

HANDBOOK OF REPORTS
for the
199th STATED MEETING
of the
SHENANDOAH PRESBYTERY

Saturday, November 4, 2023
9:30 a.m.
Opequon Presbyterian Church
Winchester, Virginia

Shenandoah Presbytery is a covenant body where:

- ~congregations are empowered to be centers for mission,
- ~people of God are equipped to be Disciples of Christ in a
challenging world,
- ~church professionals are nurtured and strengthened for service,
- ~open communication and information are used constructively and
creatively to keep us connected.

MEMO TO: Pastors and Commissioners to Presbytery
FROM: John C. Peterson, Stated Clerk Pro Tempore
RE: NOVEMBER 4, 2023, MEETING OF PRESBYTERY

The Presbytery of Shenandoah will meet in stated session at Opequon Church on Saturday, November 4, 2023, beginning at 9:30 a.m.

The Handbook contains essential information for advanced study to enable Presbytery to make informed and prompt decisions. Please be sure all voting members of Presbytery receive a copy. They include all pastors and elected commissioners.

OFFERING: An offering will be taken during morning worship designated to Church World Service for clean-up buckets.

*Registration is required as well as payment for lunch. Please register and purchase lunch **no later than Thursday, October 26.***

REGISTRATION: Please follow this link to register for the meeting:
<https://shenpres.breezechms.com/form/199th Stated Meeting>

PLEASE STOP BY THE REGISTRATION TABLE ON
NOVEMBER 4 TO CHECK-IN

LUNCH: will be purchased during your registration online - cost \$10.

The menu includes: Homemade Chicken Pot Pie; Tossed Salad; Deviled Eggs & Pickles; Homemade Rolls; Chocolate Cake or Apple Crisp; Iced Tea, Water, Coffee. For any dietary needs, please call the church office at 540-662-1843

CHILDCARE: for childcare, please call the church office at 540-662-1843 **no later than NOON on Thursday, October 26.**

DIRECTIONS: For your GPS, the church address is 217 Opequon Church Lane, Winchester VA 22602

From I-81, take exit 310 onto Rt. 37 north. Exit almost immediately onto Rt. 11 North, making a left at the traffic light; go one mile north on Rt. 11. Turn onto Opequon Church Lane at the 7-11. The church is at the end of Opequon Church Lane.

INFORMATION PERTAINING TO MEETINGS OF PRESBYTERY
Per Presbytery Manual Chapter V

Number of Meetings – Our Book of Order (G-3.0304) requires presbytery to hold stated meetings at least twice each year. At this time, there will be four STATED meetings for 2023:

- Tuesday, February 28 Zoom
- Saturday, May 20, Staunton Third Church
- Tuesday, August 22 Zoom
- Saturday, November 4, Opequon Church

Kind of Meetings – Besides stated meetings there are adjourned meetings and special meetings.

Adjourned Meetings – Held to conclude unfinished business of preceding stated meeting. New Business may be placed on docket.

Special Meetings – The moderator shall call a special meeting at the request of, or with the concurrence of, two ministers and two elders being of different churches. Should the moderator be unable to act, the stated clerk shall, under the same conditions, issue the call. If both moderator and stated clerk are unable to act, any three ministers and three elders, the elders being of different churches, may call a special meeting. The Synod may direct the Presbytery to convene a special meeting for the transaction of designated business. Notice of a special meeting shall be sent not less than fifteen (15) days in advance to each minister and to the session of every church. The notice shall set out the purpose of the meeting and no other business than that listed in the notice shall be transacted.

Who Determines Type of Meetings? – The presbytery itself. If the business at a stated meeting is not completed in the time allowed on the docket, then the presbytery votes to extend the time on that day or votes to schedule an adjourned meeting later. Special meetings may be called in conformity with presbytery's policy, expressed in its manual.

Docket Preparation – The Presbytery Meeting Planning Committee composes the docket. Time periods for committee reports are arranged in consultation with chairs and others responsible for reports.

Docket Problems – The times listed for the presentation of reports are only general orders, and not orders of the day, unless specifically noted (see Procedural Rule A). Frequently, debate bogs down over procedural matters, and controversial issues create considerable discussion. Presbytery can always limit debate. Candidates and transferring ministers of necessity may require special considerations for their examinations because of such things as travel schedules and seminary schedules. The docket may be amended at any time during the meeting. Commissioners should be aware of possible extension of time needed for such amendments and the possible delay in adjournment.

PROCEDURAL RULES

5.5. OPERATING PROCEDURES

- 5.5.1. The Presbytery shall in its proceedings abide by the requirements of the Constitution of the Presbyterian Church (U.S.A.), its Standing Rules or Manual of Operations, and Robert's Rules of Order (newly revised) in this order. A list of procedural rules adopted by Presbytery shall be printed on the inside cover of each handbook.
- 5.5.2. A report of any agency of Presbytery requiring more than 10 minutes of Presbytery time may be made an Order of the Day.
- 5.5.3. Reports having been mailed out in advance, the committee chairperson shall not read the report except to make reference to a few highlights of the report and to recommendations by numbers, moving their adoption.
 - A. Any reports not included in the Handbook shall be submitted as part of a Supplemental Report available either electronically or on paper distributed prior to the beginning of the Presbytery meeting at which the report is presented.
 - B. Any report not so circulated shall not be received by the Presbytery except by approval of the governing body by a two-thirds vote of those present and voting. If a group wishes to submit such a report, a person shall summarize its content and purpose before the vote is taken.
- 5.5.4. On matters where there may be deep concern, possible controversy or lack of information, the committee making the report shall provide critical background information, so that the governing body may expeditiously make wise and considered decisions.
- 5.5.5. Debate shall be free and open, with equal time being given to proponents and opponents insofar as possible.
- 5.5.6. Any member of the governing body desiring to speak must stand, identify themselves by name and congregation, be recognized by the Moderator, and go to a microphone if available.
- 5.5.7. A member of the presbytery may speak twice on any particular motion, and not for more than a total of five minutes, but the second time may only be granted after all who have not yet spoken have had an opportunity to do so. The maker of the motion is entitled to speak first, if desired.
- 5.5.8. Lengthy motions must be written out and presented to the Stated Clerk.
- 5.5.9. References to the following procedures from Robert's Rules of Order may prove useful:
 - A. A committee recommendation does not require a second to be on the floor.
 - B. Other motions require a second prior to discussion or action.
 - C. When there is no apparent disagreement or objection to a motion, the Moderator may declare it is adopted by common or general consent.
- 5.5.10. No flash photography will be allowed during the worship service at meetings of Presbytery.
- 5.5.11. When Presbytery meets in a location where seating is limited, priority shall be given to voting members for seating within the meeting area. If it is necessary to use other rooms for overflow seating, visitors and other non-voting members shall use these areas.
- 5.5.12. QUORUM:
A quorum of the Presbytery shall be any ten teaching elders and ten ruling elders from at least ten different congregations. (G-3.0304).

