat sheet.

Cast of Characters:

 - Moderator
 - Rev. Steve Willis, the person with the gavel. The Moderator is responsible to make sure the meeting runs well, and is the non-staff leader of the Presbytery.
 - Vice Moderator
 - Elder Helen Dean is the Vice-Moderator and Moderator in waiting. She'll be taking over from Steve next year.
 - General Presbyter
 - Rev. Carl Utley is our Presbytery's pastor and executive. He's the staff numero uno and has a variety of responsibilities throughout the Presbytery, including acting as pastor to our clergy members.
 - Stated Clerk
 - Rev. Dave Baker is the Presbytery's Stated Clerk and Director of Communications. As Stated Clerk he's responsible to help plan Presbytery meeting, prepare the Presbytery Packet, and keep the meeting running "decently and in order", acting as the Presbytery's parliamentarian.
- Presbyterian meetings are governed by Robert's Rules of Order
 - "No? Really?" you say. But yes, believe it or not, the Book of Order directs (G-3.0105) that Presbyterian councils (such as the Session or Presbytery or General Assembly) are governed by Robert's Rules of Order. That doesn't mean you have to be a parliamentary expert to attend meetings, but you should probably learn the basics below if you want the meeting to make sense once business begins.

Robert's Rules Cheat Sheet

Below is a summary of your rights and responsibilities under Robert's Rules. Generally speaking, these rules are intended to reduce tension, protect the rights and voice of the minority opinion, and of course, keep us doing things "decently and in order" (1 Cor. 14:40, ESV).

- Always address your comments to the Moderator or presenter, never to other commenters
- Generally, don't interrupt another speaker, but wait until you're recognized by the Moderator
 - EXCEPT for these reasons (not exhaustive):
 - You can't hear what's going on or you're so uncomfortable over the room temperature, etc. you can't stay in the meeting (say, "Point of Privilege" then explain the problem)
 - You think something was wrong with what just happened (say, "Point of Order" then state your objection. The chair will then decide if you're right or not.)
 - You want to request information from the speaker (say, "Point of Information" and ask your question. This is NOT an opportunity to give information, but only to request it.)
- Some motions it may be useful to know about:
 - Call the Question, aka, Move the Previous Question
 - A request to vote on whether or not to vote. This motion requires a second, but isn't debatable. It can only be made after the Moderator recognizes you. Typically it's made when someone thinks we've hit the limit of productive discussion, and we're running in circles.
 - When you hear "Call the Question", be aware that the next vote is *not* on whatever it is we're talking about, but on whether or not to continue discussion. An affirmative vote will end discussion, and the next vote is on the main motion.
 - To protect the rights of the minority opinion, this motion requires a 2/3rds majority to pass.
 - Amendments to Main Motions
 - If you want to slightly modify the language of a motion, to add, delete or replace some language, you'll want to say "I move to amend the motion..." when the Moderator recognizes you. This requires a second, and will then be discussed and voted on.
 - Substitute Motions
 - If you want to substantially modify a motion on the floor, changing the intent or most of the language, you need to use a Substitute Motion instead of amending the current motion. When the Moderator recognizes you, you'll say "I move the following substitute motion" and read your alternative suggestion. You'll also want to provide a copy to the Stated Clerk in writing.
 - Division of the House
 - If you think that a voice vote was too close to call, any member of the Presbytery may request a "Division of the House" or vote by raised hands or ballot.
 - Order of the Day

- Not a motion, but something you'll see on the agenda, usually related to lunch. All "Order of the Day" means is that we need to drop whatever it is we're doing when the time for that item arrives and start doing the "Order of the Day".
- Not necessarily in Robert's, but please follow these conventions of our Presbytery regardless:
 - **When you want to speak, please come to the microphone (or unmute yourself), then state your name, status (clergy or elder) and church.**
 - Please read the Presbytery Packet thoroughly *before* the meeting.
 - Especially, read the items on the "Consent Agenda", as those motions will be passed right at the beginning of the meeting unless you speak up at that time.
 - You should also bring a copy of the Presbytery Packet with you, as there won't be any additional printed packets at the meeting.

Zoom Considerations

We'll be meeting again by Zoom. If this is your first time using Zoom for a Presbytery meeting, there are a few things to keep mind. For a detailed training on how to use Zoom for Presbytery, please go to this link:

www.peakspresbytery.org/ZoomTraining

Here are a few highlights to keep in mind:

- Please stay muted unless you're called on by the Moderator to speak.
 - Use the space bar to mute or unmute on the computer
 - Use *6 to mute or unmute on the phone
- Raise your virtual hand (click on the "Raise Hand" icon under the "Reactions" button) to seek the floor, vote, or object to a motion passing via consensus.
 - Use the "Raise Hand" icon in the Reactions menu to raise your virtual hand on the computer
 - Use *9 to raise your virtual hand on the phone

What, if anything, do I need to know about the November 18th, 2021 meeting of Presbytery?

- The Examinations Committee will present Angharrad Teague-Dees, the incoming pastor at Quaker Memorial, and Shawn Hyska, a transferring member at large, for examination
 - See pages 11-16
- The Committee on Ministry present the 2022 Minimum Terms of Call, which has been amended
 - See pages 21-27 (amendments in green)
- The Mission Committee will present a 5 year covenant agreement with CEDEPCA for final approval
 - See pages 42-46
- The Transformation Team will present a new plan for using the Presbytery's resources
 - See pages 28-33
- The Committee on Administration will present the 2022 budget
 - See pages 34-41

Presbytery of the Peaks

SPECIAL RULES OF ORDER

For Electronic Meetings Using Zoom Technology

I. Meeting Types

An “Electronic Meeting” as used in these rules means a meeting at which all participants are joined electronically. It is expected that each participant will attend the meeting individually on a computer or device, rather than one being shared by multiple members. Multiple attendees on a single device requires approval of the chair in advance, and may limit members’ rights. Meetings of all boards and committees are authorized to meet electronically at the direction of the chair, provided that all members have access to the necessary equipment.

II. Hardware and Software

Electronic attendance utilizes Zoom technology (www.zoom.us). Participation requires high speed internet access on a computer, device or phone. Audio is provided either through the computer, which requires computer audio capabilities (microphone and speakers –preferably earbuds or a headset), or connection by phone. Video is optional, but encouraged. While tablets and smart phones are acceptable, laptop or desktop computers are preferred, because the screen content can become very small on tablets and phones, and only certain portions of the content can be displayed at a time. Using a phone alone is not recommended. Immediate access to email is also a requirement. Notify the Presbytery office if more than 1 voting member is on a device. A text number will be provided to use if there is a divided vote. Prior to the meeting, participants are asked to test their setting at zoom.us/test.

III. Sign-In Procedures

- A. Prior to meetings, members will receive either a meeting id code or a link to a webpage. Clicking on the link should open a web browser and go directly to the meeting. If it does not do so, or if only the 9-digit meeting id (which is at the end of the link) was distributed, the participant can go to: a www.zoom.us, choose “join meeting,” and enter the id manually.
- B. Join the meeting using your full name and title for the First Name field (eg, Rev. John Smith), and your church or status for the Last Name field (eg, First Pres or Honorably Retired)
- C. Members shall make every effort to sign into the meeting sufficiently in advance of the time of the meeting to enable their connections to be verified and, if necessary, assisted by troubleshooting. The following process shall be followed in entering meetings:
- D. If using a laptop or desktop computer, complete a full “re-boot” just before entering the meeting.
- E. Enter the meeting as described in Section III.A. If prompted, download Zoom software and choose to run or install. If prompted, enter your name and choose to enter the meeting.
- F. Choose the method by which you will connect your audio and follow the prompts on the screen. If connecting by computer, check your speakers and microphone to ensure that you can hear and be heard.
- G. Mute your microphone when you are not speaking (on a computer, click on the

microphone icon to toggle mute. On a tablet or phone, touch the icon), or unmute it only when you are speaking (on a computer, hold the spacebar to temporarily unmute yourself).

- H. On a PC or Mac, click on the “Participants” and “Chat” icons to make those items visible. If a screen share has been initiated and a document is visible in the center of the screen, move the “Participants” and “Chat” windows (by “dragging”) to the side of the screen, so that the document is visible.

IV. Connection Issues

- A. Each attendee is responsible for his or her connection to the internet and the meeting room; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member’s individual connection prevented him or her from participating in the meeting, provided that at least a quorum of members was connected and adequately able to participate.
- B. The chair may cause or direct the temporary disconnection or muting of an attendee’s connection if it is causing undue interference with the electronic meeting. The chair’s decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be recorded in the minutes.
- C. The chair may rule that any meeting be recessed to allow the meeting room to be reset; upon which ruling the meeting shall be ended and a new meeting shall be established – with the new meeting id being sent by email or other electronic means to all participants who shall then enter the new meeting room.

V. Recognition and Assignment of the Floor

- A. To seek recognition by the chair, a member shall activate the “raised hand” icon. Upon recognition of a member, that member and any others with raised hands activated shall lower them, which may also be accomplished by the host if members do not promptly do so. The chat is not a valid means of recognition.
- B. Another member who claims preference in recognition shall thereupon promptly raise (or raise again) his or her hand icon and the chair shall recognize the member for the limited purpose of determining whether that member is entitled to preference in recognition.
- C. Upon being recognized, a member shall unmute his or her microphone. Upon yielding the floor, the member shall mute his or her microphone.

VI. Interrupting Motions

- A. A member who intends to make a motion that under the rules may interrupt a speaker (Point of Order, Appeal from the Ruling of the Chair, etc.) shall activate the member’s “No” icon (red X). The member shall be recognized to determine the purpose for which he or she is seeking recognition.
- B. In the event that a member intends to make an interrupting motion and is unable to use the “No” icon (eg, phone only user), the member may unmute and make the motion orally. A member may also make interrupting motions orally if not immediately recognized by the chair.

VII. Motion Processing

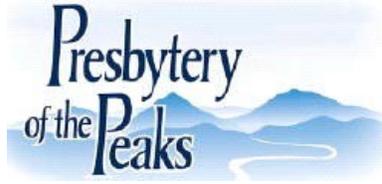
- A. A member intending to make a main motion, offer an amendment, or propose instructions to a committee, shall, immediately after being recognized and assigned the floor, post the motion in writing to the chat window.
- B. The secretary assigned by the Stated Clerk is responsible for the display of meeting materials, including all such motions, in the document that is displayed in the shared screen.
- C. When any motion has been stated by the chair, the secretary shall copy and paste it into the document, and shall be responsible for accurately displaying any proposed amendments under consideration, as well as the final version as adopted or rejected. If a second is necessary, the chair shall request a raised hand to indicate a second.

VIII. Voting

- A. When the chair seeks unanimous consent on a matter, a raised hand shall constitute an *objection* to unanimous consent, and voting shall then proceed by another method.
- B. Voice votes shall be taken by means of the raised hand function. The chair shall ask those for a motion to raise their hands and the chair or a host shall take an approximate count those in favor and lower their hands before the chair proceeds to the against vote, which shall be conducted in like manner. Phone only participants may raise their hands by pressing *9. This vote shall be deemed a Division (not a counted vote). A call for a division shall therefore not be in order following such a vote.
- C. Counted votes, when ordered by the chair or the assembly, shall be taken in the same manner as voice votes above in section VIII. B., but with an exact count of for and against votes. If there are no phone only participants, votes may be counted using the Zoom polling feature instead.
- D. A roll call vote may be ordered by the assembly.
- E. No secret ballot votes are in order if there are phone only participants. If everyone is participating using a computer or device, secret ballot votes may be taken using the Zoom polling feature, provided that the poll is set to be anonymous.

IX. Roles

- A. There shall be three designated roles with specific duties, any or all of which may be accomplished by one individual, at the discretion of the chair: the host/co-host(s), the chair, and the secretary.
- B. The host/co-host(s) shall initiate the meeting, and therefore have control of the various features for meeting management such as the ability to manually mute one or more participants and clear status icons (raised hand, Yes, No, etc.).
- C. The chair shall preside at the meeting. In addition to normal duties, the chair shall direct the host and secretary as necessary related to their duties in these rules.
- D. The secretary shall keep a record of meeting, including a video recording.



