

Brothers and Sisters in Christ,

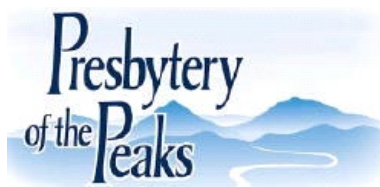
We gather this month in gratitude for the hospitality at Raleigh Court Presbyterian, allowing us to have this full day meeting. We know that the logistics of an in-person meeting can be difficult, but we believe it's important for us to gather together as the body of Christ, and especially to share food and break bread with one another.

This meeting, while long, is full of important conversations, as well as celebrations. John McCarthy, who has been serving as a lay pastor at First Presbyterian Church, South Boston, will be preaching during our worship service as part of his examination for ordination. Tim Marema, editor of The Daily Yonder, will be leading an educational workshop for us on doing ministry in a rural context.

The moderators Special Task Force on Newly Acquired Assets will be providing us with their final report after several months of faithful work. Conversations about money are rarely easy, and we hope this report will lead to fruitful discernment about the work that Christ has called us to do in our part of the world and the stewardship of the resources we have.

With thanks for all of you,

Keith Leach
Moderator, Cabinet



**Presbytery of the Peaks
One Hundred Thirty-sixth Stated Meeting
October 24, 2024
Raleigh Court Presbyterian Church, Roanoke**

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|-------------------|---|---|
| 9:00 a.m. | <i>Registration Opens</i> | |
| 9:30 a.m. | <i>Call to Order and Welcome from Host Church</i>
Kym Wiederholt, Moderator and Rev. Andrew Whaley, Raleigh Court | |
| 9:35 a.m. | <i>Opening Prayer with Shared Joys and Concerns</i>
Welcome | Presbytery Staff |
| 9:40 a.m. | <i>Declaration of a Quorum and Approval of Consent Agenda</i> | Betsy Soto, Stated Clerk |
| 9:45 a.m. | <i>Ministry of Theological Education</i>
Union Seminary | Annie Arvin |
| 9:50 a.m. | <i>Ministry in the Higher Councils of the Church</i>
General Assembly Representatives Report, Synod Report | |
| 10:05 a.m. | <i>Ministry of Pursuing Justice and Showing Mercy</i>
Justice and Mercy Commission | Denny Casey, Moderator |
| 10:25 a.m. | <i>Break</i> | |
| 10:45 a.m. | <i>Open Mic</i> | |
| 10:55 a.m. | <i>ORDER OF THE DAY-Ministry of Stewardship</i>
Newly Acquired Assets Policy Taskforce Report | Nancy Gray, Moderator |
| 11:40 a.m. | <i>Ministry in Worship</i>
Worship with Communion | John McCarthy, Candidate for Ordination |
| 12:35 p.m. | <i>Ministry in Remembrance and Gratitude</i>
Recognition of Helen Dean | Carl Utley, General Presbyter |
| 12:40 p.m. | <i>Lunch</i> | |
| 1:35 p.m. | <i>Ministry in a Rural Context</i>
Educational Workshop | Tim Marema, Guest Speaker |

2:15 p.m.	<i>Ministry of Hospitality</i> Examinations Commission	Linda Dickerson, Moderator
2:30 p.m.	<i>Ministry of Pastoral and Congregational Care</i> Commission on Ministry	Anghaarad Teague-Dees, Moderator
2:45 p.m.	<i>Called to Serve</i> Constitutional Ministries Committee	Dave Baker, Moderator
2:50 p.m.	<i>Ministry through Administration</i> Commission on Administration	Joe Wilson, Moderator
3:00 p.m.	<i>Called to Serve</i> Recognition of 2024 Moderator Installation of 2025 Moderator and Vice-Moderator	Betsy Soto, Stated Clerk
3:10 p.m.	<i>Sending Faith to Serve</i> Closing Business	Betsy Soto, Stated Clerk

Report of the Stated Clerk

RECOMMENDATIONS:

1. FOR CONSENT AGENDA: That the minutes of the One-hundred thirty-fifth Stated Meeting of the Presbytery of the Peaks (May 4, 2024) as reviewed by those persons designated by the Standing Rules, be approved.

2. FOR CONSENT AGENDA: That motions be reduced to writing and sent to the clerks' table before discussion.

3. FOR CONSENT AGENDA: That all committee reports be received.

REPORT OF THE JUSTICE AND MERCY COMMISSION

CEDEPCA SUBCOMMITTEE

In September, CEDEPCA celebrated its 38th anniversary. Peaks Presbytery has been part of this ministry since the very beginning and we are excited about the work that we continue to do together.

Most recently, Salem Presbyterian Church was able to help CEDEPCA purchase a 12 passenger van with a gift from the church of \$40,000.00. The van will be used in the following ways:

- For Disaster Ministry CEDEPCA staff to reach areas of critical need around Guatemala where they are working
- For CEDEPCA staff to attend meetings and retreats
- To transport medical teams, equipment, and supplies (and CEDEPCA staff who accompany them) when they go to rural areas to provide clinics in Women's Health
- For smaller groups that come to CEDEPCA as part of the Intercultural Encounters Program (like the groups from Peaks and James Presbyteries in April 2023 and April 2024 and for several years in the past decade and before)
- To transport CEDEPCA Board members when they meet several times a year
- To save operating funds that have had to be used to rent vans for the mission work listed above

At the time of this report, the workgroup is busy planning a visit from Betsey Moe and Pamela Liquez. They will be visiting our Presbytery as part of the PCUSA International Peacemakers program. Betsey is a PCUSA mission co-worker with CEDEPCA and Pamela coordinates the Women's Ministry. They will be in Blacksburg and Salem, October 12-13. On October 12 at 5:00 they will be speaking at a dinner at Blacksburg Presbyterian. On Sunday, October 13, Betsey will preach at Blacksburg Pres and Pamela will lead a Sunday school class at Salem Pres. Sunday evening, there will be a dinner at Salem Presbyterian at 5:30 p.m.

Contact Teresa Auldridge tauldridge@gmail.com

EARTH CARE SUBCOMMITTEE

In Peaks Postings (Oct 8), in your packet, and at the Earth Care table in the registration area there is a brief questionnaire the Earth Care Subcommittee invites you to complete. If you complete the questionnaire at the meeting, return it to the table and tear off the stub at the bottom to be entered in a drawing for a prize! Those who completed the questionnaire by the link in Peaks Postings will be included in the drawing. The winning entry will be randomly selected and announced at the meeting. We look forward to seeing you at the meeting and stop by the table to learn more about Earth Care efforts going on the presbytery and how you can become more involved in caring for God's creation.

Congratulations to the following congregations for receiving Earth Care Mini-grants:

- \$489 to Buchanan Presbyterian Church to replace 34 halogen flood light bulbs in the sanctuary, balcony, and narthex with LED bulbs. These new bulbs will consume 84% less energy, will be 33% brighter, and last 7 times longer (requiring less frequent maintenance and creating less waste).
- \$350 for Appomattox Court House Presbyterian Church and New Concord Presbyterian Church to hold a gathering in September with a guest preacher and leader, Hannah Anderson. Ms. Anderson will lead worship and lead a program after lunch on Spirituality and Creation. The grant will provide an honorarium and copies of *Turning Days: Lessons from Nature, Seasons, and the Spirit* to give to interested participants.

For more information contact Denny Casey d.a.casey@comcast.net

RACIAL EQUITY SUBCOMMITTEE

Sponsored a Racial Justice trip to Richmond on October 10-12. It was open to all in our presbytery and at the time of this report, 17 participants were registered. Highlights included lunch and discussion with faculty members from Union Presbyterian Seminary focusing on Biblical and theological themes on racial justice, sin, and God's possibilities for a future church. Other memorable events: a guided tour of the American Civil War Museum; a dialogue with Rev. Ben Campbell, author of *Richmond's Unhealed History*, and a guided tour along the Trail of Enslaved Africans. We also visited the Black History Museum, Sixth Mount Zion Church and Museum, Virginia Union University, and the Arthur Ashe statue on Monument Avenue. Our group was centered at Richmond Hill, a Christian retreat facility which has a ministry of prayer and social justice. Looking to the future, our group met with leaders from Virginia Interfaith Center for Public Policy with a spotlight on faith-based proposals for justice and mercy in our commonwealth.

For more information, contact Bob Fiedler rev.rafiedler@gmail.com

SOUTH SUDAN/ABUKLOI SCHOOL SUBCOMMITTEE

The Abukloi Foundation in conjunction with the South Sudan Work Group is excited to be on the docket for Oct. 24 presbytery meeting. We anticipate that members of the board will be available for conversation over the lunch break along with a video presentation.

Sandy Whitt, of Raleigh Court, has long been an advocate for the South Sudanese who live within the bounds of Presbytery of the Peaks. When she introduced the group to Angelo Maker,

founder of the Abukloi Secondary School in Rumbek, South Sudan, there was an immediate realization that this was an opportunity to make a difference in the global community. What we didn't realize at the time, was how this grassroots movement would connect us across the presbytery.

First Presbyterian Church-Danville hosted the first of five neighborhood gatherings in April, 2023. Since then, there have been gatherings at Raleigh Court, First Presbyterian Church-Covington, Northside Presbyterian Church, and St. Andrews Presbyterian Church. We hope to finish at First Presbyterian Church in Farmville.

As a result of the churches across the presbytery, the Justice and Mercy Commission grant process, and individual donations, the Presbytery of the Peaks has raised over \$35,000 in 2024 and approximately \$20,000 in 2023 to support the school and its students. Twenty-two students have been sponsored, there have been donations to support the lunch program implemented in February, and the Abukloi Foundation received a Two-Cents-A-Meal Grant. Following the last presbytery meeting, the mission committee of Forest Hills Presbyterian committed to sponsoring two students.

This year, our own Joe Wilson and First Presbyterian - Covington, have issued a challenge for each church to sponsor a student for the January-November 2025 school year. An information sheet is included in your packet.

In a nation where 75% of the population is under the age of 30, it is critical to educate a generation of leaders that will develop the newest nation in the world as a place where peace is possible.

Abukloi is the Dinka word for WE CAN DO IT! Together it is possible to provide quality education for the 667 students who are enrolled. Students who face enormous challenges including food scarcity where most people exist on one meal a day. In spite of those challenges, three students from Abukloi Secondary School placed in the top ten on the 2023 National Exam. One of those three was the top student in the nation and the female student was the top female student in Lake State.

As you prepare for our gathering, additional information is available at Abukloi.org.

With hopeful expectation,

Beth Broschart beth@abukloi.org

South Sudan Subcommittee Facilitator

Director of Development and Coordinator of Students Sponsorships, Abukloi Foundation

**SPECIAL TASK FORCE
ON
PROPOSED NEWLY ACQUIRED ASSETS POLICY
for the
PRESBYTERY OF THE PEAKS**

**FINAL REPORT TO PRESBYTERY
September 9, 2024**

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Part 1 – Executive Summary

At its November 2023 meeting, the Presbytery of the Peaks authorized a Task Force to review and comment on the proposed policy on newly acquired assets, as presented by the Commission on Administration. This report presents our results.

After meeting with nine outside consultants, who donated their time and expertise to this effort, the Task Force agreed on three items of high importance:

- I. Financial decisions, including the allocation and disposition of newly acquired assets, need to be based on a strategic plan and clear strategic priorities that are widely shared.
- II. To engage a rapidly changing world and church, the presbytery must engage in creative and adaptive thinking, bold ideas, investments in new ministries, and spiritual discernment as opportunities arise, since neither institutional preservation (which the proposed policy seems to prioritize) nor transformational ministry can be exclusive.
- III. A new Commission to oversee strategic plan development, monitor its implementation, and design and oversee a process for awarding large grants for opportunities to support strategic priorities, when warranted, should be established.