Seeking to be Faithful Together:

Guidelines for Presbyterians During Times of Disagreement

In a spirit of trust and love, we promise we will . . .

<p>Give them a hearing . . . listen before we answer John 7:51 and Proverbs 18:13</p>	<ol style="list-style-type: none"> 1. Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ; <ul style="list-style-type: none"> · we will keep our conversations and communications open for candid and forthright exchange, · we will not ask questions or make statements in a way which will intimidate or judge others. 2. Learn about various positions on the topic of disagreement. 3. State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.
<p>Speak the truth in love Ephesians 4:15</p>	<ol style="list-style-type: none"> 4. Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teaching. 5. Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity; <ul style="list-style-type: none"> · we will not engage in name-calling or labeling of others prior to, during, or following the discussion. 6. Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.
<p>Maintain the unity of the spirit in the bond of peace Ephesians 4:3</p>	<ol style="list-style-type: none"> 7. Indicate where we agree with those of other viewpoints as well as where we disagree. 8. Seek to stay in community with each other though the discussion may be vigorous and full of tension; <ul style="list-style-type: none"> · we will be ready to forgive and be forgiven. 9. Follow these additional Guidelines when we meet in decision-making bodies: <ul style="list-style-type: none"> · urge persons of various points of view to speak and promise to listen to these positions seriously; · seek conclusions informed by our points of agreement; · be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience; · abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with the Guidelines. 10. Include our disagreements in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.

ANNOUNCEMENTS
VOTING MEMBERS OF SHENANDOAH PRESBYTERY

All ministers enrolled in Shenandoah Presbytery

Ruling elders commissioned to churches

Ruling elders from each church session

0-400 members = 1 ruling elder

401-800 members = 2 ruling elders

801-1200 members = 3 ruling elders

1201+ = 4 ruling elders

Ruling Elders who serve in the following capacities shall be enrolled as members of Presbytery for the term of their service:

- moderator or vice moderator of Presbytery
- chair or vice chair of Coordinating and Planning Commission
 - chair of a committee
- exempt employees of the Presbytery (on at least a half-time basis)
- Commissioned Ruling Elders providing particular pastoral services, as authorized by presbytery
- Certified Christian Educators who are serving in an educational ministry under the jurisdiction of the presbytery

Such service does not count towards the number of ruling elders a congregation is entitled to send.

ACRONYMS YOU MAY HEAR AT THE MEETING

AC – Administrative Commission

ARE – Authorized Ruling Elder

CCVT– Committee on Church Vitality & Transformation

CER - Committee on Educational Resources

CMO – Committee on Mission & Outreach

CNCD–Committee on New Congregational Development

CPA – Committee on Presbytery Administration

CPC – Coordinating and Planning Commission

CPM – Committee on Preparation for Ministry

CPT – Committee on Pastoral Transition

CRE – Commissioned Ruling Elder

CRM – Committee on Relational Ministry

DPRT – Disaster Preparedness Response Team

ECO – A Covenant Order of Evangelical Presbyterians

EECMY - Ethiopian Evangelical Church Mekane Yesus

EPC – Evangelical Presbyterian Church

GA – General Assembly

IC – Investigating Committee

KCC – Key Church Communicator

LRT – Listening Response Team

MIF – Ministry Information Form

PAM – Presbyterian Association of Musicians

PCA – Presbyterian Church in America

PCUS – Presbyterian Church in the United States

PCUSA – Presbyterian Church (U.S.A.)