**Presbytery of the Peaks
One Hundred Twenty-ninth Stated Meeting
November 18, 2021
Zoom Meeting**

- 8:30 a.m. Check In**
- 9:00 a.m. Call to Order**
Steve Willis, Moderator
- 9:05 a.m. Welcome**
Carl Utley, General Presbyter
- 9:10 a.m. Declaration of a Quorum and Approval of Consent Agenda (p. 10)**
Dave Baker, Stated Clerk
- 9:15 a.m. Worship Service**
Betsy Soto and Susi Ennis
- 9:45 a.m. Break**
- 9:55 a.m. Open Mic**
- 10:05 a.m. ORDER OF THE DAY- Examinations Committee (pp. 11-16)**
Bob McLavey, Chair
- 10:30 a.m. Committee on Ministry (pp. 17-27)**
Russ Merritt, Chair
- 11:10 a.m. Commission Missional Commissioned Pastor**
- 11:20 a.m. Transformation Team Report (pp. 28-33)**
- 11:40 a.m. Committee on Administration (pp. 34-41)**
- 11:50 a.m. Committee on Missions Report (pp. 42-46)**
- 12:05 p.m. Racial Equity Workgroup Report (p. 47)**
- 12:15 p.m. Committee on Nominations Report (pp. 48-49)**
- 12:20 p.m. Recognition of Denise Pillow, Hunger Action Advocate**
- 12:30 p.m. Recognition of 2021 Moderator and Vice-Moderator**
Dave Baker, Stated Clerk

12:35 p.m. Installation of 2022 Moderator and Vice-Moderator

12:40 p.m. Closing Business
Dave Baker, Stated Clerk

**PRESBYTERY OF THE PEAKS
CONSENT AGENDA
November 18, 2021**

From the Report of the Stated Clerk (p. 50)

1. **FOR CONSENT AGENDA:** That the Standing Rules be suspended in order to conduct an electronic meeting via Zoom according to the same rules for electronic meetings adopted at the June 13, 2020 meeting. (The actions of this and similar meetings are subject to ratification at the next regular in-person meeting of the Presbytery when such a meeting can be held safely. It is offered because there is no other way for the Presbytery to responsibly conduct its business during the pandemic.)
2. **FOR CONSENT AGENDA:** That the minutes of the August 14, 2021 Stated Meeting of the Presbytery of the Peaks, as reviewed by those persons designated by the Standing Rules, be approved.
3. **FOR CONSENT AGENDA:** That the redress between Teaching and Ruling Elder commissioners at presbytery be adopted for 2022. The total for Teaching Elders is 149, and the total for Ruling Elder Commissioners is 148, of which 133 are from churches and 16 are Commissioned Pastors (see page 51).

REPORT OF THE EXAMINATIONS COMMITTEE

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

- Anghaarad Dees to serve as pastor at Quaker Memorial Presbyterian Church
- Shawn Hyska to become a Member-at-Large in the Presbytery of the Peaks

Anghaarad Teague Dees Biographical Statement

My name is Anghaarad Teague Dees and I am a Tupelo, Mississippi native. I come from a large family of pastors, teachers, writers and church musicians. Family get-togethers were always filled with songs, stories and laughter. A cradle Presbyterian, I grew up in First Presbyterian Church of Tupelo, Mississippi and was nurtured in my faith, encouraged to ask all the questions and equipped to be a servant-leader from a very young age. I hold the distinction of being the first cradle roll member in my home church's history to be ordained in my home church.

I graduated from Mississippi University for Women with a degree in vocal performance in 1995. It was during those college years that I was able to discern that a career in music was not where God was calling me. Through conversations with several mentors including my pastors, I was able to see that what I loved most about college were things that looked an awful lot like ministry. I loved serving on Student senate, as an Orientation Leader, Community Volunteer, and Peer Mentor. Singing in German was not a joy, but serving others made my heart sing. After graduation, I briefly taught middle and high school band at Mooreville School outside of Tupelo, Mississippi. It goes without saying, but I was not called to be a band director. A loyal member of the Long Blue Line, I am a past-president of the Mississippi University for Women Alumni Association and continue to serve the Alumni Association as a committee member, mentor to recent graduates and advisor to the current alumni president.

Once I began the inquirer process with St. Andrew's Presbytery, I looked at various seminaries and felt most at home at Austin Presbyterian Theological Seminary and graduated with my M. Div in 2001.

While a student I served on the Student Senate, as Chapel Cantor, Hebrew TA, and campus photographer. I worked at Central Presbyterian Church as a paid soloist and youth director. I completed a 14 month internship at First Presbyterian, Jefferson City, Missouri and consider that one of the best decisions I made in seminary. I learned so much and that time shaped how I selected coursework when I returned to campus for my final year. I have served congregations in Mississippi, Texas, Missouri, Alabama, Georgia, and Florida before coming to my current call in Valdosta. Through the years I have been a frequent leader for Montreat Youth Conferences and Triennium as well as a keynote speaker/worship leader for youth retreats or conferences in several presbyteries and synods. In 2016 I had the joy of serving as Worship Leader for the

Junior High Jubilee at Mo-Ranch in Texas. I love to be in those thin-places especially with young people.

I currently serve as the moderator of the campus ministry board at Valdosta State University. I enjoy having the opportunity to spend time with college students as they are asking those same questions I remember asking decades ago. For the past six years, I have served the Valdosta Police Department as a volunteer chaplain and have completed over 200 hours of training in Law Enforcement Chaplaincy.

I am married to Zane Dees and we keep busy with our animal menagerie: cats: Ollie and Bit and dogs: Gypsy and June. Zane is a big outdoorsman and loves to be in the woods or on the water. He is currently working as an Insurance Adjuster which leads to him traveling a lot. In our free time we enjoy movies, live music and traveling. I have continued to use my vocal training by singing with regional opera companies, community choirs and even a bluegrass band.

I grew up on the stage of Tupelo Community Theatre and have performed in numerous productions through the years. No show had a deeper impact on me than “To Kill a Mockingbird.” I was the understudy for Scout at age 9 and memorized the entire show. I would stand in our front yard and perform Atticus’ speech to the jury to any passerby. I declared then, I wanted to be Atticus when I grew up. In some ways I have achieved that goal...Mort McMillan, who was the pastor at my home church, played Atticus in that production and I have followed in his footsteps because of the first lesson I learned in those well-worn pews of First Tupelo: I belong...I am a child of God loved, claimed in the waters of baptism and I will always be surrounded by the wonderful company of saints who have helped me on this journey of faith and have shaped by ministry.

Anghaarad Teague Dees Statement of Faith

I believe in the Triune God.

I believe in God the Father.

The Creator who spoke creation into being with a word of love and continues to speak that same word of love through the ages.

The Giver of life and the One who is the Alpha and Omega, the beginning and the end and who has the last word

The One God who is three yet one and whom alone we should worship.

I believe in Jesus Christ, the Son of our Lord.

Jesus Christ is the Word become flesh, who “moved into the neighborhood” so that humankind might know God and know God’s love for us. Emmanuel...God with us in our pain, in our hunger, in our living, in our suffering and in our joy
Christ healed the sick, ate with sinners, welcomed the outcast and challenged the authority.

Christ came that we might be forgiven of our sins and took on the agony of death on the cross for the brokenness in the world.

After the risen Christ was revealed first to the women and then to the disciples Christ ascended to heaven to be with God the Father and awaits the time when he will come again to bring about the fulfillment of God's Kingdom.

I believe in the Holy Spirit, who proceeds from the Father and the Son.

The Spirit who:

hovered over the waters of creation, speaks to prophets,
gave birth to the church,
calls forth women and men to serve the Kingdom
and startles and guides us and continues to transform us.

I believe in the church universal...

Which proclaims the gospel of salvation for all Provides shelter, nurture and spiritual
fellowship Maintains divine worship
Preserves the truth Promotes social justice.
And exhibits the Kingdom of God to everyone.

The church is the hands, feet, eyes, ears and heart for the Kingdom...we are the ones who
declare: "Look, the Kingdom is here!"

I believe in the tenets of the reformation; "Sola Scriptura, Sola Fides, Sola Gracia!"

I believe in one Baptism for the remission of sins and inclusion into the family of God.

I believe in the fellowship of God's people at the Lord's Supper.

I believe that we are to have a good hope for all.

I believe that our greatest comfort is that we belong to God...body and soul.

I believe that the One who spoke all into being continues to sing over creation the eternal song of love.

Glory be to God, the Creator, Redeemer and Sustainer, now and always! Amen.

Shawn Hyska Biographical Statement

What a journey life has been, one filled with God's love and handprints all over it.

I grew up in the Roman Catholic tradition in a broken household (my parents divorced right before I started 2nd grade), and unfortunately engaging one's faith was not something that was encouraged, outside of attending church on Sunday morning. Even though my mother and stepfather started to attend and eventually became leaders at a local United Methodist Church, I rarely engaged with them on my own faith and upbringing.

While in college at Drexel University in Philadelphia (I grew up in the Philadelphia suburbs and wanted to attend a local university), I started to engage my faith in various ways. It was during my college years where I wandered into a Presbyterian Church one Sunday morning and never left, the late, Roslyn Presbyterian Church in Roslyn, PA. I still remember that first Sunday attending, in September 2002, when I saw the praise band perform and there I saw a guitar and drum in church, during worship. My mind was trying to figure out what this whole Presbyterian thing was! Over the next 3 ½ years through involvement with the church, Christian

organizations at Drexel, in addition to me truly reading the Bible on my own, my faith grew but more importantly, became central to my life.

During a fall retreat with a campus Christian organization at a local camp (which I later found out was the late Kirkwood Camp of the Philadelphia Presbytery), during the fall of 2004, I remember leaving the worship space after the last praise song was sung and going out to the parking lot and truly giving my life to Jesus and wanted to serve Him and His love for the rest of my life.

The following summer, July 2005, after attending a Sunday night Bible study at a local church near my parent's home, I felt the Holy Spirit and heard the thought in my head "go into the ministry." Mind you, at this time I was majoring in accounting, and about to become President of the, one and only, accounting fraternity (it was an academic fraternity), and in the final year of getting not only a bachelor's but an MBA focused in accounting. It thought it was just another crazy idea, so I filed it away in my mental filing cabinet. Over the next two nights, two people in my life, while in conversation, randomly brought up the idea of me going into ministry. I didn't tell anyone about what I heard that one evening, so it was a shock to hear two different people mention it. After approaching the pastor, Rev. Dan Reid at Roslyn Presbyterian, about materials for me to study up and read about ministry, he wrote to me and said, "Funny you mention the ministry. I've been thinking about you in that regard for some time now." My life has never been the same since.

That fall, 2005, instead of lining up a job in accounting post-graduation, I applied to one seminary, Princeton Theological Seminary and I was accepted. I figured if God truly wanted me to attend seminary this door would be open (not a great theological perspective, but I didn't fully ascertain that at the time). And the door was opened wide. I graduated Drexel in June 2006 and then three weeks later started summer Greek.

During my years at Princeton, 2006-2009, I truly believed that I was to leave my passion and love for accounting behind because I was being called to ministry. It was during my final weeks at Princeton, when I heard God tell me "I never wanted you to give accounting up. I want you to do both." Ever since I've desired to serve my life and my calling utilizing both my skill set and education in financial and accounting leadership positions while also actively serving in direct ministry capacities.

Shawn Hyska Statement of Faith

I trust in God, the creator of the universe and author of my life. I believe in the triune God who has made Godself known to the world as the Father, the Son and the Holy Spirit.

I believe humanity was created by God from nothing. All of us were created in God's own image. I believe that in God's absolute love we were desired to be in fellowship with God, all of us equal in God's sight: men and women, young and old, poor and rich. However, by hiding ourselves from God, through the clothing of our nakedness, we have sinned and fallen short of

who God desires us to be. We have turned away from God by ignoring our neighbors, destroying our world, loving greed, and spreading hatred rather than love. I trust in God's liberating justice that breaks the chains that bind us, as God did for the Chosen people, the Israelites. I trust in God who showed compassion by rescuing the Israelites from the bondage of captivity. In our bondage of sin today, God continues to show compassion by breaking the ties that bind us by claiming us as God's own in the one everlasting covenant.