Consistent with these items, the Task Force developed a series of recommendations that address the “big picture” of our presbytery’s use of its restricted funds, and a response to the proposed newly acquired assets policy to advise the presbytery in its upcoming vote. Further, the Task Force offers suggestions for consideration, outside its original charge, but informed by the meetings with the consultants.

Part 2 – Response and Recommendations

The Task Force offers the following response to the proposed policy and recommendations for approval by the presbytery to support the three items of high importance in the Executive Summary:

1. ***Recommendation: That presbytery postpone action on the policy for newly acquired assets as presented in November 2023.***
2. ***Recommendation: That the presbytery, through its Financial Resources Subcommittee, continue to sequester and invest newly acquired assets until such time as the presbytery can consider the policy in light of the recommendations outlined in Parts 3 and 4 of this report.***
3. ***Recommendation: That this report be favorably received as information and referred to the Coordinating Cabinet for further review, discussion, refinement and expected action.***

Part 3 – Recommendations and Background

1. ***Recommendation: Through Cabinet, engage an outside consultant to initiate the process of long-range strategic planning.***

Background: A common theme from our consultants was the importance of having a Strategic Plan for the Presbytery of the Peaks, with clearly defined priorities. In the absence of such a plan, it has been difficult for the Task Force to faithfully succeed in its charge regarding newly acquired assets. In the words of Mark Labberton, former president of Fuller Seminary with whom we spoke, “Money must have a strategic purpose.”

At the Stated Meeting of the presbytery on August 17, 2019, the current Mission Statement, three priorities, and eight sub-priorities were approved (see Appendix I for the full text). While the Mission statement is prominently displayed on the presbytery’s website, the priorities are not to be found, and the minutes of the 2019 meeting (on page 26 of 48) are no longer available on the presbytery’s website. We have seen no reference to the strategic priorities, nor an assessment of how we are living into them.

We advocate that the strategic plan (perhaps with a time frame of 5 years) be developed and adopted with clearly defined goals, objectives, and priorities (plainly identifying the top 3 priorities) with metrics that can be reviewed and updated annually. Adequate budgetary support should be allocated to implement the plan as part of the budgetary process.

2. ***Recommendation: Revise the proposed policy for newly acquired assets to create a new Strategic Initiatives Fund, separate from the Sustainability Fund and Missional Grants Fund.***

Background: As one of our members said, “This policy in its current form operates from a position of scarcity and a limiting future.” Members of the Task Force fully recognize the need to provide financial stability to the presbytery, but they also recognize the urgent need for creative thinking, experimentation, and a willingness to risk failure. As expressed by the Co-Moderator of the 225th General Assembly, Ruth Santana-Grace, “What dreams can we dream about the work the Spirit is doing in our midst?”

Such a policy and fund would position the presbytery to be able to make large awards when warranted, outside of the annual budgeting process, that might be made possible by newly acquired assets.

We commend the good work being done in awarding small grants in the annual budget, but once strategic priorities and decision-making process are clear, more can be done.

The Task Force agrees with the consultants who told us that one or two big awards are better than numerous small awards; in the words of one, “give more to fewer rather than give less to more.” The strategic advisors were of the same mind that newly acquired assets could be used for large grants if in alignment with the presbytery’s stated priorities.

3. ***Recommendation: Establish a new commission, possibly to be called the Strategic Initiatives Commission, that would report to the Coordinating Cabinet.***

Background: This Commission would lead the strategic planning process on an ongoing basis. The initial work would be facilitated by the outside consultant mentioned above. After the strategic plan is adopted by the presbytery, the Strategic Initiatives Commission would monitor and annually report on the progress of its implementation.

We offer the following draft of the Strategic Initiatives Commission’s duties and responsibilities:

- a. Lead the strategic planning process facilitated by the consultant.
- b. Report annually on the plan’s implementation and monitor its progress on accomplishing goals, once it is adopted by the presbytery.
- c. Develop and publish a process for receiving Strategic Initiative grant applications, establish criteria for grant awarding, and articulate requirements for Strategic Initiative grant recipients to regularly report to the Commission on implementation of the grant.
- d. Review all applications and award Strategic Initiative Grants.
- e. Oversee receipt of newly acquired assets in consultation with the Coordinating Cabinet, and allocate them to the following respective funds, as led by the Holy Spirit:
 1. Newly acquired assets totaling \$25,000 or less (from one source) will be entirely allocated to the Strategic Initiatives Fund.
 2. Newly acquired assets totaling more than \$25,000 (from one source) will be allocated:
 - a. 50-100% to the Strategic Initiatives Fund, to be used to make larger grants in support of the presbytery’s strategic initiatives or other creative and worthy requests that align with the strategic plan.
 - b. If there are no requests for large grants or other strategic needs, money placed in this fund will remain invested until such time as appropriate requests are made or other strategic needs emerge.
 - c. Trusting the new Commission to consider the needs of the current budget as decisions are made, the balance of new assets will be allocated between the Financial Sustainability Fund and the Mercy and the Missional Grants Fund.
 - e. Re-evaluate the allocation above every three years, make changes deemed appropriate, and report any such changes to the presbytery.

4. ***Recommendation: Include the strategic priorities on the presbytery web site and consider other ways to make the strategic plan visible to the presbytery, such as referring to the strategic initiatives at presbytery and commission/committee meetings.***

Background: Frequent communication with the presbytery constituents on the plan and implementation progress will be important.

5. ***Recommendation: Deepen our resolve and commitment to transparency in decision making and purposeful communications.***

As the Presbytery of the Peaks moves forward, transparent decision making, and strong communication will be critical to ensure that we are working toward a shared mission and vision for the presbytery with clearly defined priorities, policies, and processes. Purposeful communication will cultivate trust and enable us to follow where the Holy Spirit is leading us.

Part 4 – Suggestions

The following observations and suggestions go beyond the original charge of the Task Force but are offered in good faith, based on best practices garnered from our conversations with the consultants with whom we spoke.

1. ***Consider revising the current spending rate on invested funds for use by the presbytery to 4-5%.***

Background: Although the Commission on Administration originally recommended an annual spending rate of 4-6% from both the Financial Sustainability Fund and the Missional Grants Fund based on a three-year rolling average, the presbytery approved an amended 5-7% spending rate, the consultants with whom we spoke informed us that current best practices are to aim for a spending rate of 4-5% based on a three-year rolling average, given the rate of inflation and the importance of preserving assets in perpetuity. If the projected decline in church membership becomes a reality, we will be funding a pot of money that may be drained at an increasingly rapid rate.

2. ***Update presbytery policies (including the Investment Policy and Spending Policy) and develop policies, informed by best practices, that we do not now have (including but not limited to Conflict-of-Interest Policy, Gift Acceptance Policy for staff and volunteers, Gift Acceptance Policy for the POP, Whistleblower Policy, Sexual Harassment Policy, Permanent Funds Policy and Newly Acquired Assets Policy).***

Background: The Task Force has obtained model copies of most of the above and is providing them to the appropriate Commissions/Committees for consideration. We understand the various Commissions and Committees are updating policies as part of the recent reorganization, so this suggestion is intended only to reinforce and augment that work.

3. ***Retain an outside fund manager, consistent with best practices, overseen by the Commission on Administration.***

Background: Currently, investment decisions are made by a group of elected volunteers who serve for 3-6 years. This change would offer the benefit of constancy in management and make it easier to evaluate the performance of the fund managers and to change managers if dissatisfied.

4. ***Explore alternative sources of funding, beyond the current “Covenants of Intent” from the churches and income from the endowment, such as grants from the Lilly Endowment.***

Background: Mark Devries, of Ministry Architects, and representatives from the Presbyterian Foundation noted that we could, also, consider adapting property to increase revenue and repurpose ministry.

5. ***Respond to requests, if still pending, from the Presbyterian Community Center in Roanoke, and Massanetta Springs Conference Center, informing these organizations that we are reviewing our procedures and will then consider their requests, with answers to each by a certain date.***
6. ***Award grants that are based on shared priorities of the entire presbytery as captured in the new strategic plan and on covenantal relationships to which we are committed.***

Background: The question of geographic fairness needs to be considered, especially ensuring equal access to grant application opportunities, taking into account good Presbyterian polity and strategic possibilities.

7. ***Ensure that the Commission on Administration is familiar with The Virginia Uniform Prudent Management of Institutional Funds Act (UPMIFA) and complies with its requirements.***

Background: UPMIFA provides guidance on investment decisions and endowment opportunities for nonprofit and charitable organizations.

APPENDIX I

PRESBYTERY OF THE PEAKS MISSION STATEMENT AND PRIORITIES*

The adopted mission of the Presbytery of the Peaks is *“building partnerships in Christ, to empower communities of faith to be the body of Christ for the world.”*

The priorities are:

1. To strengthen every congregation, campus ministry, new worshipping community, community of faith and leaders of all ages through communication, connection and education.
 - a. Emphasize frequent and effective communication, employing appropriate technologies both old and new.
 - b. Emphasize partnerships among congregations by building relationships of love, care, mutual support, and sharing through a network of active neighborhood groups.
 - c. Emphasize education and leadership development at presbytery meetings, in Neighborhood groups, and through digital technology.
 - d. Emphasize an awareness of the larger ministries of the PCUSA around the nation and world.
2. To collaborate with every congregation, campus ministry, new worshipping community and community of faith in developing effective and appropriate ministries for the 21st century.
 - a. Emphasize the liaisons between COM and every congregation.
 - b. Emphasize multiple models for ministry by presenting creative options (shared ministry, formation of parishes, ecumenical partnerships, commissioned pastors, etc.) and by borrowing new models from other presbyteries.
 - c. Emphasize a streamlined process for receiving and dismissing ministers.
 - d. Emphasize mentors for all ministers new to the presbytery.
3. To embody all the above priorities in designing a sustainable staffing model for the presbytery, in calling/hiring staff, and in locating the presbytery office.

* Adopted at the August 17, 2019 Stated Meeting of the presbytery

APPENDIX II

TASK FORCE BACKGROUND

At its November 2023 meeting, the presbytery authorized a special task force to review and comment on the proposed policy on newly acquired assets. Specifically, the motion covered:

-that the debate on the proposed “Newly Acquired Assets Policy” be postponed until such a time as a Task Force, with an outside consultant with experience and wisdom concerning restricted funds, be assembled by the moderator in consultation with the Nominations Committee for the purpose of reviewing the proposed policy;
-that the Task Force return with a report at the May 2024 meeting of the Presbytery of the Peaks;

-and that newly acquired assets not otherwise designated be held and not spent or placed in current established funds until a policy is approved.

Membership of the Task Force, assembled by the Moderator in consultation with the Nominations Committee, was received by the presbytery in February. The group began to work later that month, holding regular meetings by ZOOM, supplemented by email exchanges.

During these meetings, members of the Task Force have discussed the importance of thinking strategically about the best use of new unrestricted assets to support the mission of the presbytery, “building partnerships in Christ, to empower communities of faith to be the body of Christ for the world.” The Task Force also realized it would be important to consider the overall health of the presbytery and how funds under management are now being handled.