PDA – Presbyterian Disaster Assistance

PIF – Pastor Information Form

PJC – Permanent Judicial Commission

PNC – Pastor Nominating Committee


RE - Ruling Elder

SPYCE – Shenandoah Presbytery Youth Council Extraordinaire

TE – Teaching Elder

TPR – Temporary Pastor Relationship

DOCKET

- 9:30 a.m. Call to Order & Prayer
- 9:35 a.m. Determining a Quorum
Procedural Rules
Welcome from Opequon Church
Introduction of Guests and Seating of Corresponding Members
Adoption of the Docket
Report of the Stated Clerk Pro Tempore – TE John Peterson – Page 2
Report of the Associate General Presbyter – TE Nancy Meehan Yao
- 9:50 a.m. Worship with Communion
- QR code for online giving
Clean-up Buckets Church World Service
- 
- 10:50 a.m. Committee on Mission and Outreach – CRE Bobby Spurgeon
- 10:55 a.m. Committee on Church Vitality & Transformation – TE Jaci Smith Patman – Page 3
- 11:00 a.m. Committee on Presbytery Administration – TE Fletcher Hutcheson – Pages 4-9
2024 Proposed Budget - Pages 5-7
- 11:20 a.m. Board of Pensions – Consultant Keenan Rodgers – Page 10
- 11:35 a.m. Committee on New Church Development – TE Karen Greenawalt – Page 11
- 11:40 a.m. Breakout Sessions
<https://www.presbyterianmission.org/resource/why-presbyterians-are-like-that/>
- 12:20 p.m. Lunch
- 1:20 p.m. Shenandoah Presbytery Corporation – President Ken Miller – Pages 12-13
- 1:40 p.m. Committee on Educational Resources – TE Tommy Carrico – Page 14
- 1:50 p.m. Committee on Preparation for Ministry – TE Kate Rascoe – Pages 15-17
Introduction of New Candidate Debbie Romano
- 2:00 p.m. Committee on Pastoral Transition – TE Patrick Pettit – Pages 18-25
Introduction of New Ministers Michael Hafele and Rachel Watson
Commission of Ruling Elder Susanne Taylor to Clear Brook Church
- 2:15 p.m. Committee on Nominations – TE David Witt – Page 26
- 2:25 p.m. Coordinating & Planning Commission – TE David Howard – Pages 27-28
Nomination of member to Committee on Nominations
Report of the Presbytery Meeting Task Force – TE Stephanie Sorge – Page 28
- 2:30 p.m. Anticipated Adjournment

STATED CLERK REPORT

I. FOR INFORMATION:

The Administrative Commission to Bethel Church reports that the legal matters with the Church are almost complete for their move to ECO.

II. RECOMMENDATIONS:

- A. That Presbytery excuse from attendance from all or part of this stated meeting those ministers who submit such a request.
- B. That Presbytery approve the minutes from the August 22, 2023, Presbytery Meeting as distributed.

COMMITTEE ON CHURCH VITALITY AND TRANSFORMATION (CCVT)

MEMBERS: Jaci Smith Patman (Chair); Casey Clark, Rick Comstock, Jo Ann Harman, Mary Jo Johnson, Tracie Martin, Punker Robertson, Alexa Smith; Nancy Meehan Yao, Associate General Presbyterian, Staff Support.

PURPOSE: To provide processes and support for congregations that have an identified need, willingness, and ability to engage in spiritual and/or programmatic growth which can lead to deeper commitment both within and beyond current membership.

MEETINGS: First Monday of the Month, 1:00 pm via Zoom.

As of this writing, the CCVT has met once since the last Presbytery Meeting, on September 11, delayed due to the Labor Day holiday. Our next meeting is scheduled for November 6.

At our September 11 meeting, the Committee voted to fund the following grant requests:

- New Monmouth PC - \$750 Ministry Program Grant to fund special event costs, including speaker fees (for Karen Swallow Prior), for a one-day gathering to consider how cultures inform our approaches to worship. Pastor Casey recused himself for the vote.
- Hebron PC - \$1000 Innovations in Worship Grant to cover costs related to accessing reliable internet and wifi for streaming; and \$900 Ministry Program Grant to empower Hebron to reinvigorate their “parking lot ministry” for members who want to come to church Sundays but listen in to worship from their cars out of a concern for safeguarding their health.

AGP Nancy Meehan Yao informed the Committee that a PneuMatrix follow-up meeting will be planned early in 2024.

COMMITTEE ON PRESBYTERY ADMINISTRATION (CPA)

“The purpose of the C.P.A. is to oversee the management of presbytery funds, property, and staff” (from *The Presbytery Manual*).

Members of the C.P.A.: Hannah Bush, Betsy Glendye, Eric Hulett, Fletcher Hutcheson, Jim Johns, Jim Lunde, Clayton Rascoe, Harold Tongen, Dick Travis, and Tom Van Meter

The C.P.A. held an in-person meeting on May 18, 2023 at Massanetta Springs. Hannah Bush serves as our secretary.

Heather Carter presented a preliminary 2024 presbytery budget. Membership for 2022 in the presbytery’s congregations decreased by 511 members. The income from per capita in 2024 will reflect that. The Committee on Mission and Outreach has requested that \$2,000 be added to their budget to support two missionaries, Cindy Correll and Doug Dicks, who are from our presbytery. The amounts for office cleaning and insurance are reduced. Equipment rental, technology, and website/domain expenses have increased. The budget lines for internet and telephone now are separated because those services are provided by different companies. The C.P.A. requested Heather to present the figures for possible 3%, 5%, and 7% cost of living adjustments (C.O.L.A.) for the presbytery staff members at the September meeting for our discussion.

Heather also gave us an update on 2023 per capita pledge payments from the congregations. Additionally, she reported that the actual expense for changing the presbytery’s internet server was \$9,080.05. The amount that had been allocated for changing servers was \$20,000. The C.P.A. approved Heather’s request that from the allocated amount, \$1,760 be used to cover server expenses for the remainder of 2023. The C.P.A. also approved that the remaining unused portion of \$9,396.25 (which includes some interest earned) from the original amount allocated be returned to the investment fund from which it came.

The C.P.A. had a “Zoom” meeting on Thursday, September 21st. Clayton Rascoe presented a proposed policy for handling the assets of dissolved congregations. He agreed to obtain further input on the proposed policy and to bring up the policy at a future C.P.A. meeting. Clayton also reported that Open Doors, an organization working with homeless persons in Harrisonburg, will know before the end of 2023 if it will be rewarded the contract by the City of Harrisonburg to operate at the former North Main Street presbytery office property.

The C.P.A. discussed the different C.O.L.A. increase options for the 2024 presbytery budget that we had requested from Heather Carter. The C.P.A. approved recommending to the presbytery a 2024 budget with a 3% C.O.L.A. increase for the presbytery staff members. With this recommended budget, the 2024 per capita asking amount would be \$54.92. The per capita asking in 2023 was \$52.00.

The C.P.A. approved a request from the Committee on Relational Ministry for a grant totaling \$5,925 to support the participation of Tommy Carrico, Amanda Thomas, and Julia Burkley in the Community of Ministry and Worship program. The grant will be drawn from the 2018 Fund. The next scheduled meeting of the C.P.A. will be at 1:30 p.m., Thursday, October 19th, via “Zoom”.