I believe that the eternal Word of God was made incarnate in Jesus Christ, the Son, fully human and fully divine. I believe that in his ministry, Jesus Christ revealed the Kingdom of God by healing the sick and lame, loving the outcasts and forgotten, giving new life to the poor, and proclaiming God's love to all. I believe that for his actions, he was unjustly persecuted by the authorities, experiencing the depths of human suffering by being crucified on the cross. I believe that God raised Jesus from the dead thus breaking the bond of sin and evil for good. I believe that it is through the love and grace of the resurrection that we have new life that we are saved by God's grace through faith. I trust in Christ's promise that he will come again to fully restore all of creation.

I believe that through the power of the Holy Spirit, the one whom Jesus promised, God continues to act and be present in our midst. It is the Spirit that gives us new life each day, orients our paths toward God's direction, and inspires us to live a life honoring and worshipping God in all our being.

It is the Spirit who works through and sustains the body of Christ, the universal Church. I believe that we all, representing one body, the Church, are called to walk humbly with God following Christ's example to work towards a more just world: by healing the sick, serving the poor, and standing up against injustice. I believe we as the Church are called to witness to God's redeeming grace through faith in Jesus Christ and embrace the Kingdom of God in our midst.

I believe in the sacraments set forth by Christ himself for us to participate in and follow. I believe in the Spirit who works in the redeeming waters of baptism. I believe that through Baptism the faithfulness of God is shown by washing away our sins and making us a new creation in Christ. I believe that through Baptism we are adopted into the church universal, made a part of one family. I trust in the Spirit who nourishes and feeds our souls through the breaking of bread and sharing of the cup. I believe that in celebrating the Lord's Supper, we are participating in the joyful feast of the people of God, while we await Christ to come again. I believe that Scripture is the Word of God, entrusted to the Church for reading, interpreting and proclamation. I believe that it is in Scripture where God's activity and God's self is revealed through the words of our ancestors in ancient Israel and through the ministry of Jesus Christ and his disciples.

It is this God to whom I belong in life and death. I believe and trust in Jesus Christ, who is my Lord and Savior. I trust in the Spirit who guides my life, the Spirit who is my rock and my redeemer. And it is this God who I seek to serve with all of my mind, soul and strength, as a minister of Word and Sacrament.

RECOMMENDATIONS:

1. That presbytery sustain the examination of Anghaarad Dees and enroll her as a member of the presbytery.
2. That presbytery sustain the examination of Shawn Hyska and enroll him as a member of the presbytery.

REPORT OF THE COMMITTEE ON MINISTRY

ACTIONS TAKEN ON BEHALF OF THE PRESBYTERY:

1. Approved the request of Rev. Mark Hinchcliff to dissolve his pastoral relationship with First Presbyterian Church, Martinsville on August 31, 2021 and change his membership status to Honorably Retired.
2. Approved the request of Cumberland Presbyterian Church to have Rev. Keith Leach serve as moderator effective August 12, 2021.
3. Approved the temporary supply contract between Mt. Carmel Presbyterian Church and Jude Swanson effective August 31, 2021 to August 30, 2022.
4. Approved the request of Massies Mill Presbyterian Church to renew the commission of Bill Meneeley as Commissioned Pastor effective Sept. 1, 2021 to August 31, 2024.
5. Approved the request of Commissioned Pastor, Richard Henderson, to dissolve his relationship with Hermon Presbyterian Church effective Sept. 30, 2021.
6. Approved the request of Campbell Memorial Presbyterian Church for Jonathan Moelker to moderate the session meeting on Sept. 12, 2021.
7. Approved the Interim Pastor contract renewal between Salem Presbyterian Church and Rev. Tupper Garden effective Sept. 1, 2021 to March 1, 2022.
8. Approved the Interim Pastor contract between Buchanan Presbyterian Church and Rev. Skip Hastings effective Sept. 1, 2021 to Oct. 1, 2022.
9. Approved the Installation Commission for Rev. Ben Brannan at Second Presbyterian Church, Roanoke, VA on Sept. 12, 2021 at 4:00 p.m.

Teaching Elders:

Rev. Peter Hawisher-Faul, Presbyterian Church of Radford
 Rev. Kelsey Hawisher-Faul, Presbyterian Church of Radford
 Rev. Isabella Fagiani, Raleigh Court Presbyterian Church
 Rev. Jennifer Powell, Covenant Presbyterian Church

Ruling Elders:

Helen Dean, Second Presbyterian Church
 Jeff Smith, Second Presbyterian Church
 Ray Williams, Fifth Avenue Presbyterian Church

Guest of the Commission:

Rev. Dr. Millie Snyder, Executive Pastor, Myers Park Presbyterian Church, Charlotte, NC

11. Approved the Commission to ordain and install Jonathan Moelker at Campbell Memorial, Vinton, VA on Sept. 19, 2021 at 4:00 p.m.

Teaching Elders:

Rev. Steve Willis, Presbytery 2021 Moderator
 Rev. Isabella Fagiani, Raleigh Court Presbyterian Church
 Rev. Ben Brannan, Second Presbyterian Church

Ruling Elders:

Joyce Bolden, Fifth Avenue Presbyterian Church
 Frank Stiff, Campbell Memorial Presbyterian Church

Guest of the Commission:

Robert Johnson, Presbytery of the James

12. Appointed Rev. Dave Baker as moderator for First Presbyterian Church, Martinsville, effective Sept. 9, 2021.

13. Appointed Rev. Annette Goard as moderator for Hermon Presbyterian Church, effective October 1, 2021.

14. Granted permission to Rev. Ronn McCracken to labor within the bounds of Peaks Presbytery while serving as Temporary Supply pastor for Oak Level Presbyterian Church.

15. Approved the Temporary Supply Contract between Oak Level Presbyterian Church and Rev. Ronn McCracken effective Oct. 1, 2021 to Dec. 31, 2021.

16. Approved the Stated Supply Contract renewal between Rev. David Mucha and Virginia Presbyterian Church effective November 1, 2021 to Oct. 31, 2022.

17. Approved the request of Virginia Presbyterian Church to allow Rodger Linkenhoker to serve communion effective November 1, 2021 to October 31, 2022.

18. Approved the Commission to ordain and install Jude Swanson on October 17, 2021 at Mt. Carmel Presbyterian Church.

Teaching Elders:

Rev. Steve Willis, 2021 Presbytery Moderator
 Rev. Dave Baker, Stated Clerk

Ruling Elders:

Debbie Rush, Appomattox Court House Presbyterian Church
 Jackson Weller, First Presbyterian Church, Danville
 Nan Oliver, Mt. Carmel Presbyterian Church

Guest of the Commission:

Loren Mitchell, Shenandoah Presbytery

RECOMMENDATIONS TO THE PRESBYTERY:

1. Recommend to approve the call and transfer of membership for Rev. Anghaarad Teague Dees from Flint River Presbytery to Presbytery of the Peaks to serve as pastor of Quaker Memorial Presbyterian Church, Lynchburg, VA and grant permission to the Committee on Ministry to appoint an Installation Commission for Rev. Dees.

**Terms of Call
Angharrad Teague Dees**

Compensation:

Annual Cash Salary	\$ 38,000.00
SECA @50%	\$ 5,202.00
<i>Housing Allowance</i>	\$ 30,000.00

Total Compensation: \$ 73, 202.00

Benefits:

Medical, Pension, DD	\$ 25,160.00
Dental Insurance	\$ 892.00

Total Benefits: \$ 26,052.00

Other Expenses:

Travel Reimbursement	\$ 2,800.00
Continuing Education	\$ 4,500.00
Cell Phone	\$ 700.00

Total Expenses: \$ 8,000.00

Total Annual Cost to Church \$ 107,524.00

Other Benefits:

Vacation	4 weeks
Study Leave	2 weeks
Leave for Service to the larger church	2 weeks
Sabbatical	(Eligible after 6 years)
Family Leave	4 weeks
Moving Expenses	Up to \$10,000

2. Recommend to approve the transfer of membership for Rev. Shawn Hyska, Minister At Large, from Philadelphia Presbytery to Presbytery of the Peaks.

3. Recommend to approve that Joyce Perez, First PC, Danville be commissioned as a Missional Commissioned Pastor in the Southside Neighborhood.
4. Recommend to appoint an Administrative Commission to commission Erik Koroneos as a Commissioned Pastor at Briery Presbyterian Church.
5. Recommend to approve that Kym Jeffreys be installed as pastor of Village Presbyterian Church for 10 hours a week at the following terms of call: effective salary\$11,842; BOP \$4,374; \$125 CE; auto reimbursement at IRS rate.
6. Recommend to approve the 2022 Minimum Financial Terms of Call, as amended (see following pages – changes to paid family leave highlighted in green).
7. Recommend to renew the commission of the following Missional Commissioned Pastors effective Jan. 1, 2022 to Dec. 31, 2024:

Dick Boswell, Hill Cities Neighborhood

Richard Henderson, Southside Neighborhood

Jan McGilliard, New River Valley Neighborhood

Margie Anderson, Highlands Neighborhood

Diane Baldwin, Piedmont Neighborhood

**THE PRESBYTERY OF THE PEAKS –ANNUAL REVIEW AND (Page 1 of 2)
ANNUAL REPORT OF FINANCIAL TERMS OF PASTORS' CALLS FOR 2022**

The Session of _____ Presbyterian Church of Town/City _____ has made an annual review of the Minister's Cash Payments, Deferred Compensation, Benefits, and Professional Expenses, and the congregation has voted to request the Presbytery of the Peaks to approve the following terms of call for

_____. Terms include a minimum of 4 weeks paid vacation, 2 weeks paid study leave, (Minister's Name) **8 weeks paid family leave.**

These terms of call were reviewed at a Congregational Meeting on _____.

MINISTER _____

(signature)

CLERK OF SESSION _____

(signature)

Date _____
Date _____

Pastor/ Teaching Elder Call Type

Solo pastor ____ Head of church staff ____ Associate Pastor ____ Presbytery Employee ____

Campus Ministry ____ Yoked with Church _____ Other _____

Full Time Call ____ # of hours per week _____ (35 hours is considered full-time by the Board of Pensions)

Part-time Call ____ # of hours per week _____ (20 hours minimum required to qualify for BOP basic benefits)

Terms of Call Financial Information

	<u>With Manse</u>	<u>Without Manse</u>
1. Base Cash Salary	\$ _____	\$ _____
2. Manse Rental Value (Equal 30% of Base Salary, Equity Escrow, Utility/Furnishing Allowance & other Compensation)	\$ _____	N/A
3. Housing Allowance	N/A	\$ _____
4. Utilities & Furnishings Allowance	\$ _____	\$ _____
5. Other Compensation (Detail below)	\$ _____	\$ _____
6. Shared Housing Equity Escrow (Manse)	\$ _____	N/A
 Total Effective Salary	 \$ _____	 \$ _____

7. SECA @7.65% of Effective Salary (Self Employment Allowance)	\$ _____	\$ _____
8. Board of Pensions (Effective Salary of \$44,000 or more)		
A. Medical Coverage (27% of effective salary)	\$ _____	\$ _____
B. Short Term Disability (.5% of effective salary)	\$ _____	\$ _____
C. Long Term Disability/Death (1% of effective salary)	\$ _____	\$ _____
D. Pension (8.5% of effective salary)	\$ _____	\$ _____
TOTAL BOARD OF PENSIONS	\$ _____	\$ _____

Board of Pensions (Effective Salary less than \$44,000)

E. Medical Coverage (Flat rate of \$11,000)	\$ _____	\$ _____
F. Short Term Disability (.5% of effective salary)	\$ _____	\$ _____
G. Long Term Disability/Death (1% of effective salary)	\$ _____	\$ _____
H. Pension (8.5% of effective salary)	\$ _____	\$ _____
TOTAL BOARD OF PENSIONS	\$ _____	\$ _____

OTHER COMPENSATION DETAIL (See pg 4 Notes #5):

PROFESSIONAL EXPENSES

Travel/Auto Expense: \$ _____

Continuing Education Expense: \$ _____

Please Submit to the Presbytery Office within 30 days of the Congregational Meeting

This report may be accessed on the Presbytery Website (www.peakspresbytery.org) and submitted via e-mail (julie@peakspresbytery.org). The report may also be mailed to the Peaks Presbytery office, addressed to: Presbytery of the Peaks, Committee on Ministry, PO Box 2519, Forest, VA 24551. Any questions regarding Ministers Terms of Call can be directed to Robin Padgett at the Presbytery office (robin@peakspresbytery.org or 1-888-557-3257)

Instructions to Minimum Financial Terms of Call

1. **Base Cash Salary**- Does not include the 50% SECA reimbursement.
2. **Manse Rental Value**- is 30% of the Base Cash Salary, **plus Equity Escrow** and other compensation, if provided.
3. **Housing Allowance**-May not exceed the fair rental value of the home plus furnishings and utilities. The minimum suggested amount is \$12,000 including utilities. To satisfy IRS requirements, minister housing allowance for the next year should be approved by the Session at the November/December Session meeting (i.e. 2022 housing should be approved at November/December 2021 session meeting).
4. **Utility and Furnishing Allowance**-If the church pays the minister an annual allowance for utilities, this amount should be reflected as a utility allowance on line 4. If the utilities are maintained in the church's name and paid directly by the church, do not put a dollar amount on line 4.
5. **Other Compensation**- Include items such as Social Security reimbursements for **more than** 7.65% share of the social security obligation. Cell phone allowances, if a nonaccountable plan are included as other compensation. 403(b) contributions by the church, if not a part of a matching contribution to the voluntary RSP program.