In May and June, the Task Force began meeting with nine nationally-known experts to discuss the proposed policy on newly acquired assets and to hear their responses to questions developed by the Task Force. These experts included respected strategic leaders who shared information about creative ideas that have succeeded in other areas of the country and financial advisors to help us understand best practices from a financial perspective. ZOOM sessions were conducted on May 15, May 16, and June 12 with consultants from:

- The Presbyterian Foundation
- The Texas Presbyterian Foundation
- The Robinson Private Client Group
- The retired president of Fuller Seminary
- The Executive Presbyter of the Presbytery of Philadelphia
- Co-moderator of the General Assembly; and the founder of Ministry Architects.

Members of the Task Force are grateful to Carl Utley for his support of this process and to these experts for donating their time to help us. These discussions have helped to inform the Task Force and inspired the group to imagine what might be possible for the Presbytery of the Peaks. In this report, the Task Force has responded as clearly as we can to the stated charge given to us. We also offer Additional Suggestions informed by the Consultants that go beyond the mandate for consideration.

APPENDIX III

NEWLY ACQUIRED ASSETS POLICY

as proposed by the Committee on Administration
at the November 16, 2023 Stated Meeting of the Presbytery of the Peaks

A. Biblical Foundation: Acts 2:43-47

Life among the Believers

“Awe came upon everyone because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.”

Although we do not fully or literally follow the pattern set forth by the Holy Spirit in Acts 2:43-47 for the church, we maintain that the mutual sharing of financial resources is an ideal that we can seek to embody in our presbytery.

B. Theological Foundation

We affirm that God is the creator of the heavens and the earth and all that is within them, and that God set human beings apart as stewards of the earth. We regard every provision of life as a gift from God, to be received in gratitude, and to be managed on God’s behalf. Specifically, church funds, buildings, cemeteries, and other personal property belong, not to any one of us, but to Jesus Christ, who is Lord of the church. It is our joy and duty to manage our resources for the sake of the kingdom of our Lord.

We are Resurrection People who are called to live in anticipation of what God will do in and with our future. Through the resurrection of Jesus, we are primed to look for signs of God’s future kingdom, both in heaven and on earth. We acknowledge the transitory nature of our lives and every particular expression of the church, and trust that God will preserve the witness of the church until the fullness of God’s kingdom appears. We look beyond our limits and hope to leave a good legacy upon which future church leaders can build.

C. Polity and Practice

In the Presbyterian Church (USA), we maintain through our constitution that all church property is held in trust for the sake of ministry within the PCUSA. Even congregations from the former PCUS that opted to maintain local control of church property, which allowed them to make decisions regarding their property without prior approval by the presbytery, are not thereby “owners” of their property. It too is held in trust for the sake of ministry in the PCUSA, and if the time comes that such a congregation is dissolved, that property becomes the asset of the PCUSA.

We also acknowledge that people are naturally and sometimes strongly inclined to think of a congregation's property as an asset that belongs to the congregation. Historical, familial, and emotional attachments make the disposition of property a sensitive topic and must be treated with due respect and sensitivity.

D. Policy for the Disposition of Property of Dissolved Congregations and Unrestricted Gifts

The proposal specifically addresses the properties that will be sold because of the closing of congregations within the Presbytery of the Peaks and future gifts that may come to the presbytery without donor restrictions.

Once a property has been sold and all expenses attendant to closure have been accounted for, including payment of utilities, closing costs, legacy gifts from the congregation to local or other missions, the cost of surveys, etc. the Presbytery of the Peaks will seek:

- 1) To build our capacity for Presbytery's future ministry.
- 2) To provide funds for immediate dispersal to meet current human needs as a mission of the presbytery.

To build capacity for future ministry, the Presbytery of the Peaks will designate 70 percent of proceeds to the Financial Sustainability Fund and 20 percent to the Missional Grant Fund.

To address current human needs, 10 percent of the proceeds, a tithe, shall be expended by the Justice and Mercy Commission within 12 months of receiving the funds. Opportunity to receive funds shall be widely publicized and shall not be used to offset the annual budget of the presbytery.

The percentages of 10, 20, and 70 percent shall be calculated as a percentage of the whole at the time the funds are received

REPORT OF THE EXAMINATIONS COMMISSION

We are bringing one candidate to the floor for the Presbytery Meeting. His Autobiographical Information and Statement of Faith are included.

- John McCarthy, to be ordained and installed as pastor of First Presbyterian Church, South Boston

Statement of Faith John McCarthy

Our Lord God almighty is the author of all creation, and exists as the Holy Trinity, consisting of the Father, the Son, and the Holy Spirit. It is His perfect will that guides and directs everything. He is the first person of the Holy Trinity. Our Father in heaven is omniscient, omnipresent and is transcendent of creation and time as we know it. And yet He is caring and loving, desiring to dwell with His children, as evident by walking in the Garden of Eden, dwelling with Israel in the Tabernacle, then in the Temple, and now through the Holy Spirit dwells within each and every Christian in their hearts.

Jesus of Nazareth is the Christ (Messiah, anointed one), and the second person of the Holy Trinity, the Son. He stepped down from heaven and took on flesh, became incarnate through the prophesied virgin birth, to redeem the world to God the Father, through the power of the Holy Spirit, and by His work on the cross. Humanity is saved by grace through faith in Jesus Christ, the perfect once-for-all sacrifice that fulfilled the Law, who reconciled us to our Father in heaven. His death and resurrection conquered death and sin, and as believers we too share in His death and resurrection. Christ ascended into heaven and intervenes for us until He comes again to bring about the New Heavens, New Earth, and life everlasting.

The Holy Spirit is the third person of the Holy Trinity, sent from the Father and the Son. He guides and directs the Body of Christ, the holy catholic church, according to the will of the Father. Through the power of the Spirit, Jesus Christ was raised from the dead, and we too are born again (our souls regenerated) by His power. The Holy Spirit, dwelling within all Christians, reminds us of the teachings of Christ, provides Spiritual Gifts, and helps us discern the spiritual nature of scripture and connects us with God the Father and God the Son.

The Bible is the living Word of God, penned by human hands but Holy Spirit inspired. The Bible is God's Word. The Holy Scriptures do not contain God's Word, rather they are God's Word. The Bible is God's special revelation and guide to humanity. The Word of God is authoritative and "useful for teaching, rebuking, correcting and training in righteousness," (2 Tim. 3:16 NIV). Everything we teach must be rooted in scripture. Everything we preach must be rooted in scripture. The Scriptures are God's special revelation to His people, and they tell us who God is, what He has done for us, and what He continues to do. Most importantly, they tell us the Good News of the Gospel of Jesus Christ. God's perfect Word gives us peace and assurance of salvation.

The Church is the Body of Christ, not a physical location, but rather a body of Christians who worship God in spirit. It has the mission of going out and making disciples of all nations. The visible local church is where congregations come together to worship God, grow in spiritual maturity, and serve their communities in the name of the Lord. As the church, visible or invisible, we learn from each other, and we help each other through the difficult times in our lives. We, as the Body of Christ, must work together to fulfill the Great Commission, proclaim the Kingdom of God, and engage in the ministry of reconciliation. We all have been given spiritual gifts by the Holy Spirit for the common good, and it is with these gifts that the Holy Spirit guides us according to the will of the Father to bring about the culmination of His salvation history. We enter this Body through the visible sign and seal of Baptism in the name of the Father, Son, and Holy Spirit, and continue corporately affirming our faith in Christ Jesus through Holy Communion. These sacraments put on full display the wonderful grace of our Lord. In baptism, we share in Christ's death and resurrection, a completely undeserved gift, and like circumcision it is a sign of God's gracious covenant with the Church. In the Lord's Supper, we praise and worship God for the amazingly gracious act of Jesus stepping down from heaven, offering his body and blood, broken and poured out for our sins. Communion is also a sign of the New Covenant prophesied about in Jer. 31. As we come to the Table and commune with our holy and perfect Lord, we are renewed by the Holy Spirit.

Autobiographical Statement **John McCarthy**

During my childhood and adolescent years, I assumed that I was a Christian, because when I was an infant, I was baptized in a Presbyterian church in Huntington, WV. Also, while I was growing up my mother occasionally took my brother and me to church, along with celebrating Christmas and Easter. I was ignorant as to what a true Christian was. My childhood consisted of being a Navy brat, and by the time I was twelve years old I had lived in four different houses. This, along with my father being an agnostic, made it difficult for my mother to find a good and stable church family in which to bring us up. The majority of our church experience came from traveling back to West Virginia on the holidays and attending Christmas and Easter services at the First Presbyterian Church in Huntington. We were what some people call C&E Christians. It wasn't until I was in my first couple years of college that I truly began soul searching. Through a process of talking and debating with friends, searching for answers to prove or disprove God's existence, and calling out to God to see if He was even there, I came to know the Lord. I borrowed an audio drama of the book *Left Behind* from a friend, and while alone in my apartment, lying on the living room floor next to the stereo, the Lord showed me His presence and I gave my life to Christ. I still didn't have any of the answers I was looking for, except for the Lord's presence and God's love for me.

Over the next couple months, I was blessed with a clarity and understanding that amazed me. I felt the call to get firsthand ministry experience in the military. So, after two years and three different majors in college, I left school and enlisted in the Navy as a Religious Program Specialist (RP, or Chaplain Assistant). The Navy gave me an opportunity to learn from some of the best Chaplains, finish my education, and find great pastors who became mentors and friends.

It was also during this time of mentoring that my call to vocational ministry was confirmed. After this came my formal education at Denver Seminary.

Throughout my years at seminary, my relationship with Christ grew tremendously and led me to an understanding of my spiritual gifts of teaching, knowledge, and wisdom. My call is to be a pastor and educator in the Church, and I believe this will take many different forms and titles throughout my vocational ministry. I have been blessed with wisdom and a thirst for knowledge that enables me to do my part in equipping the Body of Christ. Even before I learned about spiritual gifts, one of my most common prayers was, and still is, for knowledge and wisdom, and my favorite verse is James 1:5, "If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him." As a pastor I pray that I will be able to bless people with the knowledge of God's Word, as well as the understanding of His will, but most importantly, to help foster their relationship with God.

Through the soul searching, conversion, Navy training, spiritual maturing, and our most recent chapter in our lives, that I have recently come to call our time in the wilderness, my wife Jennifer has stood by me and supported every decision that I have felt the Lord was calling me to make. The Lord led us to VA to be near family when my son Liam was born, in February 2015. During these past several years, we have learned to wait on the Lord for His provision and guidance. The hardest was stocking shelves at Target while holding a master's degree, but the Lord in His perfect timing opened doors to ministry opportunities that have helped me rely on Him, reinforce my identity and calling, and educate me in the ways of the church. My calling is to preach and teach the Body of Christ, equipping them for works of service (Eph. 4). During my time at Christ Community Church, and at Frist Presbyterian of Dexter/Hagerman, the Lord guided me and taught me many different skills about being a pastor that you cannot learn in a classroom, such as the importance of fellowship in the congregation and the unspoken expectations people have of the pastor. Preaching and teaching have been absolute joys, and as a Youth Pastor in Virginia, Jennifer and I grew very close to the youth under my care. Now that we have two children, ministry experience, and leadership experience, we are looking forward to the next chapter that the Lord has prepared for us here in South Boston.

RECOMMENDATION:

1. That presbytery approve the ordination and installation of John McCarthy, Candidate for Ordination, as pastor of First Presbyterian Church, South Boston.

REPORT OF THE COMMISSION ON MINISTRY

INFORMATION:

1. Held Zoom meetings on May 9, June 13, August 8, September 12, and October 10
2. Held 7 Board of Pensions Gatherings around the presbytery with 66 persons attending and 27 churches represented.
3. Held an Honorably Retired Pastors Luncheon on Sept. 25 in Christiansburg with 12 retired pastors attending.