Proposed Budget Worksheet - 2024				
	2022	2023	2023	2024
	Actual	Actual as of 9/30/2023	Budget	Proposed Budget
Resources Provided by:				
Acceptances from Congregations	459,321.92	294,090.12	504,504.00	504,804.25
Corporation Distribution	69,500.00	91,375.11	121,833.47	133,582.00
Total	528,821.92	385,465.23	626,337.47	638,386.25
Resources Used For:				
Church Vitality & Transformation CCVT				
CCVT Operating Expenses	-	30.69	1,000.00	1,000.00
Total CCVT	-	30.69	1,000.00	1,000.00
Educational Resources CER				
Big Event	825.82	1,420.17	4,000.00	4,000.00
Intergeneration Faith Program	500.00	10.45	2,000.00	2,000.00
Massanetta Springs	1,000.00	-	1,000.00	1,000.00
Presbyterian Campus Ministry	2,500.00	2,500.00	2,500.00	2,500.00
Total CER	4,825.82	3,930.62	9,500.00	9,500.00
Mission & Outreach CMO				
CMO Operating Expenses	267.97	-	300.00	300.00
Disaster Prep Team	500.00	50.00	500.00	500.00
Mission Communities	-	-	1,000.00	1,000.00
Partnership				
IBS Evan & Dev Support	6,000.00	3,000.00	6,000.00	6,000.00
BSCO Support	1,000.00	500.00	1,000.00	1,000.00
Visits to & from Ethiopia	2,000.00	642.12	2,000.00	2,000.00
ESL Program	-	-	500.00	500.00
Missionary - Cindy Corell - Haiti				1,000.00
Missionary - Doug Dicks - Middle East				1,000.00
Total CMO	9,767.97	4,192.12	11,300.00	13,300.00

	2022	2023	2023	2024
	Actual	Actual as of 9/30/2023	Budget	Proposed Budget
Presbytery Administration CPA				
Payments to Governing Bodies: 9,191 - 2022 Membership				
GA Per Capita (2023 - \$9.85 2024 - \$9.80)	92,206.64	71,675.70	95,564.70	90,071.80
Synod - Per Capita (2023 & 2024 -\$1.15)	11,808.20	8,370.30	11,157.30	10,569.65
GA - Shared Mission Support	4,000.00	3,001.00	4,000.00	4,000.00
Synod - Shared Mission Support	200.00	152.00	200.00	200.00
Total Payments to Govering Bodies	108,214.84	83,199.00	110,922.00	104,841.45
Occupancy				
Rent	16,999.98	28,333.34	34,000.00	34,000.00
Building & Grounds Maintance	1,946.00	-	-	-
Contracted Office Cleaning	500.00	1,250.00	4,000.00	2,250.00
Insurance	7,398.82	(53.00)	12,000.00	9,500.00
Utilities	6,903.74	-	-	-
Total Occupancy	33,748.54	29,530.34	50,000.00	45,750.00
Office Expenses				
Computer & Equipment Purchases	3,920.61	3,388.10	4,000.00	4,000.00
Equipment Rental & Technology	10,930.16	4,432.25	10,000.00	11,000.00
Internet	5,126.21	3,844.45	5,100.00	2,900.00
Postage	701.33	1,207.96	2,000.00	2,000.00
Supplies for Office	3,993.36	2,155.32	4,000.00	4,000.00
Telephone				2,300.00
Web Site / Domain Expenses	1,966.87	1,156.17	2,200.00	2,700.00
Breeze Fees	295.34	169.93	300.00	300.00
Total Office Expenses	26,933.88	16,354.18	27,600.00	29,200.00
Presbytery				
CPA Operating Expenses	-	-	250.00	250.00
Listening Team	-	-	500.00	500.00
Mileage Reimbursement	-	-	750.00	750.00
Presbytery Meeting Expenses	364.93	-	2,000.00	2,000.00
Total Presbytery	364.93	-	3,500.00	3,500.00
Personnel Costs	372,403.99	276,956.46	404,965.47	423,744.80
Total CPA	541,666.18	406,039.98	596,987.47	607,036.25

	2022 Actual	2023 Actual as of 9/30/2023	2023 Budget	2024 Proposed Budget
Preparation for Ministry CPM				
CPM Operating Expenses	573.06	294.84	1,000.00	1,000.00
Total CPM	573.06	294.84	1,000.00	1,000.00
Pastoral Transition CPT				
CPT Operating Expenses	313.41	523.81	675.00	675.00
Quarterly Interim Summits			400.00	400.00
Liaison Training		201.92	1,500.00	1,500.00
Mediation Skills Training			1,500.00	1,500.00
Background Check Underwriting			200.00	200.00
Holy Cow Consultant Honoraria			1,500.00	1,500.00
Total CPT	313.41	725.73	5,775.00	5,775.00
Relational Ministry CRM				
CRM Operating Expenses	159.03	2.00	775.00	775.00
Total CRM	159.03	2.00	775.00	775.00
Total Resources Used	557,305.47	415,215.98	626,337.47	638,386.25
Difference - To or (from) Provided Resources	(28,483.55)	(29,750.75)	-	-

2024 PERSONNEL COSTS										
Position	3% COLA	Matching FICA	Board of Pensions Medical	Pension	Death	Temp Dis.	Travel	Mileage	Con Ed	Total
	0.03	0.0765	0.29	0.085	0.01	0.005				
Ordained Staff	\$137,791.68	\$10,502.81	\$39,814.59	\$11,669.79	\$1,372.92	\$686.46	\$7,000.00	\$14,000.00	\$3,500.00	\$226,338.25
Support Staff	\$123,218.21	\$9,426.19	\$46,174.44	\$10,367.96	\$1,219.76		\$6,000.00		\$1,000.00	\$197,406.56
Totals	\$261,009.89	\$19,929.01	\$85,989.03	\$22,037.75	\$2,592.68	\$686.46	\$13,000.00	\$14,000.00	\$4,500.00	\$423,744.80