Dental and vision eyewear **would not be included** if paid by the church for all employees in the Employer Group that includes the minister under the Board of Pension Employer Agreement.

6. **Shared Housing Equity Escrow** The purpose of the shared housing equity is to compensate ministers living in a manse for the loss in equity appreciation they would otherwise realize as homeowners. **This amount is included in effective salary. The Presbytery minimum required is \$1,200 per year.**
7. **Effective Salary**-Effective salary is any compensation paid to a minister by the church that is subject to Board of Pensions dues. **(Note: Effective salary does not include the Social Security Reimbursement of 7.65%)** See page 3 for a list of common examples of compensation. For a complete listing visit the Board of Pensions website at <http://www.pensions.org/library/publications/publications/pln-103.pdf> and view the copy of the Understanding Effective Salary booklet.

8. **Social Security Reimbursement 7.65%**- The purpose of the Social Security allowance is to provide ministers with the Church's share (7.65%) of their self employment tax. The Social Security allowance is calculated at a rate of 7.65% of the total Effective Salary reported on line 7 and includes annual cash salary, the value of the manse, utilities allowance, housing allowance, other compensation and shared housing equity. **The amount on line 8 is not included in effective salary.**
9. **Board of Pensions Basic Package** -The rate for the basic Pastors Participation plan in 2022 is 37% of effective salary. The breakdown of the cost of coverage is: Medical at 27% of effective salary, Pension at 8.5% of effective salary; Short Term Disability at .5% of effective salary and Long Term Disability and death at 1% of effective salary.

Note: A special dues plan is applicable for churches with ministers whose salary does not meet the \$44,000 minimum. The medical dues for a church in this situation will be \$11,000, Pension at 8.5% of effective salary; Short Term Disability at .5% of effective salary and Long Term Disability and death at 1% of effective salary.

10. **Continuing Education**- Expenses for continuing education would include books, periodicals, training events to maintain competence and to develop and grow in skills for the current ministry. These expenses are vouchered as a part of an accountable reimbursement plan.
11. **Travel Expenses**-Mileage reimbursement is paid at the IRS Business Mileage reimbursement rate for the year. The rate is set by the IRS in mid-December. The 2022 rate will be set in mid December. The rate for 2021 is \$.56 per mile.
12. **Paid Study Leave**- Paid continuing education leave is provided to the minister. The Presbytery Minimum Terms of Call require two weeks paid continuing education leave.
13. **Paid Vacation Leave**- Paid vacation is provided to the minister. The Presbytery's Minimum Terms of Call require four weeks paid vacation.
14. **Moving Expenses**- The cost of moving the minister is provided by the church issuing the call. **Moving expense must be reported on the minister's W-2 in box 1 as income.** The moving expenses are not included as part of the effective salary for Board of Pensions dues.
15. **Sabbatical Leave**- It is recommended that churches give pastors who have completed six years of credited service in one ministry within the Presbytery of the Peaks a compensated Sabbatical Leave of no less than two months. The full Sabbatical Leave policy is on the Presbytery of the Peaks website: (<https://www.peakspresbytery.org/wp-content/uploads/2013/02/Sabbatical-Leave-Policy.pdf>)

16. **Family Leave**- The minimum terms of call shall include provision for eight weeks paid parental leave following the birth or adoption of a child.

Parental leave may be used consecutively or intermittently. During parental leave, the pastor will continue to receive all benefits in their terms of call, including dues paid to and benefits provided by the Board of Pensions. The use of vacation time is not required but may be used to extend leave time at the discretion of the pastor. Following parental leave, the pastor shall be entitled to return to the same position with the same title, terms of call, hours worked, and job description.

DEFINITION of EFFECTIVE SALARY

Effective Salary is any compensation paid to an employee by the employing organization that is subject to Board of Pensions dues. The more common examples of compensation are listed below. For a complete listing you may visit the Board of Pensions website at <http://www.pensions.org/library/publications/publications/pln-103.pdf> and view a copy of the *Understanding Effective Salary* booklet.

Are the following types of compensation included in effective salary?

Form of Payment	Yes	No
Annual Cash Salary	Full amount of cash salary	
Book Allowance	Paid through a <i>non-accountable reimbursement plan</i>	Paid through an <i>accountable reimbursement plan</i>
Bonuses	Adjustments to the effective salary are made when bonuses are paid to the employee	
Car Allowance	Paid through a <i>non-accountable reimbursement plan</i>	Paid through an <i>accountable reimbursement plan</i>
Co-Insurance Payments and Deductible Reimbursements	Co-insurance and deductible payments are made through a flexible spending account.	Co-insurance and deductible amounts are paid or reimbursed as part of an employing organization group coverage.
Continuing Education	Paid through a <i>non-accountable reimbursement plan</i>	Paid through an <i>accountable reimbursement plan</i>
Deferred Compensation	Voluntary deductions for 403(b) and other types of annuity arrangements	
Housing Allowance	Allowances given for housing-related expenses and appurtenances	
Insurance Premiums	Premiums for <i>individual policies</i> and <i>optional benefits</i> under the Board of Pensions Plan	Group coverage provided by an employing organization, including the Board of Pensions plan
Manse Value	Manse value calculated at a rate of at least 30% of all other compensation included in effective salary	
Social Security Reimbursement	Social security reimbursements for more than 7.65% share of the social security obligation	Social security reimbursements for 7.65% or less of the share of social security obligation
Shared Housing Equity	Compensates ministers living in a manse for the loss in equity appreciation they would otherwise realize as homeowners.	
Tax Deferred Annuity	Pre-tax contribution by the employee to a 403(b) or other tax deferred account	
Utilities Allowance	Utility allowance is paid directly to the minister	Utilities are maintained in the name of the church and paid directly by the church

Transformation Team Report
November 18, 2021

The Transformation Team has been hard at work, continuing to move in the direction of implementing “The Way Forward” from the Mission Study Team and approved by the Presbytery of the Peaks in early 2020.

FOR INFORMATION

1. A Writing Team with the Transformation Team continues to work on a new manual to begin use in 2023. While a large portion of the revisions are complete, over the course of 2021-2022, drafts will go out to groups around the presbytery, then to the floor of presbytery for readings and approval in the final two meetings of 2022. Nominees for 2023 will reflect the implementation of the new alignment of commissions and committees.
2. In-depth discussion on staffing for the presbytery will come soon. Although the Way Forward presents a framework for staffing, as some elements of the commission and committees change, some proposals for staffing alignment may change as well.

RECOMMENDATION

3. Transformation Team recommends approval of the Proposed Realignment of Funds to meet the Presbytery Mission Study objectives.

Proposed Realignment of Designated Funds

RATIONALE:

“All who believed were together and had all things in common: they would sell their possessions and goods and distribute proceeds to all, as any had need” Acts 2:45

The Transformation Team presents information about the proposed changes to the budget and designated funds for the presbytery. Discussed by both members of the Transformation Team and the COA, the new budget process seeks to do two things at once.

First, as Covenants of Intent have decreased over the years, the amount of income from churches has decreased. Without enforcing and drastically increasing a per capita for the presbytery, Covenants of Intent can only cover a portion of the budget.

Secondly, this new proposal recognizes the blessings of financial resources held in the presbytery’s endowment and seeks to put them to work for missions in the presbytery. Although the presbytery has always had access to the increase from these funds, this new proposal seeks to commit the increase of these funds to ministry every year.

In line with the presbytery’s new structure proposed by the Mission Study, revenue will be applied from both sources to fund the presbytery for the future and utilize our endowments. The Governance portions of the presbytery will be funded by Covenants of Intent, making up roughly half of our budget. These include Trustees, Cabinet and Constitutional. The Mission portion of the presbytery’s budget will be funded by grants from our endowment, including Justice and Mercy, Church Partnerships, and Pastoral Leadership Commission. At first, these will be distributed equally across these new Mission Commissions. As time goes on, that could change, based on the mission needs and requests from the Commissions.

This is a new way to look at the same money and utilize money that we have always had. The goal of the Transformation Team is the participation of the presbytery in missions and ministry. We, the presbytery, told the mission study that we wanted more connections and engagement of mission together. This new financial structure hopes to help us achieve new missions and ministries together.

“With great power the apostles gave their testimony to the resurrection of the Lord Jesus, and great grace was upon them all.” - Acts 4:33

PROPOSAL:

The Transformation Team proposes a realignment of the Designated funds to meet the needs of our new structure. All funds held by the Presbytery and Trustees will be included in this proposal and will be reviewed for donor restrictions. The proposal will create two new consolidated categories while maintaining current pass through accounts (like Two Cents a Meal and Peacemaking). Any current funds with donor designations (Restricted accounts) will be maintained separately, as will three new Presbytery restricted funds created from the Property Dismissal WG Report.

The Transformation Team in conjunction with the Committee on Administration agree that with current and projected Covenants of Intent, the Designated Funds will provide the needed resources to meet the Presbytery Mission Study objectives. It is requested that withdrawals of 4-6% from the two new funds be available for use each year, based on a rolling three year average (as available).

The fund for Pastoral Leadership, Partnership and Justice and Mercy will be allocated equally to each committee and will be included as a part of the Presbytery budget each year. The recommendation is for grants to be reviewed and awarded in March and September of each year. The grant guidelines and applications will be forthcoming.

Pass Thru Funds will also be on a grant basis but will maintain their current structure for awarding and receiving funds. Donor Restricted funds will be on a grant basis also, under the direction of the applicable Commission or group.

The Constitutional, Trustee and Cabinet fund are detailed budget line items, as needed.

Attached is a summary and a detailed outline of the proposed realignment.

RECOMMENDATION:

The Transformation Team, in coordination with the Committee on Administration recommends the realignment of Presbytery and Trustee designated funds as presented.

It is requested that withdrawals of 4-6% be available for use each year, based on a rolling three year average.