ACTIONS REPORTED:

1. Approved the waiver of Elder Term Limitation for Meherrin Presbyterian Church due to small membership.
2. Approved to grant permission to Fincastle Presbyterian Church to form a Pastor Nominating Committee.
3. Approved the Administrative Commission to ordain Christina Cosby to a validated ministry in the Office of Public Witness on June 9 at 4:00 p.m.
4. Approved the Temporary Supply contract renewal between Rev. Terry Blevins and Roanoke Valley Presbyterian Church effective December 1, 2024 to November 30, 2025.
5. Approved Rev. Mikel Pugh as moderator for Altavista Presbyterian Church effective July 1, 2024.
6. Dissolved the pastoral relationship between Rev. Ed Soto and Altavista Presbyterian Church effective June 30, 2024 and granted Rev. Soto Member at Large status at that time.
7. Approved the Christiansburg PC Mission Study and granted permission to form a Pastor Nominating Committee.
8. Approved the Administrative Commission to install Morgan Whitfield at PC of Radford on July 14 at 4:00 p.m.
9. Approved the extension of the Interim Contract between Rev. Kris Moore and Christiansburg PC for up to an additional 12 months and a 3 % cost of living increase.
10. Granted permission to Owen Layne to administer Communion at Coolwell Presbyterian Church.
11. Granted permission to the Berry Hill Administrative Commission to walk along side the church in an unofficial capacity until approval by the Presbytery in October.
12. Approved the request of John Bates to be added to the Pulpit Supply List as a trained ruling elder.
13. Approved the Interim Pastor Contract between Altavista Presbyterian Church and Rev. Glenn Coleman effective July 14, 2024 to July 13, 2025.
14. Approved to renew the commission of Bill Meneely, Commissioned Pastor, to Massies Mill Presbyterian Church effective September 1, 2024 to August 31, 2027.
15. Approved the Interim Contract renewal between Bedford Presbyterian Church and Rev. Philip Parker effective Sept. 1, 2024 to August 31, 2025.
16. Approved the transfer of Rev. Maxine Edwards, HR, from Cherokee Presbytery to Presbytery of the Peaks effective August 8, 2025.
17. Approved Rich Henderson, MCP, to serve as moderator of Briery Presbyterian Church effective Aug. 19, 2024 and granted him permission to serve Sacraments as needed.
18. Approved Rev. Pete Smith to serve as moderator of First Presbyterian Church, South Boston effective August 8, 2024.

19. Approved the request of Meherrin Presbyterian Church to have Mike Price, Commissioned Pastor, serve Communion as needed.
20. Approved the Terms of Call for John McCarthy pending his approval by the Examinations Commission and approval on the floor or presbytery for ordination.
21. Approved to renew the commission of Joyce Perez, Commissioned Pastor, with Mercy Seat Presbyterian Church effective August 1, 2024 to July 31, 2025.
22. Approved to dissolve the call between First Presbyterian Church, Danville and Rev. Beth Broschart effective Sept. 30, 2024.
23. Approved six applicants to receive a Burke Memorial Fund grant in the amount of \$300.00 each. The applicants were: Donna Britt, Phil Berry, Barbara Jacobs, Kim Jeffreys, Carlos Malave and Michael Whorley.
24. Approved the Terms of Call for Rev. Rachel Vogado to serve at Covenant Presbyterian Church.
25. Approved \$4900.00 of 2025 grant funds for the “The Cornerstone Colloquy with Dr. Andrew Root” at Second Presbyterian Church
26. Approved to grant Rev. Beth Broschart, Member at Large status effective October 1, 2024.
27. Approve the Shared Ministry Contract and Shared Ministry Covenant between Rev. Allison Unroe, Fairlawn Presbyterian Church and Christiansburg Presbyterian Church effective November 24, 2024.
28. Approved the Administrative Commission for the Ordination and Installation of John McCarthy at First Presbyterian Church, South Boston on November 3, 2024 at 4:00 p.m.

Teaching Elders:

Rev. Pete Smith, Farmville PC

Rev. Annette Goard, Clarksville PC

Ruling Elders:

Kym Wiederholt, RE, First, Collinsville, 2024 Presbytery Moderator

Don Cherry, RE, First, South Boston

Gail McCullough, RE, Mizpah

29. Appointed Rev. David Baker as moderator of First Presbyterian Church, Danville effective October 10, 2024.
30. Approved the Stated Supply contract renewal between Rev. David Mucha and Virginia Presbyterian Church effective November 1, 2024 to October 31, 2025.
31. Granted permission for Rodger Linkenhoker to administer Communion at Virginia Presbyterian Church as needed from November 1, 2024 to October 31, 2025.
32. Approved the Covenant Associate Pastor contract between Rev. Emily Rhodes Hunter and Blacksburg Presbyterian Church effective January 1, 2025 to December 31, 2025.
33. Approved the Stated Supply contract between Rev. Beth Broschart and Forest Presbyterian Church effective as $\frac{3}{4}$ time until the end of 2024, then full time January 1, 2025 to December 31, 2025.
34. Appointed Rev. Skip Hastings as moderator of Clifton Forge Presbyterian Church pending Session approval to enter into a Stated Supply contract between the two parties.
35. Granted permission to Joyce Perez, CP, to administer Communion at First Presbyterian Church, Danville once a month.

RECOMMENDATIONS:

1. To appoint an Administrative Commission to respond to the request of Berry Hill Presbyterian Church to leave the PCUSA, with authority to guide the congregation in its discernment of God's will, to negotiate terms of dismissal if that course of action is indicated, and to make a recommendation to the presbytery regarding the congregation's future. The committee will include: Annette Goard, TE; Mikel Pugh, TE; Joyce Perez, CP; and Richard Henderson. CP.
2. That presbytery approve the 2025 Minimum Terms of Call with a recommended 3% salary increase. (Minimum Terms of Call can be found on the following pages)
3. That presbytery approve the call of Rev. Rachel Vogado as Pastor for Covenant Presbyterian Church, Roanoke, effective January 1, 2025, who is currently serving in a temporary pastoral relationship with Covenant. (The change from a temporary pastoral relationship to an installed pastoral relationship requires a 3 / 4 majority report by the presbytery.)

THE PRESBYTERY OF THE PEAKS –ANNUAL REVIEW AND
ANNUAL REPORT OF FINANCIAL TERMS OF PASTORS' CALLS FOR 2025

Congregational Pastors Package

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, 12 weeks paid family leave.
(Minister's Name)

These terms of call were reviewed at a Congregational Meeting on

_____.

MINISTER _____ CLERK OF SESSION _____
(signature) (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)

PPO Medical Dues for the Congregational Pastors Package are 16% of effective salary for Member-Only (the Pastor), plus 10% of effective salary for income protection benefits paid entirely by the congregation. Additional coverage is available for the Member's children, spouse or family as listed below.

Board of Pensions Additional Coverage

Coverage Level	Dues	Combined Minimum Dues	Combined Maximum Dues
Member + Child(ren)	16% + \$8,950	\$14, 950	\$25, 950
Member + Spouse	16% + \$11,000	\$17,000	\$28,000
Member + Family	16% + \$20,600	\$26,600	\$37,600

Terms of Call Financial Information-Congregational Pastors Package

	<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		
A. Medical Coverage (16% 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	\$ _____	\$ _____

ADDITIONAL DEPENDENT OR FAMILY COVERAGE

\$ _____ *Additional Dependent or Family Coverage (this amount can be all, or a portion, of the added cost to cover additional family members.)

_____ Percentage of Additional Coverage provided by church

OTHER COMPENSATION INCLUDED IN EFFECTIVE SALARY :

Church Contribution to 403B _____ Cell Phone _____
 (nonaccountable Plan)
 SECA Above 7.65% _____ Other Benefits _____

Other Compensation (Not Included in Effective Salary)

Dental _____ Vision Eyewear _____

PROFESSIONAL EXPENSES

Travel/Auto Expense: \$ _____

Continuing Education Expense: \$ _____

PAID LEAVE:	<u>Minimum</u>	<u>Provided</u>
Vacation	4 weeks	_____
Study leave	2 weeks	_____
Family leave	12 weeks	_____
SABBATICAL LEAVE:	<u>Recommended</u>	<u>Provided</u>
After six continuous years	2 months	_____

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 to julie@peakspresbytery.org. The report may also be mailed to the Peaks Presbytery office, addressed to: Presbytery of the Peaks, Commission on Ministry, PO Box 2519, Forest, VA 24551. Any questions regarding Ministers Terms of Call can be directed to Sharon Bogdan at the Presbytery office by e-mail to sharon@peakspresbytery.org or telephone at 1-888-557-3257.

3% Salary Increase

With Manse	Pastor Only	Pastor + Children	Pastor+ Spouse	Pastor + Family
1. Annual Cash Salary + Utilities Allowance + Other Applicable Income	35,806			
2. Manse Value (Manse value is based upon a minimum of 30% of the total effective salary. Annual cash salary + Utilities Allowance + Other Applicable Income)	11,102			
3. Shared House Equity	1,200			
4. Social Security Offset (7.65% of Effective Salary)	3,680			
5. Board of Pensions-Congregational Pastors Package 26% of Effective Salary-Pastor Only	12,508			
• Additional Medical Coverage, Child(ren) \$8950		8950		
• Additional Medical Coverage, Spouse \$11,000			11,000	
• Additional Medical Coverage, Family \$20,600				20,600
6. Moving Expense				
7. Continuing Education Expense	1,200			
8. Vacation	Four Weeks			
9. Continuing Education	Two Weeks			
10. Travel Expenses-mileage reimbursed at IRS business mile rate				
11. Family Leave-12 weeks family leave upon the birth or adoption of a child.				
Total	65,496	74,446	76,496	86,096

3% Salary Increase

Without Manse	Pastor Only	Pastor + Children	Pastor+ Spouse	Pastor + Family
1. Annual Cash Salary + Housing + Other Applicable Income (The amount designated for the housing allowance may not exceed the fair rental value of the home plus furnishings and utilities)	49,100			
4. Social Security Offset (7.65% of Effective Salary including housing, utilities allowance, other applicable income)	3,756			
5. Board of Pensions-Congregational Pastors Package 26% of Effective Salary-Pastor Only	12, 766			
• Additional Medical Coverage, Child(ren) \$8950		8950		
• Additional Medical Coverage, Spouse \$11,000			11,000	
• Additional Medical Coverage, Family \$20,600				20,600
6. Moving Expense				
7. Continuing Education Expense	1,200			
8. Vacation	Four Weeks			
9. Continuing Education	Two Weeks			
10. Travel Expenses-mileage reimbursed at IRS business mile rate				
11. Family Leave-12 weeks family leave upon the birth or adoption of a child.				
Total	66,822	75,772	77,822	87,422

THE PRESBYTERY OF THE PEAKS –ANNUAL REVIEW AND
ANNUAL REPORT OF FINANCIAL TERMS OF PASTORS' CALLS FOR 2025

Transitional Pastor's Participation

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, 12 weeks paid family leave.
(Minister's Name)

These terms of call were reviewed at a Congregational Meeting on

_____.

MINISTER _____ CLERK OF SESSION _____
(signature) (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)

PPO Medical coverage dues for the Transitional Pastor's Participation (pastor and family) are 33% of effective salary, plus 10% of effective salary for income protection benefits paid entirely by the congregation. As listed below, the dues for Medical coverage are scheduled to increase by a minimum percentage over the subsequent two years.