Church	2021 Members	2023 Actual Asking	2023 Accepted	2023 Actual Received	2023 % Paid	per Member by Acceptance
Augusta Stone	90	5,000.00	5,000.00	3,753.00	75%	55.56
Ben Salem	34	1,768.00	1,768.00		0%	52.00
Berkeley Springs	54	2,808.00	2,808.00	1,404.00	50%	52.00
Berryville	144	9,000.00	9,000.00	6,000.00	67%	62.50
Bethany	74	4,290.00	4,290.00	2,860.00	67%	57.97
Bethel	197	10,244.00	-			-
Bethesda	149	7,748.00	7,000.00	3,500.00	50%	46.98
Beulah	38	2,100.00	2,100.00	2,100.00	100%	55.26
Bloomery	39	2,028.00	1,000.00	1,000.00	100%	25.64
Bridgewater	96	4,992.00	2,000.00	2,090.00	105%	20.83
Broadway	35	2,500.00	2,500.00		0%	71.43
Buckton	23	1,600.00	1,196.00	897.00	75%	52.00
Buena Vista	91	4,740.00	4,740.00	3,160.00	67%	52.09
Buffalo Gap	10	544.39	544.39	181.48	33%	54.44
Bunker Hill	93	4,836.00	4,836.00	1,209.00	25%	52.00
Burlington	20	1,206.98	1,206.98	1,206.98	100%	60.35
Burnt	26	1,352.00	200.00		0%	7.69
Charles Town	279	14,508.00	3,000.00	2,000.00	67%	10.75
Circleville	32	1,800.00	1,800.00		0%	56.25
Clear Brook	10	812.12	500.00	500.00	100%	50.00
Collierstown	102	5,304.00	1,200.00	1,200.00	100%	11.76
Cooks Creek	213	12,400.00	12,400.00	8,266.72	67%	58.22
Covenant	473	30,000.00	33,000.00	24,750.00	75%	69.77
Craigsville	16	832.00	832.00	250.00	30%	52.00
Elk Branch	22	1,212.38	1,212.38	1,212.38	100%	55.11
Elkton	48	2,710.00	2,710.00	2,260.00	83%	56.46
Fairfield	37	1,980.00	1,980.00	990.00	50%	53.51
Falling Waters	108	5,616.00	4,400.00	2,933.36	67%	40.74
Finley Memorial	89	4,628.00	500.00	375.03	75%	5.62
Franklin	57	4,000.00	4,000.00	2,000.00	50%	70.18
Front Royal	93	5,000.00	5,000.00		0%	53.76
Gerrardstown	48	2,496.00	2,496.00	2,496.00	100%	52.00
Glen Kirk	23	1,196.00	1,196.00		0%	52.00
Goshen	23	1,196.00	250.00	250.00	100%	10.87
Halltown (closed)	10					
Hebron	129	6,800.00	6,800.00	6,800.00	100%	52.71
Hedgesville	33	1,800.00	1,716.00	1,287.00	75%	52.00
Hermitage	45	2,400.00	2,400.00	2,400.00	100%	53.33
Highland Memorial	45	3,266.34	2,340.00	1,755.00	75%	52.00
Hot Springs	38	1,200.00	1,200.00	800.00	67%	31.58
Immanuel	16	1,250.00	1,300.00	1,300.00	100%	81.25
Ivanhoe	34	1,800.00	1,800.00	1,050.00	58%	52.94
Keyser	69	3,850.00	3,850.00	1,925.00	50%	55.80
Lexington	347	18,650.00	18,044.00	12,433.36	69%	52.00
Little Falls	6	450.00	450.00	450.00	100%	75.00
Loch Willow	81	5,000.00	5,000.00	2,500.00	50%	61.73
Massanutten	398	20,696.00	20,696.00	13,796.00	67%	52.00
McCutchen	7	364.00	364.00		0%	52.00
McDowell	61	3,172.00	600.00	450.00	75%	9.84
Middletown	27	1,404.00	1,404.00	1,404.00	100%	52.00
Millboro	31	1,612.00	1,612.00		0%	52.00
Monterey	53	2,756.00	2,700.00	2,700.00	100%	50.94
Moorefield	170	8,840.00	8,400.00	5,600.00	67%	49.41
Mossy Creek	107	5,564.00	3,200.00	2,400.00	75%	29.91
Mt. Carmel	76	3,952.00	3,952.00	2,964.00	75%	52.00
Mt. Hope	18	989.90	989.90		0%	54.99