Fund Realignment

	<u>Fund Source</u>	<u>2020 Market Value</u>	<u>2019 Market Value</u>	<u>2018 Market Value</u>	<u>3 Yr Average</u>	<u>5% Useage</u>
Constitutional, Trustee and Cabinet Fund (Combination of 8 existing funds)		6,750,821.79	5,512,653.69	4,864,042.68	6,262,754.22	313,137.71
Leadership, Justice & Mercy, & Partnership (Combination of 17 existing funds)		3,636,300.96	3,019,848.97	2,276,811.50	2,977,653.81	148,882.69
Pass Thru						
Two Cents	Pby	45,004.73	67,506.10	59,929.29	57,480.04	
Peacemaking	Pby	2,101.08	3,782.68	4,153.59	3,345.78	
Morris Trust	Pby	1,659.08	4,278.78	27.01	1,988.29	
Burke Mem Vacation Fund	Pby	46,712.99	45,884.15	45,866.65	46,154.60	
Total Other & Pass Thru		95,477.88	121,451.71	109,976.54	108,968.71	
Total Funds		10,482,600.63	8,653,954.37	7,250,830.72	9,349,376.74	
Donor Restricted (Total of 6 funds)		135,203.97	135,203.97	135,203.97		
Presbytery Restricted						
Black Caucus	Pby	50,000.00				
COM	Pby	10,000.00				
** Church Redevelopment Grant	Pby	156,000.00				
Total Restricted Funds		351,203.97	135,203.97	135,203.97		

** Church Redevelopment Grant Fund will remain as Presbytery Restricted through 2022. In 2023 the remaining funds will become a part of the Leadership, Partnership, and Justice & Mercy Fund

Fund Source

Pby=Presbytery

TR=Trustee

Fund Consolidation

	Fund	2020	2019	2018	3 Yr	5% Useage
Constitutional, Trustee and Cabinet Fund	Source	Markeet Value	Market Value	Market Value	Average	
Home Mission	TR	899,867.13	762,255.53	564,262.79	742,128.48	
Presbytery Office	TR	830,372.25			830,372.25	
Presbytery Fund	PBY	312,845.18	332,555.76	346,996.53	330,799.16	
Dismissal Fund	Pby	267,284.08	417,794.06	390,143.52	358,407.22	
Youth/Young Adult	TR	1,500,000.00	1,500,000.00	1,500,000.00	1,500,000.00	
Church Development	TR	969,818.66	825,333.69	681,339.13	825,497.16	
New Church Development	TR	1,008,428.21	857,092.89	707,751.23	857,757.44	
Leadership	TR	962,206.28	817,621.76	673,549.48	817,792.51	
Total		6,750,821.79	5,512,653.69	4,864,042.68	6,262,754.22	313,137.71
Total Leadership, Justice & Mercy, & Partnership						
Presbytery Leader Dev	Pby	4,688.03	4,679.43	4,672.72	4,680.06	
Ministerial Student	TR	31,061.00	26,664.64	22,326.21	26,683.95	
Candidates Scholarship	Pby	13,232.16	20,648.37	21,592.26	18,490.93	
Peaks Crisis Fund	Pby	1,292.10	1,262.98	1,076.02	1,210.37	
Church Extension	TR	406,872.61	344,325.41	282,602.20	344,600.07	
Church Development	Pby	466,262.66	428,530.82	374,150.29	422,981.26	
New Worshipping Community	Pby	263,536.48	191,647.62	135,065.64	196,749.91	
New Church Development	Pby	505,587.19	458,166.97	397,756.54	453,836.90	
New Church Development	TR	312,642.43	268,602.41	225,142.57	268,795.80	
** Church Redevelopment Grants	Pby	156,038.83	136,058.34	71,621.34	121,239.50	
Youth/Young Adult	Pby	1,098,373.61	831,598.72	492,593.85	807,522.06	
Camp Scholarships	TR	8,218.75	6,603.59	5,009.71	6,610.68	
Camp Scholarship Endowment	Pby	112,355.23	101,218.51	90,319.86	101,297.87	
Camp Contingency	Pby	3,596.71	3,596.71	3,596.71	3,596.71	
Camp Endowment	Pby	996.58	796.90	796.90	863.46	
Travel/Study	Pby	1,606.60	1,603.69	1,581.43	1,597.24	
Mission Fund	Pby	249,939.99	193,843.86	146,907.25	196,897.03	
Total Leadership, Justice & Mercy, & Partnership		3,636,300.96	3,019,848.97	2,276,811.50	2,977,653.81	148,882.69
Pass Thru						
Two Cents	Pby	45,004.73	67,506.10	59,929.29	57,480.04	

Peacemaking	Pby	2,101.08	3,782.68	4,153.59	3,345.78
Morris Trust	Pby	1,659.08	4,278.78	27.01	1,988.29
Burke Mem Vacation Fund	Pby	46,712.99	45,884.15	45,866.65	46,154.60
Total Other & Pass Thru		95,477.88	121,451.71	109,976.54	108,968.71
Total Funds		10,482,600.63	8,653,954.37	7,250,830.72	9,349,376.74
Donor Restricted					
Church Extension	TR	49,794.52	49,794.52	49,794.52	
Camp Scholarships	TR	2,474.73	2,474.73	2,474.73	
Camp Endowment	Pby	2,050.00	2,050.00	2,050.00	
Ministerial Student	TR	2,550.00	2,550.00	2,550.00	
Candidates Scholarship	Pby	2,200.00	2,200.00	2,200.00	
Home Mission	TR	76,134.72	76,134.72	76,134.72	
Presbytery Restricted					
Black Caucus	Pby	50,000.00			
COM	Pby	10,000.00			
** Church Redevelopment Grant	Pby	156,000.00			
Total Restricted Funds		351,203.97	135,203.97	135,203.97	

** Church Redevelopment Grant Fund will remain as Presbytery Restricted through 2022. In 2023 the remaining funds will become a part of the Leadership, Partnership, and Justice & Mercy Fund

Fund Source

Pby=Presbytery

TR=Trustee

**PRESBYTERY OF THE PEAKS
REPORT OF THE COMMITTEE ON ADMINISTRATION
November 18, 2021**

INFORMATION:

The Committee on Administration met on October 12, 2021 via Zoom.

ACTIONS REPORTED:

1. Approved the holiday closing of the Presbytery office December 28-31, 2021.
2. Accepted the resignation of Denise Pillow as Hunger Action Advocate effective October 31, 2021.
3. Approved an additional check signer for the Presbytery accounts.
4. Approved the 2022 Board of Pensions Employer Agreement.
5. Approved the recommendation from the Budget WG for no increase in Covenant of Intent requests for 2022 in recognition of the ongoing pandemic financial constraints on churches.

RECOMMENDATIONS:

1. Approve the 2022 Proposed Budget as presented (see next page). The anticipated 2023 Budget is presented for information only.

**Presbytery of the Peaks
2022 Proposed Budget**

	<u>YTD</u>	<u>2021 Budget</u>	<u>Proposed 2022 Budget</u>	<u>Anticipated 2023 Budget</u>
Income				
Covenants of Intent	362,673	419,008	439,400	431,141
Mission Payments-Dismissed Churches			2,600	2,600
Camp Income	950	950	3,000	3,000
Designated Account Funding for Budget	120,000	341,145	290,259	301,875
Designated Account Funding for Pastoral Leadership, Partnership and Justice/Mercy Commissions			118,001	143,001
Miscellaneous	49,641	49,500	100	100
Total Income	533,264	810,603	853,360	881,717
Cabinet				
Cabinet Expense	263	1,950	1,950	200
Presbytery Meeting Expense	421	1,500	1,500	1,500
Workgroup Expense		6,000	4,000	
Committee on Representation				
Total Cabinet Expense	684	9,450	7,450	1,700
Constitutional				
Moderator Expenses	226	1,400	1,400	1,400
Stated Clerk	11,456	15,926	13,416	13,416
Nominating Committee	74	250	250	250
Session Records Workgroup		200	200	200
Synod Unified & Per Capita	9,427	13,043	12,685	12,685
GA Unified & Per Capita Giving	67,408	105,851	107,050	107,050
Total Constitutional Expense	88,591	136,670	135,001	135,001
Trustees				
Commission Expenses	0	220	250	250
Communications Expense	2,276	3,000	3,500	3,500
Property Expenses (Trustees)			48,000	48,000
Office Expenses	46,675	61,086	19,300	19,300
Presby Office Equipment	1,831	2,500	2,500	2,500
Audit Expense	11,750	11,000	12,500	12,500
Staff:				
General Presbyter	110,415	142,471	142,471	146,062
Communications Director	72,496	87,555	89,998	89,998
Mission Resource Expenses	2,115	3,192	3,269	3,269
Administrative Support Staff	65,516	78,536	82,116	82,116
Accountant	63,284	76,146	79,771	79,771
Temporary Help	1,372	2,153	2,000	2,000
Summer Staff Expenses			9,043	9,043
Program Director	15,699	20,224	20,741	20,741
Office Staff Expenses	139	550	550	550
Search Committee Expenses		2,500		
Total Trustee Expense	393,568	491,133	516,009	519,600
Pastoral Leadership				
Commission Expenses	385	1,600	1,600	3,000
Commissioned Pastor WG	767	1,500	1,500	
Calls & Pensions Workgroup		290	290	
Congregations in Transition	400	1,000	1,000	
Counseling & Crisis Support	3,992	2,000	2,000	

	<u>YTD</u>	<u>2021 Budget</u>	<u>2022 Budget</u>	<u>2023 Budget</u>
Examinations	1	100	100	
Preparation on Ministry				
Committee Expenses	8	20	20	
Scholarships/Testing	3,400	7,380	7,380	
Sexual Misconduct Policy/Background Checks	171	500	500	500
Grants			10,000	47,667
Total Pastoral Leadership	9,124	14,390	24,390	51,167
Partnership				
Black Caucus	500	500	500	
CDC Expenses		210	210	1,000
Training & Support	3,240	3,500	3,500	
New Worshipping Community WG		22,000	22,000	
Partnership w/Congregations	4,500	2,000	2,000	
Discipleship Committee Expenses		200	200	
Christian Ed & Res Ctr Wrkgrp	260	500	500	
Youth & Young Adult Wrkgrp	850	3,500	3,500	
Outdoor Education Wrkgrp	562	1,450	8,000	8,000
Higher Education Expenses	37,350	55,400	55,400	47,090
Scholarships	1,000	1,000	1,000	
Grants			5,000	47,667
Total Partnership Expense	48,262	90,260	101,810	103,757
Justice & Mercy				
Mission Committee Expenses	11	100	100	100
Education and Training		200	200	
Community Outreach Grants	26,384	41,325	37,190	22,725
CEDEPCA	20,306	27,075	24,365	
Grants			6,845	47,667
Total Justice & Mercy Expenses	46,701	68,700	68,700	70,492
Total Presbytery Expenses	<u>586,930</u>	<u>810,603</u>	<u>853,360</u>	<u>881,717</u>

**The Presbytery of the Peaks
Financial Position
09/30/2020 & 09/30/2021**

	<u>2020</u>	<u>2021</u>
Beginning Balance	\$ 31,893.19	\$ 54,075.30
<i>Add Receipts:</i>		
YTD Mission Receipts for GA, Synod, & Presbytery		
Covenants of Intents (Includes Unified & Per Capita)	221,093.01	323,156.25
Selected Giving, GA, Synod causes	40,671.98	67,433.67
Other Selected Gifts (excludes 2Cts, C A Partnership)	18,047.36	10,812.40
Camp Income	459.00	1,005.58
Receipts from Presbytery Designated Funds	128,500.00	120,000.00
Dismissal Fund Usage	13,000.00	
Trustees Designated Fund Budget Contribution		38,000.00
Interest Income	34.95	140.82
Current Assets less Liabilities	49,588.30	2,644.96
PPP Loan Forgiveness		49,500.00
Transfer Accounts	15,671.96	17,336.30
Total Receipts	487,066.56	630,029.98
<i>Less Disbursements:</i>		
Mission Funds to General Assembly	84,079.82	129,590.87
Mission Funds to Synod	7,484.16	13,706.07
Other In/Out Mission Funds Forwarded	14,547.36	10,812.40
Presbytery	407,562.24	462,822.85
Total Disbursements	513,673.58	616,932.19
Cash Balance 09/30/2020 & 09/30/2021	\$ <u>5,286.17</u>	\$ <u><u>67,173.09</u></u>

**Presbytery of the Peaks
Income & Expense
9/30/2021**

	Current Month	<u>YTD</u>	<u>Budget</u>
Income			
Covenants of Intent	42,868.67	323,156.25	419,008
Mission Payments-Dismissed Churches			
Camp Income		1,005.58	950
Trustee Account Funding for Office		38,000.00	38,000
Designated Account Funding Transfers	45,000.00	120,000.00	283,145
Dismissal Funds Useage			20,000
Miscellaneous	4.97	49,640.82	49,500
Total Income	87,873.64	531,802.65	810,603
Cabinet			
Cabinet Expense		263.05	1,950
Moderator Expenses			1,400
Communications Expense	52.50	2,223.38	3,000
Presbytery Meeting Expense		420.58	1,500
Nominating Committee	15.84	74.06	250
Black Caucus		500.00	500
Workgroup Expense			6,000
Committee on Representation			
Total Cabinet Expense	68.34	3,481.07	14,600
Committee on Administration			
COA Expenses			220
Office Expenses	3,817.03	43,328.37	61,086
Presby Office Equipment	188.62	1,831.17	2,500
Audit Expense	10,950.00	11,750.00	11,000
General Presbyter	11,094.05	96,230.11	142,471
Stated Clerk Expenses	1,085.50	9,827.38	15,926
Communications Director	7,002.88	63,025.92	87,555
Mission Resource Expenses	213.06	1,917.54	3,192
Administrative Support Staff	6,389.81	57,508.29	78,536
Accountant	6,155.75	55,401.73	76,146
Temporary Help		1,095.41	2,153
Site Director-Day Camp			
Summer Staff Expenses			
Program Director	1,544.65	13,699.24	20,224
Office Staff Expenses		139.30	550
Search Committee Expenses			2,500
Total Committee on Administration	48,441.35	355,754.46	504,059
Committee on Ministry			
Committee Expenses	17.36	385.47	1,600
Calls & Pensions Workgroup			290