Board of Pensions Medical Coverage Dues

Year	Percentage
2025	33%
2026	No less than 37%
2027	No less than 41%

Terms of Call Financial Information-Transitional Pastor's Participation

	<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		
A. Medical Coverage (33% 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	 \$ _____	 \$ _____
 OTHER COMPENSATION INCLUDED IN EFFECTIVE SALARY (See pg 4 Notes #5):		
Church Contribution to 403B _____	Cell Phone _____	
	(nonaccountable Plan)	
SECA Above 7.65% _____	Other Benefits _____	
 Other Compensation (Not Included in Effective Salary)		
Dental _____	Vision Eyewear _____	

PROFESSIONAL EXPENSES

Travel/Auto Expense: \$ _____

Continuing Education Expense: \$ _____

PAID LEAVE:	<u>Minimum</u>	<u>Provided</u>
Vacation	4 weeks	_____
Study leave	2 weeks	_____
Family leave	12 weeks	_____
SABBATICAL LEAVE:	<u>Recommended</u>	<u>Provided</u>
After six continuous years	2 months	_____

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 to julie@peakspresbytery.org. The report may also be mailed to the Peaks Presbytery office, addressed to: Presbytery of the Peaks, Commission on Ministry, PO Box 2519, Forest, VA 24551. Any questions regarding Ministers Terms of Call can be directed to Sharon Bogdan at the Presbytery office by e-mail to sharon@peakspresbytery.org or telephone at 1-888-557-3257.

3% Salary Increase

With Manse	
1. Annual Cash Salary + Utilities Allowance + Other Applicable Income	35,806
2. Manse Value (Manse value is based upon a minimum of 30% of the total effective salary. Annual cash salary + Utilities Allowance + Other Applicable Income)	11,102
3. Shared House Equity	1,200
4. Social Security Offset (7.65% of Effective Salary)	3,680
5. Board of Pensions-Transitional Pastor's Participation 43% of Effective Salary	20,686
6. Moving Expense	
7. Continuing Education Expense	1,200
8. Vacation	Four Weeks
9. Continuing Education	Two Weeks
10. Travel Expenses-mileage reimbursed at IRS business mile rate	
11. Family Leave-12 weeks family leave upon the birth or adoption of a child.	
Total	73,674

3% Salary Increase

Without Manse	Pastor Only
1. Annual Cash Salary + Housing + Other Applicable Income (The amount designated for the housing allowance may not exceed the fair rental value of the home plus furnishings and utilities)	49,100
4. Social Security Offset (7.65% of Effective Salary including housing, utilities allowance, other applicable income)	3,756
5. Board of Pensions-Transitional Pastor's Participation 43% of Effective Salary	21,113
6. Moving Expense	
7. Continuing Education Expense	1,200
8. Vacation	Four Weeks
9. Continuing Education	Two Weeks
10. Travel Expenses-mileage reimbursed at IRS business mile rate	
11. Family Leave-12 weeks family leave upon the birth or adoption of a child.	
Total	75,169

Instructions for Annual Report of Financial Terms of Call-2025

1. Base Cash Salary- Does not include the 50% SECA reimbursement. COM Proposed salary increase is 3%.
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. 2025 housing should be approved at November/December 2024 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, as well as 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 _____ 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 Congregational Pastors Participation plan in 2025 is 26% of effective salary. The breakdown of the cost of coverage is: Medical at 16% 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. Medical coverage for the Pastor's children, spouse or family is available at specified dollar amounts.
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 2025 rate is set by the IRS in mid-December. The 2024 rate is 67 cents.
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 expenses 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 twelve 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.

Constitutional Ministries Committee Report

INFORMATION:

1. The committee met on the following dates by Zoom:

July 30, 2024

August 13, 2024

October 2, 2024

ACTIONS REPORTED:

1. Reviewed and approved the Synod Committee Representation Report. Presbytery of the Peaks has 9,676 total members. Two percent of those being African American. Our committees and commission have 70 total members-37 males and 33 females with twelve percent representation of African Americans.

RECOMMENDATION:

1. That presbytery approve the following Teaching and Ruling Elders to the positions listed below.

Commission on Ministry

Anghaarad Teague Dees	2025 Chair		
Cynthia Coleman	RE	2027	Altavista
Sally Irvine	RE	2027	Low Moor
David Smith	RE	2027	Farmville
Susi Ennis	TE	2027	First, Covington
Sarah Martin	TE	2027	Colonial
Pete Smith	TE	2027	Farmville

Commission on Administration

Gary Marshall	TE	2027	Mallow
Morgan Whitfield	TE	2027	Radford

Church Partnership Commission

Isabella Fagiani 2025 Chair

Examinations Commission

Linda Dickerson 2025 Chair

Jude Swanson TE 2027 Mt. Carmel

Justice and Mercy Commission

Denny Casey 2025 Chair

Denise Pillow RE 2027 First, Covington

Joe Wilson RE 2027 First, Covington

Cabinet

Kym Wiederholt RE 2025 Moderator

Smith Chaney RE Trinity Ecumenical Parish

2025 Moderator

Bea Miller TE First, Martinsville

2025 Vice-Moderator

David Smith RE Farmville

Constitutional Ministries Committee

Dave Baker 2025 Chair

Russ Merritt TE 2027 Northminster

Dick Boswell RE 2027 Missional Commissioned Pastor, Hill Cities

Naomi Hodge Muse RE 2027 Commissioned Pastor, Grace

Transitional General Presbytery Search Committee

Naomi Hodge Muse RE Commissioned Pastor, Grace

Sue Bentley RE Northside

Kim Jeffreys TE Madisonville, Village

Dave Roberts TE St. Andrew

Morgan Whitfield	TE	Radford
Dave Baker	TE	Validated Ministry-Endowing People
Steve Willis	TE	High Bridge
Ray Williams	RE	Fifth Avenue
Jonathan Moelker	TE	Campbell Memorial

REPORT OF THE COMMISSION ON ADMINISTRATION

INFORMATION:

- The Commission on Administration met on June 3, 2024, August 5, September 4 and October 7, 2024 via Zoom.
- The Commission received a guide manual from PC(USA) for setting up procedures to hire a General Presbyter and/or Stated Clerk, when necessary.
- Local governmental requirements regarding property access modifications have been met for the purchase of the presbytery office property. Attorneys are finalizing the sale documents and closing is anticipated in the next few weeks.

ACTIONS REPORTED:

1. Completed annual performance reviews for General Presbyter and Stated Clerk.
2. Granted access to Vanguard accounts for John Lanier, Joe Wilson and Bob Berkely. Access for Sharon Bogdan is forthcoming.
3. Reviewed current insurance policy with Church Mutual.
4. Approved and executed a Deed of Waiver and Release for Piedmont Evangelical Church.
5. Executed a Deed of Release for Trinity PC, Ridgeway, with bill of sale to Trinity Historical Foundation.
6. Approved a contract for landscape cleanup at Glasgow PC. Work was completed. Property will now be listed for sale with realtor.
7. Approved requests from Pisgah Presbyterian Church and Browns Presbyterian Church to form cemetery associations.
8. Authorized Carl Utley and Julie Burnett to retain a property lawyer to provide legal assistance for the Palestine Chapel Administrative Commission.
9. Prepared 2025 budget, received comments from stakeholders, and revised the proposed budget.
10. Updated the Personnel Policy, with input from attorneys.
11. Awarded a salary increase to Julie Burnett for increased responsibilities she is assuming since Robin Padgett's retirement.
12. Approved the transfer of the deed for the Clarktown PC property to Upward Way Holiness Church upon completion of the payment of their financial obligations. Closing is anticipated by the end of the year.
13. Approved holiday office closings for Christmas/New Year's holiday. The office will be closed from Dec. 23, 2024 to Jan. 1, 2025, inclusive.

14. Approved 2025 housing allowances for Rev. Carl Utley and Rev. Vernie Bolden at the 2024 rates.

RECOMMENDATIONS:

1. Approve the 2025 budget as submitted.

Presbytery of the Peaks					
2025 Proposed Budget					
24-Oct-24					
			Projected	Approved	Proposed
			12/31/2024	2024 Budget	2025 Budget
Income					
	Covenants of Intent		300,000	397,394	375,537
	Mission Payments-Dismissed Churches		4,200		4,200
	Office Rent			-	1,200
	Financial Sustainability Fund (projected budget 2024 7.4%, budget 2025 6%)		496,680	405,446	404,412
	Missional Grant Fund (projected budget 2024 5.3%, budget 2025 6%)		186,000	186,000	199,682
	Two Cents Justice & Mercy Funding		8,000	8,000	8,000
	Miscellaneous		21	100	100
Total Income			994,901	996,940	993,131
Cabinet					
	Cabinet Expense		270	200	200
	Presbytery Meeting Expense		1680	6,500	5,500
	Workgroup Expense			3,432	
	Committee on Representation				
Total Cabinet Expense			1950	10,132	5,700
Constitutional					
	Moderator Expenses			1,400	1,400
	Stated Clerk		18,910	14,404	14,746
	Nominating Committee		9	250	100
	Session Records Workgroup			200	100
	Sexual Misconduct Policy/Background Checks		37	400	300
	Synod Unified & Per Capita		11,549	11,640	10,995
	GA Unified & Per Capita Giving		98,421	99,196	103,641
Total Constitutional Expense			128,927	127,490	131,282
Administration					
	Commission Expenses		237	250	250
	Communications Expense		1,900	6,000	4,000
	Property Expenses (Office Rent-2024)		23,877	34,000	12,000
	Electric/Internet		3,593		3,600
	Insurance		11,107		22,000
	Office Contracts		10,824		14,000
	Office Expenses (*Separated out-insurance and contracts)		5,950	21,000	2,000
	Presby Office Equipment		1983	2,500	4,000
	Audit Expense-Estimation for 2024		14,000	15,000	15,000
Total Expenses Excluding Staff			73,471	78,750	76,850
	Staff:				
	General Presbyter & Acting GP Expense		149,140	149,013	153,452
	Communications Director		65,096	60,000	60,895
	Justice & Mercy Specialist		81,553	81,553	84,721
	Church Specialist		72,455	72,455	73,614
	Office Administrator		90,645	86,194	92,425
	Accountant (Robin Jan - June 2024)		40,540	82,913	0
	Accountant (Sharon Apr to Dec 2024)		48,039	0	70,662
	Temporary Help		0	2,000	1000
	Office Staff Expenses		898	550	550
	Search Committee Expenses				10,000
Total Staff Expense			548,366	534,678	547,319
Total Administration Expense			621,837	613,428	624,169

Commission on Ministry				
	Commission Expenses	497	2,756	1,500
	COPM Scholarships/Testing			
	Grants	62,000	62,000	66,560
Total Commission on Ministry Expense		62,497	64,756	68,060
Church Partnership				
	CPC Expenses	1	1,000	600
	Adaptive Church Partnership		4,000	
	Higher Education Expenses (This comes from COI)	47,090	47,090	17,500
	Grants designated for Higher Education expenses			29,500
	Scholarships	4,555		
	Grants	48,884	49,884	37,060
Total Partnership Expense		100,530	101,974	84,660
Examinations Commission				100
Justice & Mercy				
	Commission Expenses	40	300	100
	Community Outreach Grants (This comes from COI)	38,391	38,391	12,500
	CEDEPCA	27,000	27,000	
	Earth Care Grants	1,250		
	Grants	12,479	13,469	66,560
Total Justice & Mercy Expenses		79,160	79,160	79,160
Total Presbytery Expenses		994,901	996,940	993,131

REPORT OF THE CABINET

INFORMATION:

The Coordinating Cabinet Met on July 25th, September 26th, and October 3rd via Zoom. They received a preliminary report from the Special Task Force on Newly Acquired Assets in July and September. Synod Executive Rev. Warren Lesane spoke with the Cabinet about best practices in the search for a new general presbyter in September. Cabinet held a called meeting on October 3rd to review a proposal from Ministry Architects.