Church	2021 Members	2023 Actual Asking	2023 Accepted	2023 Actual Received	2023 % Paid	per Member by Acceptance
Mt. Horeb	122	6,344.00	3,000.00	2,250.00	75%	24.59
Mt. Joy	14	728.00	728.00	728.00	100%	52.00
Mt. Clive	87	5,250.00	5,250.00		0%	60.34
Mt. Storm	19	1,500.00	1,500.00	1,500.00	100%	78.95
New Monmouth	90	4,700.00	4,700.00	2,350.00	50%	52.22
New Providence	103	5,750.00	5,750.00	3,840.00	67%	55.83
Nineveh	39	2,028.00	900.00	600.00	67%	23.08
Olivet	104	5,408.00	50.00	50.00	100%	0.48
Opequon	522	32,000.00	32,000.00	24,375.01	76%	61.30
Oxford	136	7,072.00	6,978.08	5,233.56	75%	51.31
Petersburg	73	3,909.71	3,909.71	2,932.29	75%	53.56
Piedmont	30	3,600.00	3,600.00	2,400.00	67%	120.00
Pines Chapel	51	5,180.00	5,180.00		0%	101.57
Rocky Spring	14	728.00	400.00	500.00	125%	28.57
Romney	81	4,212.00	4,212.00		0%	52.00
Ruddle	12	677.46	677.46	677.46	100%	56.46
Second Opequon	40	2,200.00	2,200.00	1,650.00	75%	55.00
Seneca Rocks	34	1,831.13	1,831.13	1,951.13	107%	53.86
Shepherdstown	292	16,320.50	16,320.50	8,160.00	50%	55.89
Slanesville	10	520.00	250.00	187.47	75%	25.00
Smyrna	68	3,800.00	3,800.00	2,850.00	75%	55.88
Springfield	10	1,000.00	520.00	520.00	100%	52.00
Staunton First	129	6,800.00	6,800.00	6,800.00	100%	52.71
Staunton Second	114	5,928.00	5,000.00	4,260.00	85%	43.86
Staunton Third	86	4,472.00	1,000.00		0%	11.63
Strasburg	71	3,692.00	500.00	500.00	100%	7.04
Sunnyside	38	1,976.00	1,976.00		0%	52.00
Tabler	31	1,612.00	1,612.00	1,074.68	67%	52.00
Timber Ridge	99	7,000.00	5,200.00	3,466.64	67%	52.53
Tinkling Spring	397	20,644.00	20,644.00	4,666.62	23%	52.00
Tomahawk	18	1,100.00	1,100.00	1,100.00	100%	61.11
Trinity	173	12,500.00	12,500.00	8,750.00	70%	72.25
Tuscarora	136	7,072.00	7,072.00	4,714.64	67%	52.00
Union	22	1,144.00	1,144.00		0%	52.00
Wardensville	16	2,500.00	2,500.00	2,500.00	100%	156.25
Warrenton	399	22,261.00	19,240.00	14,434.00	75%	48.22
Waynesboro First	98	5,300.00	5,096.00	3,822.00	75%	52.00
Waynesboro Second	59	3,563.28	3,000.00	2,250.00	75%	50.85
Westminster	263	13,676.00	5,000.00	2,498.82	50%	19.01
Williamsville	12	624.00	300.00	300.00	100%	25.00
Winchester First	734	41,918.03	35,360.00	23,572.00	67%	48.17
Woodstock	155	8,165.85	8,165.85	5,441.47	67%	52.68
Zetta	14	728.00	500.00	250.02	50%	35.71
TOTALS	9,702	545,699.07	462,950.38	294,015.12		
		(1)	(2)			
(1) Total asking for churches					100% of churches	
		(2023 budget based on		\$ 626,337.47		returned
(2) Total amount of returned acceptances			minus corp funds	\$ 121,833.47		acceptance letter
				<u>\$ 504,504.00</u>		
					64% of acceptances have been	
					collected as of	
					9/30/2023	



Keenan Rodgers Church Consultant

m: 215-341-8143

krodgers@pensions.org

Fall 2023

We at the Board are working hard to support our ministers and employees of the Presbyterian Church (USA) in new and creative ways. If you have other ideas about how we can help, please let me know. I am happy to meet with presbytery and church committees to listen to your thoughts and hopes of how we can strengthen the benefits offered to those who serve the Church.

The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, and mid councils, as well as affiliated employers.

Member/Employer Services: 800-773-7752, M-F 8:30 am to 6:00 pm ET

A Season of Rebuilding

At the Board of Pensions, we are committed to assessing and restructuring the Benefits Plan of the Presbyterian Church (U.S.A.) to meet the needs of a changing Church and to serve the most people possible. The Board has entered a season of rebuilding in which our goal is to make necessary changes to provide great flexibility and cost control for congregations as they care for the well-being of their pastoral leadership. Our vision is for all ministers ordained in the PC(USA) to be plan members. [Read more.](#)

Medicare Advantage plan to replace Medicare Supplement Jan. 1, 2024

The new Humana Group Medicare Advantage PPO plan will provide retirees more services and benefits than are available through Medicare Supplement, and at lower costs. These will include medical, dental, vision, and hearing aid benefits, prescription drug coverage, and other wellness support, including SilverSneakers, the popular fitness program for older Americans. Retired members will pay no subscription fees for the new plan for the first four years. Current Medicare Supplement participants will be automatically enrolled in the Humana plan for 2024 coverage, unless they choose to opt out. [Read more.](#)

Other important information:

The Assistance Program: As part of our commitment to mutual care and wholeness, the Board of Pensions has once again expanded access to the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. The latest Assistance Program expansion includes broadened eligibility, increased grant amounts, and two new grants. [Read more.](#)

Directors grant experience apportionment: The Board of Directors granted a 4.2 percent experience apportionment for the Defined Benefit Pension plan. Effective July 1, 2023, this apportionment will result in an increase in retirement and survivor pensions benefits for pension plan members and survivors as well as an increase in the pension credits accrued as of December 31, 2022, for active and vested terminated members of the pension plan. [Read more.](#)



COMMITTEE ON NEW CONGREGATIONAL DEVELOPMENT (CNCD)

Purpose: To formulate and implement a comprehensive plan for location, funding, and development of new congregations and new worshiping communities within the bounds of the presbytery.

Committee: John Bethard, Adrienne North, Gusti Linnea Newquist, Kevin Hay, Rachel Hamburger, Drew Ditzel, Nancy Meehan Yao

- Heard reports from Dwight McCormick, Paul Crumley and Rachel Crumley regarding the current status of the Community Cup: exploring the ministry opportunities, workings of the Coffee Shop and need to increase lunch offerings and profit margins and the need for the Coffee Shop to be owned by a c3 in WV. Kate Lewis Brown, who is co-leader with Dwight could not be there as she was with her husband, John who was having surgery that day. The Community Cup and More is presently a LLC owned by Rachel Crumley, Kate and John Brown. Dwight manages the ministry side and Kate the Coffee Shop side as they work together for the good of both sides of this ministry.
- Discussion was had regarding non-profit status and how to achieve this. The committee voted to create a c3 called NWC in WV and populate the board of directors to provide leadership for the New Worshiping Communities in WV. The representatives of Community Cup and More agreed that they would become an incorporated entity owned the nonprofit NWC in WV c3.