	Month	<u>YTD</u>	<u>Budget</u>
Congregations in Transition	400.00	400.00	1,000
Leadership WG			
Counseling & Crisis Support	63.41	3,992.39	2,000
Commissioned Ruling Elder WG	0.19	767.20	1,500
Session Records Workgroup			200
Total Committee on Ministry	480.96	5,545.06	6,590
Total Sexual Misconduct Committee		170.50	500
Total Examinations Committee	0.08	0.75	100
Committee on Preparation for Ministry			
Committee Expenses	4.70	7.58	20
Scholarships/Testing		3,400.00	7,380
Total Committee on Preparation for Ministry	4.70	3,407.58	7,400
Committee on Church Development			
Committee Expenses	0.35	0.35	210
Small Church Residency			
Training & Support		3,240.00	3,500
New Worshipping Community WG			22,000
Partnership w/Congregations		4,500.00	2,000
Total Committee on Church Development	0.35	7,740.35	27,710
Missions Committee			
Mission Committee Expenses		11.33	100
Education and Training			200
Community Outreach Grants	13,358.32	26,383.31	41,325
Mission Trip Scholarships			
CEDEPCA	6,768.75	20,306.25	27,075
Total Missions Committee	20,127.07	46,700.89	68,700
Committee on Discipleship			
Discipleship Committee Expenses			200
Christian Ed & Res Ctr Wrkgrp	59.00	259.90	500
Youth & Young Adult Wrkgrp	48.62	850.00	3,500
Outdoor Education Wrkgrp		562.29	1,450
Higher Education Expenses	11,875.00	37,350.00	55,400
Scholarships		1,000.00	1,000
Total Committee on Discipleship	11,982.62	40,022.19	62,050
Committee on Leadership			
Synod Unified & Per Capita	1,233.00	9,427.00	13,043
GA Unified & Per Capita Giving	8,549.00	67,408.27	105,851
Total Presbytery Expenses	<u>90,887.47</u>	<u>539,658.12</u>	<u>810,603</u>
Total Net Income/(Expense)	<u>(\$3,013.83)</u>	<u>(\$7,855.47)</u>	

**The Presbytery of the Peaks
Cash Flow Analysis**

Year		1st Quarter	2nd Quarter	July	August	September	Year to Date	Budget
2021	<i>Contributions</i>	101,440.45	103,251.30	61,602.49	15,134.77	42,873.64	324,302.65	77.22%
	<i>Expenses</i>	<u>152,614.17</u>	<u>185,648.05</u>	<u>55,268.69</u>	<u>55,069.24</u>	<u>90,887.47</u>	<u>539,487.62</u>	66.55%
	<i>Variance</i>	<u>(51,173.72)</u>	<u>(82,396.75)</u>	<u>6,333.80</u>	<u>(39,934.47)</u>	<u>(48,013.83)</u>	<u>(215,184.97)</u>	
2020	<i>Contributions</i>	94,026.63	49,940.15	34,878.35	11,293.22	31,448.61	190,138.35	38.07%
	<i>Expenses</i>	<u>155,716.17</u>	<u>140,398.57</u>	<u>43,135.60</u>	<u>34,596.96</u>	<u>85,400.94</u>	<u>373,847.31</u>	46.58%
	<i>Variance</i>	<u>(61,689.54)</u>	<u>(90,458.42)</u>	<u>(8,257.25)</u>	<u>(23,303.74)</u>	<u>(53,952.33)</u>	<u>(183,708.95)</u>	
2019	<i>Contributions</i>	87,684.85	109,086.84	64,844.82	30,450.21	31,806.96	292,066.72	54.47%
	<i>Expenses</i>	<u>148,470.30</u>	<u>185,801.98</u>	<u>55,697.69</u>	<u>53,888.94</u>	<u>70,588.83</u>	<u>443,858.91</u>	54.65%
	<i>Variance</i>	<u>(60,785.45)</u>	<u>(76,715.14)</u>	<u>9,147.13</u>	<u>(23,438.73)</u>	<u>(38,781.87)</u>	<u>(151,792.19)</u>	
2018	<i>Contributions</i>	101,350.00	113,940.83	61,249.42	23,368.76	47,071.50	299,909.01	53.91%
	<i>Expenses</i>	<u>176,086.03</u>	<u>224,877.92</u>	<u>70,420.12</u>	<u>59,462.63</u>	<u>102,342.86</u>	<u>530,846.70</u>	58.57%
	<i>Variance</i>	<u>(74,736.03)</u>	<u>(110,937.09)</u>	<u>(9,170.70)</u>	<u>(36,093.87)</u>	<u>(55,271.36)</u>	<u>(230,937.69)</u>	

**The Presbytery of the Peaks
Summary of Designated Accounts
9/30/2021**

	Book Value 1/1/2021	Market Value 1/1/2021	Revenues	Exnses	Unrealized Gain/(Loss)	Market Value 9/30/2021	Book Value 9/30/2021
Leadership Funds	612,224.79	966,889.00	11.09			966,900.09	612,235.88
Church Development Funds							
<i>New Church Ministries</i>	997,668.47	1,514,015.41				1,514,015.41	997,668.47
<i>Church Development</i>	951,376.99	1,436,081.32	169,540.83		33,590.97	1,639,213.12	1,120,917.82
Youth and Young Adult Ministries Funds	1,710,710.13	2,669,395.93	21,098.03	75,000.00	300,859.16	2,916,353.12	1,656,808.16
Committee on Ministry Funds							
Peaks Crisis Fund	1,115.99	1,292.10				1,292.10	1,115.99
COM Grant Fund			10,000.00			10,000.00	10,000.00
Burke Memorial Fund	49,320.89	45,805.14	1,359.84	1,800.00		45,364.98	48,880.73
COPM Funds	29,381.08	49,043.15	360.22			49,403.37	29,741.30
Morris Charitable Trust	1,657.20	1,657.20	3.93			1,661.13	1,661.13
Presbytery Funds	225,157.06	312,422.96	760.59	47,622.97		265,560.58	178,294.68
Cooperative Missions Funds							
Peacemaking (Presbytery Share)	3,313.45	3,313.45	336.60	1,250.00		2,400.05	2,400.05
Travel/Study Scholarship	1,604.79	1,604.79	3.79			1,608.58	1,608.58
2 Cents A Meal	58,328.64	58,328.64	40,321.45	42,088.86		56,561.23	56,561.23
Mission Fund	172,347.77	202,852.26	47,087.99			249,940.25	219,435.76
Presbytery Dismissal Fund							
Dismissal Fund Receipts	322,950.45	407,483.10	1,132.38	141,262.50		267,352.98	182,820.33
Small Church Residency	182,447.86	216,038.83	47,092.36	229,540.22	(33,590.97)		
Black Caucus Innovation Grant Fund			50,000.00			50,000.00	50,000.00
New Worshipping Community	184,465.79	216,448.98	47,087.50			263,536.48	231,553.29
Transfer Accounts	84,818.07	85,733.62		38,513.56		47,220.06	46,304.51
Total Designated Accounts	<u>5,588,828.15</u>	<u>8,188,344.61</u>	<u>376,196.60</u>	<u>577,078.11</u>	334,450.13	8,348,383.53	<u>5,448,007.91</u>
H. Trustees	1,861,749.69	2,537,569.57	62,913.13	68,536.85	389,550.82	2,921,496.67	1,856,125.97
Cash Balance	<u>7,450,577.84</u>	<u>10,691,802.06</u>	<u>439,109.73</u>	<u>645,614.96</u>	<u>724,000.95</u>	<u>11,209,297.78</u>	<u>7,304,133.88</u>

REPORT OF THE COMMITTEE ON MISSIONS

INFORMATION:

Five Testimonies about the Impact of the CEDEPCA Mission Partnership

“... never been the same since”

I am writing to share the impact that Peaks Presbytery and CEDEPCA had on me as a teenager. In the summer of 1984, I joined the Rev. Jeff Deardorf and others from the presbytery on a trip to Central America. As a 16-year-old, I was introduced to the work of the church in these war-torn countries. I learned a Christ-centered politics of compassion from my CEDEPCA hosts. This trip led to a type of conversion experience for me. I can remember it clearly. On the flight home on July 4, 1984, I heard a still, small voice offering me a deal: if I gave my life to Christ, I would be given a life of meaning. No more. No less. I accepted the proposition and have never been the same since.

After college I served in ministry at the southern border, worked for 10 years in faith-based urban ministries, and have now been teaching English for seven years at Dabney Lancaster Community College. With this Mission Partnership I trust that other young people can be afforded the same opportunity to meet the Christ of the poor.

In greatest appreciation, Ray Higgins, Jr

“... my life and faith have been changed “

I first traveled to Guatemala in the fall of 2013 with others from our presbytery. I am absolutely one of those who fits the description, “One week in Guatemala is not enough time for you to change Guatemala, but it is enough time for Guatemala to change you.” I have since helped organize four other groups from Peaks and have learned more about the powerful work of CEDEPCA. The dedication of the staff and their creative ways of teaching lay leaders for rural churches, their focus on Women’s Ministry, and their skill in Disaster Relief Ministry--these are inspirational.

A Bible teacher with CEDEPCA faced a difficult question from a woman in class. Women and children have long been disparaged in the cultures of Central America, and the teacher was helping the women understand that they were equally loved by God. The participant asked her, “What you are teaching me is not at all what my minister and my husband have told me about the Bible. What am I supposed to believe?” The teacher replied, “What do you think?” and the woman’s response was, “I guess I will have to read the Bible myself and make up my own mind.” This is only a small piece of the work of CEDEPCA, and how my life and faith have been changed by my experiences with them.

Teresa Auldridge, Salem

“... simply life-changing ...”

A quote that comes to mind quite often is “We travel not to escape life, but for life not to escape us.” When we traveled to Guatemala, we were hosted by CEDEPCA, interacted with local churches, and served in their relief efforts. I will never forget the gracious people of CEDEPCA and the wonderful time to bond over delicious food and faith. Since I spoke intermediate level Spanish, I was offered the opportunity to distribute emergency kits to people after a time of flooding. And I spoke a LOT of Spanish that week.

Even now, I remember the faces of the people I met, the love and compassion we shared, and how the Lord was present in each of the hearts. The opportunity is simply life-changing. I hope that many people, especially Ukirk members, will have the opportunity for cultural and spiritual growth that I had through CEDEPCA.

With much love and joy, Mitchell Skowbo, Virginia Tech ‘22

School of Architecture and Design, Member of Ukirk Ministry at VA Tech

“...they changed our lives...”

Although we have traveled to many parts of the world in support of Healing the Children, CEDEPCA Intercultural Encounter trips were completely different. They changed our lives. In CEDEPCA we experienced a comprehensive, multiservice Christ-centered mission that sees the whole picture. CEDEPCA understands the tragedy of poverty and injustice. While there, we personally experienced God’s presence and saw Christ’s love being actively shared in their spiritual, educational, and disaster services. We will never forget the kindness of the people, the generosity of the people, and their incredible HOPE in the midst of the most trying circumstances.

With Sincere Appreciation, Arlene and Larry Betts, Mayberry
Presbyterian Church, Meadows of Dan

“...CEDEPCA offers hope to so many...”