ACTIONS REPORTED:

1. Requested the Justice and Mercy Commission take the lead in organizing speakers for 2025 Presbytery meetings.
2. Approved the signing of a joint grant proposal with Abingdon Presbytery to the Synod of the Mid-Atlantic for a mission initiative through the Presbyterian Home of the Highlands
3. Approved the following dates for the 2025 Presbytery meetings
 - February 20th (Thursday) – In Person
 - March 6th (Thursday) – Make-up day
 - June 28th (Saturday) – Zoom
 - October 23rd (Thursday) – In Person
4. Approved the docket for the October 24, 2024 presbytery meeting
5. Approved a recommendation to increase the presbytery lunch price to \$11
6. Directed the Constitutional Ministries Committee to put together a slate for a Transitional Presbyter Search Committee

RECOMMENDATIONS:

None

REPORT OF THE COMMISSION ON CHURCH PARTNERSHIP

INFORMATION:

- Cool Spring Presbyterian Church received funds (\$3,550) to send nine youth to Camp Eagle this summer, and five youth in the Presbytery received funds (\$1,000) to attend Camp Bethel this summer using the grant funds set aside to support Camp Ministry.
- Rev. Ben Brannan and Rev. Isabella Fagiani invite leaders of churches with youth to an informational zoom on Monday, November 4th from 12-1pm to learn more about the Our Whole Lives. The Our Whole Lives retreat is for 9th & 10th graders that seeks to “mention and therefore make manageable” as Mr. Rogers would say, about how our faith connects to the intimate relationships in one’s lives.
- Church Partnership Commission is seeking out ways to work with the Justice and Mercy Commission to potentially offer mission trips to hurricane affected areas when the places most affected are ready and in need of outside volunteers in this way.

ACTIONS REPORTED:

1. Awarded Bedford Presbyterian Church a Church Redevelopment Grant of \$5,000 to upgrade new audio-visual and streaming equipment for worship services, some new computers, and a medical defibrillator.
2. Awarded Colonial Presbyterian Church a Church Partnership Grant of \$4,200 to cover expenses for a three-day Celtic Christianity Festival at Explore Park in Roanoke August 21-23. This creative idea will involve individuals from other churches in the Roanoke area.
3. Awarded a Church Partnership Grant of \$5,000 to Fifth Avenue Presbyterian Church to support a Racial Justice Travel Seminar which took place on October 10-12 in Richmond.
4. Awarded First Presbyterian Church of Danville a Church Redevelopment Grant of \$5,000 to support the second year of a musical internship with students from Averett College supporting their choir.
5. Awarded Raleigh Court Presbyterian Church a Church Partnership Grant of \$3,000 to support an Our Whole Lives retreat based on the Our Whole Lives Curriculum fostering conversations on faith and relationships open for all 9th & 10th graders in the Presbytery this upcoming February.
6. With the end of the final grant cycle of 2024, CPC had \$33,994.58 leftover in Grant Money. CPC chose to award \$25,000 to Massanetta Springs Camp and Conference Center to support their Capital Campaign. With the remaining funds, CPC is committed to finishing the buckets for the bucket collection for Church World Services and the remaining funds are to be given to Presbyterian Disaster Assistance to support Hurricane Relief.

Report of the Stated Clerk

RECOMMENDATIONS:

- 1. FOR CONSENT AGENDA:** That the minutes of the One-hundred thirty-fifth Stated Meeting of the Presbytery of the Peaks (May 4, 2024) as reviewed by those persons designated by the Standing Rules, be approved.
- 2. FOR CONSENT AGENDA:** That motions be reduced to writing and sent to the clerks' table before discussion.
- 3. FOR CONSENT AGENDA:** That all committee reports be received.
4. That the docket and consent agenda be approved.

REPORT OF PRESBYTERIAN WOMEN

INFORMATION:

- The Peaks PW Spring Gathering took place at Raleigh Court Presbyterian Church in Roanoke on Saturday, April 27. The keynote speaker was Adrienne Knight, Synod of the Mid-Atlantic Representative to the National PW Board of Directors and a participant in the USA Mission Experience to Arizona and the Border Region. The 27 attendees brought approximately 400 toiletry items for Turning Point, a domestic violence shelter for women and children sponsored by the Salvation Army.
- Seventeen (17) women from the Peaks participated in the virtual Synod of the Mid-Atlantic PW Summer Gathering Friday and Saturday, June 7 and 8. The theme for the Gathering was “Answering God’s Call” based on the *Horizons* Bible Study, *Let Justice Roll Down – God’s Call to Care for Neighbors and All Creation* by Patricia K. Tull.
- Five women from the Peaks participated in the Churchwide Gathering of PW August 8-11, in St. Louis, Missouri. The theme was “Do Everything in Love” based on 1 Corinthians 16:14. The Gathering offered workshops, mission tours, forums, resources, plenary sessions, worship, music, and so much more!
- The 36th Annual Gathering of PW in the Presbytery of the Peaks took place September 28, at First Presbyterian Church in Lynchburg. Thirty-two individuals braved the aftermath of Hurricane Helene to attend the Gathering. The morning was filled with inspiration, information, music, fun, food, and fellowship. The theme, “Hunger – Seeing the Unseen,” was demonstrated through a panel discussion facilitated by Sarah Hyska, PW Racial Equity/Justice and Peace Representative. The panelists were Vernie Bolden, Peaks Justice and Mercy Ministry Specialist; Ansley Bean, Director of Development at Lynchburg Daily Bread; and Barb Chase, Director of Food for Thought, Park View Community Mission in Lynchburg. An offering of \$608 was received to be divided evenly among the three agencies represented by the panelists.
- Pam Snyder, National Moderator of the PW Board of Directors, Inc., installed the new PW leaders and affirmed those continuing in office:
 - Moderator – Shelda Wills
 - Moderator-Elect – TBD (Contact Shelda Wills if interested in serving.)
 - Vice Moderator – TBD (Contact Shelda Wills if interested in serving.)
 - Secretary – Janet Rakes
 - Treasurer – TBD (Contact Shelda Wills if interested in serving.)
 - Historian – Betty Oliver
 - Missions Coordinator – Diane Patty
 - Racial Equity/Justice & Peace Representative – Sarah Hyska
 - Moderator of the Search Committee – Natasha Lowe
 - Search Committee Member – Gail McCullough
 - Search Committee Member – Cynthia Washburn
 - Search Committee Member – Eleese Wilson
 - Neighborhoods Coordinator – Laura Crumbley

RECOMMENDATIONS:

No recommendations.

REPORT OF THE SESSION RECORDS WORK GROUP

INFORMATION:

- The Session Records Work Group continues to receive and review both past and current Session Minutes. Please see the following pages for the quarterly report showing the running record of Session Minutes submitted for review.
- Past or current sets of Session Minutes may be submitted for review at any time. Please note, however, that **2023 Session Minutes are due for review during 2024**. The Work Group reviews Session Minutes alphabetically by church name. The remaining schedule for the **review of 2023 Session Minutes in 2024** is as follows:
 - October 24 – Churches with names beginning with A-D
- When the Presbytery of the Peaks is unable to meet in person, churches are asked to **EITHER mail hard copies** of the 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, along with the completed “Session Records Review Form,” to swills@usit.net. Contact Shelda with questions. **Churches should NOT send Minutes to the Presbytery Office!**
- Materials to assist Clerks of Session in their duties are available on-line through the Presbytery website at www.peakspresbytery.org. Click on “Resources”; then click on “Forms & Documents”; then click on “Session Records” to view these materials. The “Session Records Review Form” is available there for download.

ACTIONS REPORTED:

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

RECOMMENDATIONS:

1. No recommendations

**✓ = Session Minutes Received and Reviewed
(as of October 11, 2024)**

Name of Church	2018	2019	2020	2021	2022	2023		Name of Church	2018	2019	2020	2021	2022	2023
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	✓	✓	✓	✓	✓	✓		Grace						
Clarksville	✓	✓	✓	✓	✓			Hat Creek						
Clifton Forge	✓	✓	✓	✓	✓	✓		Hermon	✓	✓	✓		✓	✓
College	✓	✓	✓	✓	✓			High Bridge	✓					
Collinsville, First	✓							Holbrook Street	✓		✓	✓	✓	
Colonial	✓	✓	✓	✓	✓			Jamestown						✓
Concord								Kayser Memorial		✓	✓	✓	✓	✓
Cool Spring								Kentuck	✓	✓	✓	✓	✓	
Coolwell								Low Moor	✓	✓	✓	✓	✓	✓

Name of Church	2018	2019	2020	2021	2022	2023		Name of Church	2018	2019	2020	2021	2022	2023
Lynchburg, First	✓	✓	✓	✓	✓			Quaker Memorial	✓			✓	✓	
Madisonville	✓							Radford	✓	✓	✓	✓	✓	
Mallow	✓	✓		✓	✓	✓		Raleigh Court	✓	✓	✓	✓	✓	✓
Martinsville, First	✓	✓	✓	✓	✓	✓		Roanoke						
Mary Horner Walker	✓	✓	✓	✓	✓	✓		Roanoke, Second						
Massies Mill	✓	✓	✓	✓	✓	✓		Roanoke Valley	✓	✓	✓	✓	✓	✓
Mayberry	✓	✓			✓			Rocky Mount	✓					
Maysville	✓	✓	✓	✓	✓	✓		Rough Creek						
McAllister Memorial	✓	✓	✓	✓	✓	✓		Rustburg	✓	✓	✓	✓	✓	
Meherrin	✓	✓	✓	✓	✓	✓		Saint Andrew	✓	✓	✓	✓	✓	
Memorial	✓							Salem	✓	✓	✓	✓	✓	
Mercy Seat				✓				Sinking Spring						
Mizpah	✓	✓	✓	✓				South Boston, First	✓	✓	✓	✓	✓	✓
Montvale								Trinity, Arvonnia						
Mount Carmel	✓	✓	✓	✓	✓			Trinity Ecumenical	✓			✓	✓	✓
Narrows, First								Unity						
New Concord	✓	✓	✓	✓	✓	✓		Village	✓	✓	✓	✓	✓	✓
New Dublin	✓	✓	✓	✓	✓	✓		Villamont	✓		✓	✓	✓	✓
New Store	✓							Virginia						
Northminster	✓	✓	✓	✓	✓	✓		West End	✓	✓	✓	✓	✓	✓
Northside	✓	✓	✓	✓	✓	✓		Westminster						
Oak Level	✓	✓	✓	✓	✓	✓		Williamson Memorial	✓	✓	✓	✓	✓	✓
Oak View	✓													
Old Brick	✓	✓	✓											
Old Concord	✓	✓												
Peaks	✓	✓	✓	✓	✓	✓								
Pearisburg	✓	✓	✓	✓										
Phenix														
Pisgah														
Pulaski, First	✓							Totals	82	62	60	62	60	39

Grand Total of Minutes Reviewed from 2002-2023 = 2,067

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), 95 (2015), 88 (2016), 85 (2017)

Dismissed: Bethel, Bouldin Memorial, Dublin, Elon, Falling Spring (Alleghany County), First (Roanoke), Galatia, Matthews Memorial, 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:** Glasgow, Glen Wilton, Harmony, Holmes Memorial, Peace, Trinity (Ridgeway).