SHENANDOAH PRESBYTERY CORPORATION FINANCIAL REPORT
TO THE MEMBERS OF THE CORPORATION
July 1, 2022 THROUGH JUNE 30, 2023

The Corporation's fiscal year is from July 1st to June 30th. Net investment income will be available for use/distribution at the end of the current calendar year pursuant to directions on file. Funds are available for withdrawal quarterly and must be requested in writing prior to the end of the quarter. Quarterly payment is necessitated because the Corporation selects long term investments that are not intended to be available on a demand basis. All accounts due to churches and trusts are invested in the same manner as a mutual fund. A valuation of the investment securities held is made at the end of each quarter to determine the amount allocable to each account held by the Corporation.

Total assets of the Corporation on June 30, 2023 totaled \$14,991,243, up from \$14,413,638 on June 30, 2022. A total of \$169,510 is in non-income-producing real estate, down from \$483,965 last year due to the sale of the Harrisonburg presbytery office property during the fiscal year. For this fiscal year, interest and dividend income on investments before expenses totaled \$336,890 (2.42% of investments in marketable securities at the beginning of the fiscal year) compared to \$265,075 (1.60%) in the previous fiscal year. Net realized and unrealized gain on marketable securities totaled \$1,406,247 compared to a \$2,031,307 loss in the previous fiscal year. Investment expenses were \$77,540 compared to \$80,325 last year. The overall investment portfolio (including cash and marketable securities) experienced a net investment income of \$1,665,597 or 12% of the beginning invested assets.

Investments held by the Corporation for this fiscal year ending June 30, 2023 comply with the Corporation's Investment Policy, which is stated as follows: Shenandoah Presbytery directs the Corporation to hold investments that satisfy the divestment criteria prescribed by Mission Responsibility Through Investment ("MRTI"), created and maintained by the Presbyterian Church (U.S.A.).

The Corporation supports and follows this policy based on these operational guidelines: The Corporation shall not hold stock directly in debt or equity securities of any MRTI listed entity; The Corporation may hold shares of mutual funds or exchange traded funds which invest in MRTI listed securities subject to the following limitations: The size of the Corporation's indirect listed holdings shall be so small as to be clearly immaterial and without economic influence when considered in relation to the Corporation's investment securities portfolio. This shall be determined by the following de minimis rule: The total value of indirect listed investments shall be immaterial so long as it is less than 2% of the total value of the Corporation's mutual fund portfolio.

Seven of the eight main presbytery committees have funds available for use and held within the corporation.

1. Committee on Church Vitality and Transformation provides grants through the Barnabas Fund – emergency church building needs; Church Re-Development Reserve – helps existing churches; Edward A. Dudley Trust – support of small churches; and Jonathan Edwards Trust – supports church work in specific counties. Existing churches can reach out to this committee for possible help with varying concerns. You can reach the chair of this committee by e-mail: jsmithpatman.presby@gmail.com
2. Committee on Educational Resources provides grants and loans for camp and college. Look on the web site; www.shenpres.org for camp and college scholarship applications. You can reach the chair of this committee by e-mail: dyyam@tinklinspring.com
3. Committee on Mission & Outreach helps with foreign and domestic mission work through the Bernice Hiatt Estate; Bolling Hobson fund; Sam Ramsey fund; and the Lyle M. Moffett grant. Applications for these mission funds are available on the web site; www.shenpres.org. You can reach the chair of this committee by e-mail: gcarrepc@gmail.com
4. Committee on New Congregational Development is working to formulate and implement a comprehensive plan for new congregations and new worshipping communities within the bounds of the presbytery. This work can be done through the David Nuzum Estate and the WV Panhandle Fund. You can reach the chair of this committee by e-mail: CNCD@shenpres.org
5. Committee on Presbytery Administration oversees the management of presbytery funds, as well as the Harry S. McClung Estate, GP Discretionary Fund, and the Operating Endowment fund. You can reach the chair of this committee by e-mail: fletchhutcheson@spruceknob.net

6. Committee on Preparation for Ministry works to oversee the care and examination of inquirers and candidates for ministry. They have grants available through the Bolling Hobson Trust, Glenn E. Yount Scholarship, Willis Gibson Trust and a reserve for Education of Candidates. You can reach the chair of this committee by e-mail: katerascoe@yahoo.com

7. Committee on Relational Ministry has funds available for the Strong Ministers Grant. Applications for this grant are available on the web site; www.shenpres.org. You can reach the chair of this committee by e-mail: howard.boswell@gmail.com

Once approved in writing by the committee chair, the funds request will be submitted to the Corporation by the Funds Administrator.

CURRENT OFFICERS

Kenneth H. Miller	President
James Lunde	Vice-President
Linnea J. Spradlin	Treasurer
Alan F. Garrison	Secretary

DIRECTORS

CLASS OF 2023

William Bayliss
David B. Hawkins
Chris Headly
Lowrie Tucker
Emmett Toms

CLASS OF 2024

Kenneth H. Miller
Burnie Powers
Rob Vaughn
James Lunde
Samuel McLaughlin

CLASS OF 2025

Carole Fox
John Bosserman
Alan Garrison
Jacqueline May
Loren Mitchell

Accountant: Brown, Edwards & Company, LLP Atlantic Union Bank, Investment Portfolio Manager

COMMITTEE ON EDUCATIONAL RESOURCES (CER)

Class of 2024: Cliff Gilchrist, Ann-Bailey Lipsett, Keith Phillips

Class of 2025: John Dull, JoAnne Sharp

Ex Officio Member: Nancy Meehan Yao

Purpose

Provide education and resources in areas of congregational ministry through the use of specialized teams and Presbytery-wide programs and training events.