My first trip to Central America was in 1984. Poverty was immediately evident upon arrival. And in 1984, political unrest was everywhere. The one constant factor was -and is- the Church. The Church is central and CEDEPCA has developed ministries that reach as many people as they can, teaching about the Bible and God’s love and concern for all. CEDEPCA teaches the Bible, but also educates about family life, respect for women and others, nutrition, agriculture and more. CEDEPCA’s Disaster Assistance Ministry has been essential in recovery efforts when disasters hit Guatemala. CEDEPCA offers hope to so many in the name of Christ. CEDEPCA cares!

Nancy Alexander, Blacksburg

RECOMMENDATION:

The Mission Committee moves the approval of a new 5-year Mission Covenant between CEDEPCA and Peaks Presbytery.

Since 1983, our presbytery has worked as mission partners with CEDEPCA, and the results have been effective ministry in Guatemala and a relationship characterized by friendship, mutuality, transparency, and Christian love. Our mission partnership focuses on Biblical and Theological Training for Lay Leaders, Women's Ministry, Disaster Ministry, and Intercultural Encounters/ Mission Travel Seminars. This ongoing Covenant will allow life-changing experiences for us and for CEDEPCA, so that many will be blessed.

COVENANT AGREEMENT
between
CEDEPCA
and
THE PRESBYTERY OF THE PEAKS

Called by God's grace into one family, commissioned by Christ to bear witness to God's reconciling love in the world, and empowered by the Holy Spirit to live out and carry forth this reconciliation, the Protestant Center for Pastoral Studies in Central America (CEDEPCA) and the Presbytery of the Peaks hereby enter into a covenant relationship, seeking to partner with one another in this work.

Believing in the power of the Gospel to transform lives, the purposes of this covenant are to:

- Share the good news of Jesus Christ through word and deed, and translate our mutual love of Jesus into action that helps others;
- Affirm that all people are made in God's image, *imago Dei*, and deserve love and respect, regardless of differences in heritage, skills, income, gender, age and nationality;
- Mutually provide strong spiritual and practical leadership, and articulate clearly defined visions and missions to:
 - Transform lives through education and spiritual growth;
 - Implement inspired and well-designed programs to strengthen our ministries;

- Address issues of injustice related to gender, race, ethnicity, class and nationality through biblical and theological education, compassionate accompaniment, and the provisions of safe spaces for reflection and growth; and,
- Establish and maintain the infrastructure necessary to permit responding quickly and effectively to emergencies.
- Build on the experiences of our successful partnership since 1982 to continually improve our relationship and outreach to each other and to the world.

Specifically, we make the following commitments to each other:

- We will pray for one another:
 - Remembering one another in our corporate and individual prayers; and,
 - Sharing specific joys and concerns as they arise.
- We will visit one another:
 - Sending delegations, from the Presbytery of the Peaks to CEDEPCA, the goal being annually;
 - Sending a delegation from CEDEPCA to the Presbytery of the Peaks at least biannually; and,
 - Deciding together on specific travel plans according to our mutual goals.
- We will communicate with one another:
 - Sharing stories of life and faith for the sake of mutual encouragement;
 - Reading one another's newsletters as they are made available; and,
 - Incorporating the use of virtual technologies to facilitate communication, fellowship and joint worship and participating in on-line gatherings, such as virtual journeys, at least twice each year; and,
 - Participating in face-to-face business meetings every other year to evaluate and plan together.
- We will advocate for one another:
 - Supporting our mutual goals by reaching out to our local networks, partner organizations, denominational agencies, and governmental entities.

- We will be transparent with one another:
 - Sharing knowledge, resources and skills;
 - Sharing relevant financial documents; and,
 - Discussing regularly specific areas of focus for the partnership.
- We will support one another:
 - Maintaining an active partnership team within the Presbytery of the Peaks and within CEDEPCA;
 - Developing, nurturing and supporting future leaders;
 - Working on projects of common interest, including but not limited to Biblical and Theological Formation, Women’s Ministry, Disaster Ministry and Intercultural Encounters;
 - Agreeing annually during our joint business meetings about specific goals for financial support from the Presbytery of the Peaks; and,
 - Being open to new ways in which we might share and learn from each other.

This Partnership shall be extended for five (5) years beginning January 1, 2022. Prior to the conclusion of this term, we agree to enter into a period of mutual discernment to seek God’s guidance about the continuation of this partnership. We enter into this agreement freely, praying that by God’s grace our relationship will be characterized above all by friendship, mutuality, transparency, and love.

The Rev. Mr. David Baker
Stated Clerk
Presbytery of the Peaks

Judith Castañeda
General Coordinator
CEDEPCA

The Rev. Mr. Steve Willis
2021 Presbytery Moderator
Presbytery of the Peaks
18 November 2021

REPORT OF THE RACIAL EQUITY PLANNING WORKGROUP

INFORMATION:

Today the Rev. Jen Brothers will interview Ruling Elder Naomi Hodge-Muse who is also serving as a Commissioned Pastor. Both Naomi and Jen serve on the Racial Equity Planning Workgroup which was established by the Peaks Presbytery Cabinet. The brief interview will focus on racial equity through the eyes of our Christian faith.

Members of the Racial Equity Planning Workgroup are Margie Anderson, Jen Brothers, John Collins, Terri Cornwell, Bob Fiedler, Naomi Hodge-Muse, Carl Utley, Eleese Wilson, and Jill Williams.

Racial Equity Training for Pastors: A training session on Racial Equity, recommended for pastors and commissioned pastors, will be held on Tuesday, January 18, 2022, from 9am to noon by ZOOM. More information and registration details will follow.

Report of the Committee on Nominations

ADMINISTRATION

Joe Wilson	RE	2024	First, Covington
Sue Bentley	RE	Chair	
Rodney Wilson	TE	2024	Montvale

DISCIPLESHIP

Ben Brannan	TE	2024	Second
Isabella Fagiani	TE	Chair	
Jackson Weller	RE	2024	First, Danville

EXAMINATIONS

Kym Wiederholt	RE	2024	First, Collinsville
Nancy Morris	TE	2024	Honorably Retired
Elizabeth Link	TE	Chair	

MISSIONS

Jennifer Brothers	TE	2024	MAL
Patricia Allen	RE	2024	Holbrook St.

NOMINATIONS

Sherri Tuck	RE	2022	Unity
Sylvia Goodman	RE	2024	Mizpah

PERMANENT JUDICIAL COMMISSION

Dick Boswell	RE	2022	Missional Commissioned Pastor
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REPRESENTATION

George Wilson	TE	2024	Honorably Retired
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TRUSTEES

Pete Smith	TE	2024	Farmville
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REPORT OF THE STATED CLERK**RECOMMENDATIONS:**

1. **FOR CONSENT AGENDA:** That the Standing Rules be suspended in order to conduct an electronic meeting via Zoom according to the same rules for electronic meetings adopted at the June 13, 2020 meeting. (The actions of this and similar meetings are subject to ratification at the next regular in-person meeting of the Presbytery when such a meeting can be held safely. It is offered because there is no other way for the Presbytery to responsibly conduct its business during the pandemic.)
2. **FOR CONSENT AGENDA:** That the minutes of the August 14, 2021 Stated Meeting of the Presbytery of the Peaks, as reviewed by those persons designated by the Standing Rules, be approved.
3. **FOR CONSENT AGENDA:** That the following redress between Teaching and Ruling Elder commissioners at presbytery be adopted for 2022. The total for Teaching Elders is 149, and the total for Ruling Elder Commissioners is 148, of which 133 are from churches and 16 are Commissioned Pastors (see following page).

Church	# VE	Church	#VE	Church	#VE
Altavista	1	Forest Hills	1	First, Pulaski	1
Amherst	1	Fork Union	1	Quaker Memorial	2
Appomattox CH	1	Gethsemane	1	Radford	1
Appomattox PE	1	Glasgow	1	Raleigh Court	2
Arvon	1	Glen Wilton	1	Roanoke	1
Beale Memorial	1	Grace	2	Roanoke Valley	1
Bedford	1	Green Ridge	1	Rocky Mount	1
Belmont	1	Harmony	1	Rough Creek	1
Belspring	1	Hat Creek	1	Rustburg	1
Berry Hill	1	Hermon	1	St. Andrew	2
Bethlehem	1	High Bridge	1	Salem	2
Blacksburg	2	Holbrook St.	2	Second	3
Bluemont	1	Jamestown	1	Sinking Spring	1
Briery	1	Kayser Memorial	1	First, South Boston	1
Brookneal	1	Kentuck	1	Trinity, New Canton	1
Browns	1	Low Moor	1	Trinity Ecumenical	2
Buchanan	1	First, Lynchburg	2	Unity	1
Buffalo	1	Madisonville	1	Village	1
Campbell Memorial	1	Mallow	1	Villamont	1
Chatham	1	First, Martinsville	2	Virginia	1
Christiansburg	2	Mary Horner Walker	1	West End	1
Clarksville	1	Massies Mill	1	Westminster	1
Clifton Forge	1	Mayberry	1	Williamson Mem.	1
College	1	Maysville	1		
First, Collinsville	1	McAllister Memorial	2		
Colonial	1	Meherrin	1		
Concord	1	Memorial	1		
Cool Spring	1	Mercy Seat	1		
Coolwell	1	Mizpah	1		
Covenant	2	Montvale	1		
First, Covington	1	Mt. Carmel	1		
Cumberland	1	First, Narrows	1		
Danube	1	New Concord	1		
First, Danville	2	New Dublin	1		
Davis Memorial	1	New Store	1		
Diamond Hill	1	Northminster	1		
Douglas	1	Northside	1		
Drakes Branch	1	Oak Level	1		
Fairlawn	1	Oak View	1		
Falling Spring	1	Old Brick	1		
Farmville	1	Old Concord	1		
Fellowship	1	Peace	1		
Fifth Ave	2	Peaks	1		
Fincastle	1	Pearisburg	1		
Floyd	1	Phenix	1		
Forest	1	Pisgah	1		

REPORT OF THE CABINET

INFORMATION:

The Cabinet met on October 26, 2021 via Zoom.

A Racial Justice training session will be held via Zoom on Tuesday January 18th from 9am to noon, titled “An Introduction to Structural Racism”.

ACTIONS REPORTED:

The February meeting of Presbytery will be virtual and the May meeting should be in person. Staff was instructed to plan accordingly, and to work on hybrid spaces for in person/virtual meetings.

RECOMMENDATIONS:

None.

**PRESBYTERY OF THE PEAKS
REPORT OF THE COMMITTEE
Black Caucus of the Peaks
November 2021**

INFORMATION:

- The Peaks Black Caucus membership continues to increase in membership. Many former members have paid their dues and are active participants.

- Our current President - Elder Naomi Hodge-Muse - was elected on October 9th as President of the Mid Atlantic Black Caucus presenting Black Presbyterians USA from Maryland to South Carolina. Congratulations to Naomi for her continued leadership and involvement with our Caucus activities.

ACTIONS REPORTED:

1. The Peaks Black Caucus had a zoom call with Dr. Carl Utley concerning the process to use the The Black Caucus Innovation Fund and to respond to questions from the membership. The churches had representation from all of the sessions and their questions were answered in this meeting. The churches are excited about getting started with this very important mission project in support of our communities.

2. The Caucus is formulating polices and processes to ensure the utilization of these funds with the churches. A committee within the Caucus has been formed to work through this process.

RECOMMENDATIONS:

- No Action required by the Presbytery except prayers:

Respectfully Submitted,
Naomi Hodge-Muse, President
Black Caucus of the Peaks

REPORT OF PRESBYTERIAN WOMEN

INFORMATION:

1. Due to continuing COVID concerns, the 33rd Annual Gathering of Peaks Presbyterian Women (that had been planned as an “in person” gathering at Trinity Ecumenical Parish) took place virtually by Zoom video conferencing on September 25.
2. In addition to hearing the guest speaker, Wayne A. “Bud” Grey, Senior Vice President of Carilion Wellness in Roanoke, discuss the children’s book he wrote for his young granddaughter during the early days of the pandemic, attendees also received information about the 2021-2022 *Horizons* Bible Study, *What My Grandmothers Taught Me – Learning from the Women in Matthew’s Genealogy of Jesus*; approved the 2022 Peaks PW budget; elected and installed the new Peaks PW leaders; and presented a gold Honorary Life Membership pin to outgoing PW Moderator, Helen Dean.
3. Peaks PW leaders for September 2021 through September 2022 are as follows:
 - Moderator – Shelda Wills
 - Vice Moderator – Diane Patty
 - Secretary – Janet Rakes
 - Treasurer – Theresa Underwood
 - Historian – Helen Dean
 - Missions Coordinator – Betty Oliver
 - Racial Equity/Justice & Peace Representative – Elease Wilson
 - Moderator of the Search Committee – Sandra Gisner
 - Search Committee Member – Lee Ann Poague
 - Search Committee Member – Cynthia Washburn
 - Leadership Coordinator, Piedmont & Southside Neighborhoods – Janice Wells
 - Leadership Coordinator, Hill Cities & Roanoke Valley Neighborhoods – Laura Crumbley
 - Leadership Coordinator, Highlands & New River Valley Neighborhoods – Ginny Poff

ACTIONS:

1. The Peaks PW Coordinating Team is making preliminary plans to hold an “in person” Spring Gathering in April 2022. Watch for details.
2. The Coordinating Team continues to send mini newsletters to the local PW groups.
3. Theresa Underwood continues to work on the Peaks PW cookbook that will be available next spring.