We invite you to complete this questionnaire and become eligible for a prize!



EARTH CARE



**SUBCOMMITTEE
JUSTICE & MERCY COMMISSION**

We want to know what you are thinking!

Circle your answer

1. How personally concerned are you about the effects of climate change?

- A) Extremely concerned
- B) Somewhat concerned
- C) A little concerned
- D) Not at all concerned

2. Does the Bible address issues of earth care?

- A) I've read through all the scriptures, and it is hard to find.
- B) Why are we bringing our faith/religion into this political issue? Keep it separate!
- C) Connections to earth care permeate the entire Bible.
- D) I haven't thought about it much. Does the Earth Care Subcommittee have any information on that?

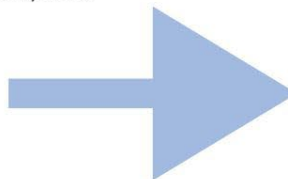
3. How does the Bible describe the relationship between humans and the rest of creation?

- A) Humans are separate from and superior to the rest of creation.
- B) Humans are part of creation and have a responsibility to care for it.
- C) Non-human creation is less important compared to human needs.
- D) Humans should avoid interacting with nature.

4. How many trees are cut down daily to make toilet paper (National Geographic)

- A) 4,000
- B) 12,000
- C) 27,000
- D) 35,000

Turn Over for more questions!



5 How many sea animals are estimated to be killed each year by plastic bags and other plastic garbage that ends up in the ocean? (Sea Turtle Conservancy)

- A) Over 1,000,000 every year
- B) Over 500,000 every year
- C) Over 300,000 every year
- D) It hasn't been studied well enough to know

6. Our church recycles (check all that apply):

- ☐ bulletins
- ☐ paper (worship and office)
- ☐ metal cans
- ☐ plastic bottles
- ☐ other (please specify)_____
- ☐ we don't collect recycling in the building

7. Our church has done an energy audit.

- ☐ Yes
- ☐ No

If yes when? _____

8. Our church (check all that apply):

- ☐ has reduced the amount of lawn by landscaping with native plants.
- ☐ does not routinely use chemical herbicides and pesticides on our grounds.
- ☐ has a community garden on our property.
- ☐ planted trees on our property.
- ☐ none of the above

9. The costs associated with my church addressing earth care concerns in any meaningful way ...

- A)** are too prohibitive
- B)** are not within our limited budget, so leave me alone!
- C)** could be funded by an Earth Care Subcommittee "mini grant." If you would like more information, please give us your contact information below.

10. What motivates you most to care for the earth?

- A)** Taking care of what we will leave for our children and grandchildren
- B)** Easing the suffering of those who are most marginalized
- C)** Saving the beautiful places I love
- D)** Knowing that God loves the whole interconnected world

GENESIS 1: 31 God saw all that had been made, and it was very good

.....
After completing the questionnaire, please tear off this stub, and place it in the jar at the Earth Care table in the registration area for your chance to win a prize!

Name _____

Email _____

Church _____

Would you like to be added to the Earth Care contact list? _____



SPONSOR a Student and INSPIRE a Future



**YOU can make a life-changing impact on an entire community by
SPONSORING A STUDENT
At Abukloi Secondary School.**

The need is **critical** as over half of the 667 students were unable to contribute even a small amount toward their tuition due to the skyrocketing increase in inflation. When a student knows they have been sponsored, it is a life changing moment. Just knowing that someone cares about their future means more than you can imagine.

For \$80 a month or just \$2.63 a day, your sponsorship will be the foundation of that new life. By scanning the QR code you can contribute to the student sponsorship fund and be connected to our Sponsorship Coordinator who will communicate details about your sponsored student.

A full sponsorship provides the following:

Tuition

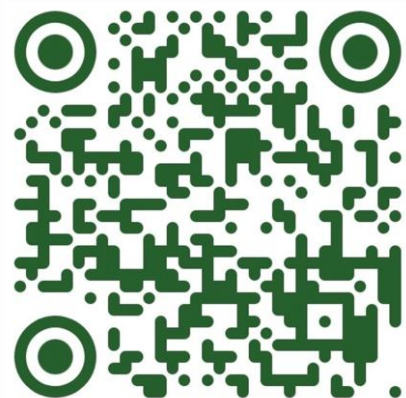
Textbooks and class supplies

A daily meal

Two uniforms a year with socks

Hygiene products/sanitary pads for girls

Life skills training program



P.O. Box 2831, Chester, VA 23831-9998 | Phone (757) 256-3258

beth@Abukloi.org | Abukloi.org



The word Abukloi comes from Dinka, one of the traditional Nilotic languages spoken by many in South Sudan. It means: “We can do it.” The institution selected an indigenous word as its name to reflect its vision, commitment, and determination to find solutions along with the people of the region. This resilient, positive attitude is the foundation that will help South Sudan succeed.

Communication begins with YOUR commitment to sponsor a student either with a one-time donation of \$960 or a recurring donation of \$80/month. It all starts with a scan of the QR code which leads to the Abukloi Foundation website or simply by entering in the website address: www.abukloi.org and clicking on the student sponsorship link.

You will be connected to Beth Broschart who serves as our Sponsorship Coordinator once your initial signup is completed online.

A student will be assigned by the principal of Abukloi Secondary School, and a letter of thanks written by the student. The coordinator will forward the letter and a bio data sheet with photo to you via email so please be sure to include your email in your sign-up information.

If you wish to reply, letters will be sent electronically by the Sponsorship Coordinator to the principal who will forward to the student. Currently, internet data is costly for the school and out of reach for most students so direct student to sponsor communication is prohibitive.

Each term you will receive correspondence from the school and at the end of each school year you will receive a personal update of your student’s success and the opportunity to sponsor another year of education. We also encourage you to follow the Abukloi Facebook page for pertinent information and fun stories.

If you need additional information, please reach out to Beth Broschart at beth@abukloi.org

P.O. Box 2831, Chester, VA 23831-9998 | Phone (757) 256-3258

beth@Abukloi.org | Abukloi.org



GENERAL ASSEMBLY IN BRIEF



*General Assembly in Brief comes to you from
the Office of the General Assembly and Unified Communications.*

All photographs by Rich Copley unless otherwise noted.





Opportunities for Service on National Committees

The 226th General Assembly elected and re-elected 130 church members, deacons, ruling elders and teaching elders just like you to serve in elected service on denominational level entities (boards, committees and judicial commission) for the 2024 nomination cycle.

There are still a significant number of opportunities to be considered for service for vacancies remaining on the:

- *Advocacy Committee for LGBTQIA+ Equity 2024 (Trans and People of Color)*
- *Advocacy Committee for Women and Gender Justice 2024*
- *Educator Certification Committee (Certified Educators only) 2024*
- *GA Committee on Representation 2024*
- *GA Permanent Judicial Commission (Ruling Elders only from synods: Living Waters, Rocky Mountains)*
- *Mission Development Resources Committee*
- *Presbyterian Disaster Assistance Program Advisory Committee*
- *Racial Equity Advocacy Committee*
- *Review Committees - GA Agencies: Board of Pensions, Presbyterian Foundation, and Investment and Loan Program*

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Thank you for your consideration.



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This GA in Brief is designed for you to download and print for use as a bulletin insert for worship, Sunday school discussion or in a council meeting. All business items referenced can be found at pc-biz.org. We have also included icons as appropriate to indicate ...



thought or conversation questions



to learn more, go to the website listed



Reflections from the Departing and Newly Elected Stated Clerks

Grace and Peace from our Lord Jesus Christ,

Thank you to all who heard the call to be commissioners and advisory delegates to the General Assembly this year. For all others who traveled to Salt Lake City to be in person and for those who joined online, thank you! While it may feel that we came to an end with the close of the Assembly, in reality it is merely the beginning. It is now time to not only interpret the work decided upon by the Assembly but also to implement it. And while that work begins, we also know that there is more to look forward to in this time of transition. One, that transition takes time; we need to be patient as the Unification Commission does its work and as the coming together of OGA and PMA requires depth of conversation and an openness to the Holy Spirit in charting the course to the future. Two, remember that God's timing is not necessarily our timing, so do not be anxious but be willing to lean into where God is leading. Three, you have wonderful people who have heard God's call and were confirmed by the Assembly to lead the church, the Revs. CeCe Armstrong and Tony Larson as Co-Moderators, and the Rev. Jihyun Oh as Stated Clerk. Welcome, Jihyun!



Bronwen Boswell (left) and Jihyun Oh

*Bronwen Boswell
Stated Clerk 2023–24*

As Bronwen noted above and Co-Moderators Tony and CeCe noted at the end of the meeting of the 226th General Assembly, the work of interpreting and implementing the actions that your General Assembly took is just beginning. Some of the work has been referred to staff of the General Assembly agencies and entities, but a lot of the work is for all of us to do together as we continue to become the church that God is calling us to become in this time and place.

I am grateful for this communion of the Presbyterian Church (U.S.A.), for communal discernment processes and for our life and witness to Christ Jesus among us and in the world.

Looking forward to our shared mission and ministry,

*Jihyun Oh
Newly elected Stated Clerk*

Leaders Elected, Confirmed and Honored



Kathy Lueckert



J. Herbert Nelson, II

The Assembly elected CeCe Amrstrong and Tony Larson as Co-Moderators of the 226th General Assembly!

Jihyun Oh was elected as the first woman of color to take office as Stated Clerk. Her term begins Aug. 1.

Kathy Lueckert was confirmed by the Assembly for a second term as president of the Presbyterian Church (U.S.A.), A Corporation. David Dobson was confirmed to a second term as president and publisher of the Presbyterian Publishing Corporation

J. Herbert Nelson, II, former Stated Clerk, was honored for his ministry and leadership from 2016 to 2023.

Clare Lewis was confirmed by the Assembly as President and Chief Executive Officer of the Presbyterian Investment & Loan Program.

The Assembly honored three additional women for their leadership of the Assembly: Ruth Faith Santana-Grace and Shavon Starling-Louis for their leadership as Co-Moderators of the 225th General Assembly, and Bronwen Boswell as Acting Stated Clerk since the summer of 2023.

'We're Back!'

For the first time since 2018, commissioners and advisory delegates to the General Assembly gathered in person for worship and community. Over 1,300 people traveled to Salt Lake City to witness and participate in the highest council of our church.

The Assembly convened on June 25 with an online plenary followed by 12 committees discerning the mind of Christ through three days of online committee meetings.

After the committee meetings, commissioners and advisory delegates traveled to Salt Lake City for in-person plenaries that began on Sunday, June 30, following worship in local congregations. Plenaries included worship, continued discernment of recommendations from committees, and even a few breaks to do the Electric Slide! The energy in the room was palpable — people loved being together! The Assembly concluded with worship on Thursday, July 4.

Book of Order Amendments to Be Sent to Presbyteries for Confirmation

The 226th General Assembly will send 12 proposed amendments to the Book of Order to the presbyteries for their affirmative or negative vote. A proposed Ecumenical Agreement between the Episcopal Church and the Presbyterian Church (U.S.A.) will also be sent to the presbyteries for confirmation.

An addition to the section within the Foundations adds to a list of people whom God unites in Baptism, whom the church universal does not discriminate against in membership, and for whom the PC(USA) guarantees participation and representation was passed. This addition and the Historic Principles of Church order found in F-3.01 were added to the examination of candidates for ordained service alongside the candidate's ability to fulfill all requirements expressed in the constitutional questions.

Also included is a revision to the number of commissioners to the General Assembly and removal of requirement for concurrences to overtures for the General Assembly. Two proposals highlight the disallowance of nondisclosure agreements when dissolving installed and temporary pastoral relationships. Potential temporary pastoral relationships agreements were expanded from 12 months to 36 months. One adds paid administrative leave for teaching elders, while another adds people with vulnerabilities to the list of council protection policies. Yet another added mandated reporting of child abuse in a second place within Church Discipline.

Presbyteries may begin voting on these 12 amendments at any time, but voting must be completed by July 4, 2025. All amendments approved by a majority of presbyteries shall become effective as of July 5, 2025. See G-6.04 of the Book of Order for more information about amending the Book of Order.



Dancing during plenary break

POL-01 as Amended to be Sent to Presbyteries for Confirmation

The Polity Committee split POL-01, an intensely debated overture from Olympia Presbytery, into two parts — and the Assembly passed them both. Both involved proposed changes to the PC(USA) Book of Order that now will go to the presbyteries for an up-or-down vote.

The Assembly voted 389–24 to change F-1.0403 to add “gender identity” and “sexual orientation” to the list of “rich diversity” that the PC(USA) recognizes as being guaranteed full participation and representation in church life (along with race, ethnicity, sex, disability, geography and theological conviction).

The Assembly also voted 297–130 to approve a change to G-2.0104b, to add “the principles of participation and representation found in F-1.0403” to the list of topics about which those seeking ordination in the PC(USA) must be asked.

At the heart of the debate: how to balance freedom of conscience with a true expectation of inclusion. Discussion over POL-01 included pleas for the PC(USA) to fully live into its commitment for inclusion of LGBTQIA+ people, and the understanding that candidates being examined for ordination would not have to give prescribed answers. But others raised concerns about whether the change would amount to a form of gatekeeping — in effect limiting the breadth of theological diversity in the denomination.

The Assembly approved one amendment to the proposal, to emphasize in this proposed revision the Principles of Church Order found in F.3.01 — including the principle that “God is Lord of the Conscience.”

? *The Book of Order, alongside the Bible, is seen by many as a book of love. How is the love of Christ reflected within these proposed amendments and how might your congregation live into the love expressed within them?*



From left: Bronwen Boswell, Ruth Faith Santana-Grace, and Shavon Starling-Louis

Fossil Fuels Divestment

Recognizing the urgency of global warming and struggling to find a faithful way forward, the Assembly at first voted for complete PC(USA) divestment from the fossil fuel industry — then a few hours later, reconsidered and changed course.

At first, the commissioners voted 284–146 to approve ENV-02 — an overture calling for the General Assembly to place all fossil fuel industries on the PC(USA) divestment list.

At the next plenary, however, the Assembly voted to reconsider ENV-02, and then to disapprove it by a vote of 264–146 — deciding instead to support an amended version of ENV-06, an overture that directs the Committee on Mission Responsibility Through Investment (MRTI), which leads the PC(USA)’s socially responsible investing efforts, to identify the top 10 fossil fuel companies that derive most of their profits from the exploration, development and production of fossil fuels, and to immediately divest from those companies. MRTI would also continue engaging with other companies identified by the Climate Action 100+ coalition and could recommend divestment to the next General Assembly of those not making sufficient progress.

? *How are you being called to use your voice, your money or both when it comes to issues related to the environment?*

 *See more about the work of Mission Responsibility Through Investment at presbyterianmission.org/ministries*

Transgender Day of Visibility

On the recommendation of the Advocacy Committee for Women and Gender Justice and the LGBTQIA+ Equity Advocacy Committee, the Assembly approved the inclusion of March 31 as Transgender Day of Visibility in all future planning calendars.

 *See more about the PC(USA)’s support for the LGBTQIA+ community at pcusa.org/transgender-identity*



The second plenary of GA226 and first in-person plenary since 2018

Milwaukee Chosen as Location for GA227

The General Assembly is heading to Wisconsin in 2026. The Assembly voted overwhelmingly to accept the invitation of the Presbytery of Milwaukee to host the 227th General Assembly from June 23 to July 2, 2026. The Assembly was last in Milwaukee in 1992.

Assembly Uses Equity Primes for Individual and Group Accountability

Beginning with trainings prior to the Assembly, commissioners and advisory delegates to the Assembly were introduced to the concept of equity primes, or questions and principles that can help guide discernment and discussion to be a more equitable process. The concept of equity primes is rooted in the knowledge that unconscious bias pervades much of our systems, actions and process. These primes encourage participants to stay aware of such bias and “prime” themselves for more equitable work. Throughout committees and the plenary sessions, conversation returned to these values to seek the inclusion of diverse voices, assess power structures that may benefit from particular actions, and encourage decisions made with energy, imagination, intelligence and love.

? *Consider ways of implementing equity primes within your own congregation's discernment and deliberations. How might these serve as ways of measuring/reflecting/evaluating that we are living up to the values and beliefs that are important to us?*

 *See a video about use of primes at pcusa.org/ga-primes*

Christian Zionism Condemned

The Assembly decisively rejected Christian Zionism and called for a study document to be issued examining the ways that Christian Zionism has expanded since the 216th General Assembly (2004) adopted policy declaring that Christian Zionism is not consistent with the basic values of Reformed theology.

The overture adopted also calls on the PC(USA) to clarify, in liturgy and through education, the distinction between biblical Israel and the modern state of Israel, and to work with international partners who are confronting the spread of Christian Zionism in their own contexts.



Read the rationale and background for this action at pc-biz.org/search/3001235

Painful Moments in Debate About Adding Korean Caucus

In both the committee and plenary sessions, the deliberation and debate about recognizing the National Caucus of Korean Presbyterian Churches (NCKPC) as one of the official caucuses of the PC(USA) stirred up painful memories for many and caused new pain for others. Several Korean American women teaching elders shared experiences of being dismissed and excluded within NCKPC, their calls to and gifts for ministry unrecognized or even questioned simply because they were women. Male commissioners who were NCKPC members or members of Korean American presbyteries expressed dismay on hearing these stories; they also shared hopes for more official recognition of the presence of Korean American churches in the PC(USA). Others joined in the pain expressed by the Korean American siblings. The General Assembly voted to disapprove the overture without the comment that was recommended by the General Assembly Entity Coordination Committee asking for NCKPC to do research about the mistreatment of “femmes/women identified individuals and report back” to the 227th General Assembly; the Assembly stood by that decision through a motion to reconsider as a way to respond to the pain and hopes expressed throughout the deliberations.

Expanded Ministry with Latino-a-é Community Approved

The Assembly voted overwhelmingly to approve a reimagining of Hispanic Latino ministry in the PC(USA) – including funding an in-person discernment gathering in the first half of 2026. The intent: that gathering will help shape the direction of new programs and initiatives to equip Latino-a-é leadership and congregations to do challenging and creative work in ministry. The action also directs the Committee on Theological Education to organize a consultation with the Hispanic Latino Caucus to explore ways of providing theological education and pastoral training for leaders in Hispanic Latino congregations and worshiping communities.



See more about Latino-a-é ministry at pcusa.org/HLcongregational-support

Money Matters!

Several items were considered related to the budget for the national work of the church, work that impacts congregations and mid councils.

Unifying Budget Approved

A first-ever unifying budget was approved representing the combined budgets of the Administrative Services Group, the Office of the General Assembly and the Presbyterian Mission Agency. OGA and PMA will be unified to create one agency in 2025.



See the approved budget at pcusa.org/unifying-budget

GA Per Capita Rates Approved

In discerning approval of the unified budget, commissioners learned how actions taken by the Assembly would impact the GA level per capita rate. The recommended base rate was a 4.1% increase year over year. After adding the financial implications of actions the Assembly had approved, commissioners affirmed a final GA per capita rate of \$10.84 in 2025 and \$11.26 in 2026.



See more about per capita at pcusa.org/per-capita

Changes to Special Offerings Approved

Beginning in 2026, the PC(USA) will reduce the number of denominational Special Offerings from four to three. The Pentecost Offering will be phased out, with the ministries it has supported moving under the umbrella of a reconfigured Christmas Joy Offering. The Peace and Global Witness Offering will be renamed the World Communion Offering, and its funds will be distributed through grants, rather than having particular percentages retained by congregations and mid councils.

The General Assembly approved these changes as recommended in the report of the Special Offerings Task Force. Some key ideas: reduce the number of offerings to avoid donor fatigue, and focus on funding causes, such as reducing hunger or poverty, rather than specific programs.



See more about changes to Special Offerings beginning in 2026 at pc-biz.org/search/3001237

Guns to Gardens and Efforts to Reduce Gun Violence

Moved by sharing from participants who told painful, personal stories of the scars that gun violence has left on themselves and their communities, the Assembly unanimously approved DOE-03, an overture calling for action so that children may live free from gun violence. Among the specific actions the overture calls for: secure gun storage, ending gun marketing to children, prayer, and working and voting to support gun safety.

The overture calls on every PC(USA) congregation “to take some specific action of love and responsibility for children as part of the movement to prevent gun violence, understanding that taking any action collectively as a church is a witness of what it means to be united in Christ.”

Commissioners also had a chance in Salt Lake City to learn more about the Guns to Gardens movement, which takes unwanted guns off the streets and transforms them into gardening tools. The Presbyterian Peace Fellowship offers training for congregations wanting to get involved.



See more about efforts to reduce gun violence at pcusa.org/gun-violence-resources

Synod and Presbytery Boundary Changes Approved; Mid Council Commission Approved

The Assembly approved overtures from each of the 16 synods clarifying the geographic districts of every presbytery, a major milestone in a project begun several years ago by the Office of the General Assembly in partnership with leaders from every presbytery and synod. This interactive map shows accurate boundaries, and OGA is looking forward to adding features to assist mid councils in fulfilling their responsibility to develop mission strategy in their areas.

In the future, when synods and presbyteries request changes in boundaries, it will not be necessary to wait until the GA is in session for approval. The 226th GA authorized a permanent Administrative Commission on Mid Councils with the power to respond to such requests quickly once the mid councils are ready to move forward.

In conjunction with the boundaries project, the Assembly also made the following statement: "The General Assembly of the PC(USA) recognizes that these boundaries for synods and presbyteries are geographic political markers and demonstrate evidence of the removal, relocation and erasure of Indigenous peoples from the land. The PC(USA) is present on the ancestral and contemporary lands of Native people for whom the lands hold historical, spiritual and cultural significance. The use of Indigenous language for the names of the geographic descriptions is a reminder of the people who first lived on this land and called it home. We commit to educate ourselves about this history and support our Indigenous neighbors into the future."



Knowing that there are communities that have no Presbyterian congregations, how can your church or presbytery assist in or partner with others to see ministry flourish within these areas?



See the map of synods and presbyteries at pcusa.info/midcouncilsdirectory

Musical Duo Liz & Tim at the Presbytery Meeting



Using Americana, Folk and Traditional Appalachian Music, Liz McGeachy and Tim Marema will share their experience and understanding of the gifts and challenges of rural folks.

In addition to being a musician, Liz is a writer and poet. Tim is the vice president for the Center for Rural Strategies and the editor for the Daily Yonder (dailyyonder.com), a news platform that focuses on the stories of interest to rural America.



You can learn more about Liz & Tim and hear a sneak peek at their music on their website, lizandtim.com.