RECOMMENDATIONS:

1. No recommendations

REPORT OF THE SESSION RECORDS WORK GROUP

INFORMATION:

1. The Session Records Work Group continues to receive and review both past and current Session Minutes. Please see the following page for the quarterly report showing the running record of Session Minutes submitted for review.
2. Past or current sets of Session Minutes may be submitted for review at any time. However, **2020 Session Minutes are due for review during the 2021 year.** The Work Group reviews Session Minutes alphabetically by church name. The remaining schedule for the review of 2020 Session Minutes is as follows:
 - b. November 18 – Churches with names beginning with J-O
3. Until the Presbytery of the Peaks can meet again in person, churches are asked to **EITHER mail hard copies** of the Session Minutes (no binders, please), along with a completed “Session Records Review Form,” to Shelda Wills, Session Records Work Group Chair, Christiansburg Presbyterian Church, 107 West Main Street, Christiansburg, VA 24073, **OR email digital copies** of the Minutes (scanned or born electronic), along with the completed “Session Records Review Form,” to swills@usit.net.
4. Any questions concerning Session Minutes should be directed to Shelda at 540-382-2802 or swills@usit.net. **Churches should NOT send Minutes to the Presbytery Office!**
5. Materials to assist Clerks of Session in their duties are available on-line through the Presbytery website at www.peakspresbytery.org. Click on “Resources”; then click on “Forms & Documents”; then click on “Session Records” to view these materials. Session Records Review Forms for the current year are available there for download.

ACTIONS:

1. The Session Records Work Group continues to review Session Minutes.

RECOMMENDATIONS:

1. No recommendations

✓ = Session Minutes Received and Reviewed
(as of October 29, 2021)

Name of Church	2015	2016	2017	2018	2019	2020	Name of Church	2015	2016	2017	2018	2019	2020
Altavista	✓	✓	✓	✓	✓	✓	Covenant	✓	✓	✓	✓	✓	✓
Amherst	✓	✓	✓	✓	✓	✓	Covington, First	✓	✓	✓	✓	✓	
Appomattox CH	✓	✓	✓				Cumberland	✓	✓	✓	✓	✓	✓
Appomattox PE	✓			✓		✓	Danube	✓	✓	✓			
Arvon	✓						Danville, First		✓	✓	✓	✓	✓
Beale Memorial							Davis Memorial						
Bedford	✓	✓	✓	✓	✓	✓	Diamond Hill	✓	✓	✓	✓	✓	✓
Belmont	✓	✓	✓				Douglas	✓	✓	✓	✓	✓	✓
Belspring	✓	✓					Drakes Branch	✓	✓	✓	✓		
Berry Hill	✓	✓	✓	✓	✓	✓	Fairlawn	✓	✓	✓	✓	✓	✓
Bethlehem			✓	✓			Falling Spring	✓	✓	✓	✓		
Blacksburg	✓	✓	✓	✓	✓	✓	Farmville	✓	✓	✓	✓	✓	✓
Bluemont	✓	✓	✓	✓	✓		Fellowship						
Briery	✓	✓	✓	✓	✓	✓	Fifth Avenue	✓	✓				
Brookneal	✓	✓	✓	✓	✓		Fincastle	✓		✓	✓		
Browns							Floyd	✓	✓	✓	✓	✓	
Buchanan	✓	✓	✓	✓			Forest	✓	✓	✓	✓	✓	✓
Buffalo	✓						Forest Hills	✓	✓	✓	✓	✓	
Campbell Memorial	✓	✓	✓	✓		✓	Fork Union	✓					
Chatham	✓	✓	✓	✓	✓		Gethsemane						
Christiansburg	✓	✓	✓	✓	✓	✓	Glasgow	✓	✓	✓			
Clarksville			✓	✓	✓	✓	Glen Wilton						
Clifton Forge	✓	✓	✓	✓	✓	✓	Grace	✓	✓	✓			
College	✓	✓	✓	✓	✓	✓	Harmony						
Collinsville, First	✓	✓	✓	✓			Hat Creek						
Colonial	✓	✓	✓	✓			Hermon	✓	✓	✓	✓	✓	✓
Concord							High Bridge	✓	✓	✓	✓		
Cool Spring							Holbrook Street	✓	✓	✓	✓		
Coolwell							Jamestown						

Name of Church	2015	2016	2017	2018	2019	2020	Name of Church	2015	2016	2017	2018	2019	2020
Kayser Memorial	✓	✓	✓		✓	✓	Pearisburg	✓	✓	✓	✓	✓	✓
Kentuck	✓	✓	✓	✓	✓	✓	Phenix						
Low Moor	✓	✓	✓	✓	✓	✓	Pisgah						
Lynchburg, First	✓	✓	✓	✓			Pulaski, First	✓	✓		✓		
Madisonville		✓	✓	✓			Quaker Memorial	✓	✓	✓	✓		
Mallow	✓	✓	✓	✓	✓		Radford	✓	✓	✓	✓	✓	
Martinsville, First	✓	✓	✓	✓	✓	✓	Raleigh Court	✓	✓	✓	✓	✓	✓
Mary Horner Walker	✓	✓	✓	✓	✓		Roanoke	✓	✓				
Massies Mill		✓	✓	✓	✓		Roanoke, Second	✓	✓				
Mayberry	✓	✓	✓	✓	✓		Roanoke Valley	✓	✓	✓	✓	✓	✓
Maysville	✓	✓	✓	✓	✓	✓	Rocky Mount	✓	✓	✓	✓		
McAllister Memorial	✓	✓	✓	✓	✓	✓	Rough Creek	✓	✓	✓			
Meherrin	✓	✓	✓	✓	✓	✓	Rustburg	✓	✓	✓	✓	✓	✓
Memorial	✓	✓	✓	✓			Saint Andrew	✓	✓	✓	✓	✓	
Mercy Seat							Salem	✓	✓	✓	✓	✓	
Mizpah	✓	✓	✓	✓	✓		Sinking Spring						
Montvale	✓	✓	✓				South Boston, First	✓	✓	✓	✓	✓	✓
Mount Carmel	✓	✓		✓	✓	✓	Trinity, Arvonnia	✓					
Narrows, First							Trinity Ecumenical	✓	✓	✓	✓		
New Concord	✓	✓	✓	✓			Unity						
New Dublin	✓	✓	✓	✓	✓	✓	Village	✓	✓	✓	✓	✓	✓
New Store	✓	✓	✓	✓			Villamont	✓		✓	✓		✓
Northminster	✓	✓	✓	✓	✓	✓	Virginia	✓	✓	✓			
Northside	✓	✓	✓	✓	✓	✓	West End	✓	✓	✓	✓	✓	✓
Oak Level	✓	✓	✓	✓	✓	✓	Westminster	✓					
Oak View	✓	✓	✓	✓			Williamson Memorial	✓	✓	✓	✓	✓	✓
Old Brick	✓	✓	✓	✓	✓	✓							
Old Concord	✓	✓	✓	✓	✓								
Peace	✓	✓	✓	✓									
Peaks	✓	✓	✓	✓	✓	✓	Totals	95	88	85	80	56	44

Grand Total of Minutes Reviewed from 2002-2020 = 1,882

Total includes: 115 (2002), 117 (2003), 117 (2004), 113 (2005), 122 (2006), 122 (2007), 117 (2008), 113 (2009), 107 (2010), 104 (2011), 102 (2012), 94 (2013), 91 (2014).

Dismissed: Bethel, Bouldin Memorial, Dublin, Elon, Falling Spring (Alleghany County), First (Roanoke), Galatia, New Hope, Northminster (Madison Heights), Piedmont, Providence, Rivermont, Slate Mountain, Spring Garden (Danville area), Walker's. **Closed by Presbytery:** Clarktown, Covenant (Lynchburg), Laurel Grove. **Merged:** Green Ridge with Northminster, Shelton Memorial with Unity. **Dissolved:** Holmes Memorial, Matthews Memorial, Trinity (Ridgeway).



Greetings! I hope all are healthy and well. As the new Church Consultant for Virginia, I look forward to meeting you and working with you. For now, I share with you the key updates below from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

Keenan Rodgers
Church Consultant
M: 215-341-8143
krodgers@pensions.org

Member/Employer Services
800-773-7752
Mon-Fri 8:30-7:00pm EST

Our commitment to Diversity, Equity, and Inclusion

[Diversity, Equity, and Inclusion](#) – As a national agency of the Presbyterian Church (U.S.A.), the Board of Pensions shares the PC(USA)'s commitment to diversity, equity, and inclusion and to dismantling structural racism. We are taking tangible, intentional steps to ensure a workplace culture that inspires a sense of belonging. And we are continuing to actively engage throughout the Church to ensure access to benefits plans and programs that provide wholeness.

Minister's Choice

[Minister's Choice](#) is a new benefits package that provides important financial protection for non-installed ministers working at least 20 hours a week and includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10% of effective salary, also fully employer paid. Through this program more ministers will have access to the Board's education and assistance programs.

Other Notable Headlines

- [Assistance Programs Expanded](#) – The Board of Pensions has announced extensive changes to the Assistance Program effective January 1, 2022. These changes play an important role in the Board's support of wholeness and broaden eligibility to include more ministers and employees of the Presbyterian Church (U.S.A.) and affiliated organizations. This includes the introduction of a new Minister's Debt Relief Program. Follow the link to see more details.
- Medicare Supplement – The Medicare Supplement Plan will be expanded for participating retirees beginning January 1, 2022. The Plan will add vision coverage mirroring that provided to active members of the Medical Plan, including a vision exam and eyewear benefits. The Employee Assistance Plan (EAP) offering support for emotional health through Cigna will be added as well. The cost for participation will remain unchanged at \$275 per person per month for the fifth consecutive year.
- Reporting Effective Salary Changes – Looking ahead to 2022, please remember to report any changes to effective salary, such as increases in cash salary or housing allowance, within 60 days of their effective date. The designated Employer Representative can update this information in Benefits Connect online.
- [Temporary Disability](#) – The Temporary Disability Plan provides employees with the financial protection of a partial income if they are unable to perform regular work duties because of sickness or injury.
- [Employee Assistance Plan](#) – The Employee Assistance Plan (EAP) is a confidential resource provided at no cost to employees enrolled in medical coverage through the Board of Pensions or the Pastor's Participation or Minister's Choice benefits package.

EVALUATION, NOVEMBER 18TH PRESBYTERY ZOOM MEETING

Thank you for participating in the August Stated Meeting of Presbytery! We have a few short questions to help us make future meetings more effective. Thank you for your feedback.

If possible, please fill this form out online at:

peakspresbytery.org/eval/

1. How much did you enjoy the virtual coffee hour before the meeting?

_____ A great deal

_____ A lot

_____ A moderate amount

_____ A little

_____ None at all

Do you have suggestions for a better social time given the constraints of Zoom?

2. How much did you enjoy the pre-recorded worship service?

_____ A great deal

_____ A lot

_____ A moderate amount

_____ A little

_____ None at all

What would have improved worship, given the constraints of Zoom?

3. What do you think was done well during the meeting?

4. What would you suggest for upcoming meetings?

5. Overall, how would you rate your experience at this meeting?

_____ Very positive

_____ Positive

_____ Neutral

_____ Negative

_____ Very negative