Completed Work

- Hosted the annual “Big Event” at Massanetta Springs Camp and Conference Center. It was a full day of learning, sharing, discerning, reflecting, and planning around the topic “Faithful Decisions in Difficult Times.”
 - We observed communion during worship at the Big Event at Massanetta Springs Camp and Conference Center on Saturday, September 9th, 2023 with Rev. Dr.s Teri Ott and Mark Douglas presiding.
- Coordinated with Massanutten PC and the Committee on Mission and Outreach to host International Peacemakers Noemí Sánchez of El Salvador and Leslie Vogel from Friday, September 29th-Tuesday, October 3rd

Ongoing Work

- Continuing work for CER to assume organizational ties between Shenandoah Presbytery and RISE Harrisonburg campus-oriented ministry.
 - Our hope/vision is to eventually expand ShenPres/CER’s relationship to more campus ministries in our area
- Working with ShenPres youth directors/leaders to form a network of ministerial support and, hopefully, begin to coordinate some Presbytery-wide youth activities and/or communication: Please contact CER if interested!
- Reviewing Scholarship and Grant forms
- Assisting CPC in planning Presbytery meetings and educational times during said meetings
- Communicating with Massanetta Springs Camp and Conference Center regarding the upcoming Confirmation Retreat and trying to advertise the event to Shenandoah Presbytery confirmands
- Advertising Peacemaking grant (<https://mywt5-files.s3.amazonaws.com/wp-content/uploads/sites/81/2022/03/02103451/Peacemaking-Grant-Guidelines.pdf>)

COMMITTEE ON PREPARATION FOR MINISTRY (CPM)
Chair, Rev. Kate Rascoe + shenprescpm@gmail.com

*“The purpose of the Committee on Preparation for Ministry of Shenandoah Presbytery and the Presbyterian Church (U.S.A.) is to **provide the best possible leadership for the church** by assuring that persons called to the ordered ministry of teaching elder are **firm in their faith in Christ, assured of their call to serve God and the church** as a teaching elder, and receive **the fullest personal and professional preparation** for this office.”*

As of Oct 8, 2023, Shenandoah Presbytery’s CPM has 7 souls under care.

Please pray for our Inquirers and Candidates, their sponsoring congregations, and their places of formation:

Hannah Altmann - CE Track
Working at Massanutten PC

Benjamin Kent - Inquirer
Warrenton PC

Cassandra Semler - Inquirer
Tuscarora PC; Pittsburgh Seminary

Deborah A. Romano - Candidate
Shepherdstown PC, Wesley Theological Seminary

Chance Snell - Candidate
Tinkling Spring PC; Dubuque

Kimberly Joy Shank -Candidate
Mossy Creek PC; EMU

Mark Dewey - Candidate
Trinity PC; Working as Chaplain

+ Under commission authority, CPM examined and approved Deborah Romano advancing to Candidacy on May 10, 2023. She will be presented to the presbytery at the November 4 presbytery meeting, so her congregation can be present to celebrate! Her Biographical Sketch and Statement of Faith can be found on pages 16-17.

+ CPM is investigating new providers for mandatory psychological testing of inquirers.

+ CPM has made available Shenandoah’s Boundary Training, as it is now required by the BOO of those under our care.

+CPM is in conversation with the Synod regarding having a Synod-wide CPM training event.

+ Shenandoah Presbytery will evaluate ordination exams the week of May 6-10, 2024. We must provide 2 ruling elder(s), and 2 teaching elders, and an alternate to serve as readers. Please contact CPM or presbytery office with your interest to serve in this capacity by Jan. 10, 2024.

Currently serving on CPM:

Class of 2023 - Kathy Shue, Kate Rascoe (chair), Harriet Thompson

Class of 2024 - Jim Yao, Sarah Hill, Mark Facknitz

Class of 2025 - Houston Lynch, David Howard

Contact the Nominating Committee if you or someone you know might be interested in joining our team!

Information about the Care process can be found here:

https://drive.google.com/drive/folders/1mrm1FBAe2q0fyI23G7C72PcSM_tcDRiy?usp=sharing

DEBORAH ROMANO
BIOGRAPHICAL SKETCH

During my adolescent years attending Fairfax Presbyterian Church in Fairfax, VA, I learned and formed my Presbyterian faith. I remember fondly the times spent in youth group activities with young people from my school and community. My Pastor was encouraging and recognized my call to ministry was developing as a teenager.

My home has been Shepherdstown WV for forty years. I graduated with a BS degree in Business Administration from Shepherd College (now Shepherd University) in 1999, began and successfully managed two businesses for twenty-five years. I raised three children in the Shepherdstown community, who are now adults with successful careers of their own. I have been a member of SPC since 1991.

Becoming a Deacon in the Shepherdstown Presbyterian Church in 2001, I was ordained with the first LGBTQIA+ officer in the Shenandoah Presbytery. I currently serve as the Moderator of the SPC Deacons, providing outreach and care to the members of our parish. I am the Worship Committee Chairperson and coordinator of worship services at SPC. It is spiritually fulfilling to be a part of the leadership team during the times of pastoral and church size transition for the last few years at SPC.

Wesley Theological Seminary in Washington D.C. is where I am attaining my seminary education, enrolled part-time in an online program. I am in my second year of education and receive a partial scholarship toward tuition. I enjoy the classes and experiences and am building community with my classmates who offer a diversity of backgrounds and denominations. It is a challenging and rewarding time for me in my sense of call.

I serve as the clergy representative and a chairperson on the Coordinating Committee of the WV Poor People's Campaign. The movement, which was a vision of Reverend Dr. Martin Luther King Jr. in the 1960's, has become active under the leadership of Reverend Dr. Liz Theoharis and Bishop William Barbour. I lead my committee in a national movement of a call for moral revival in this country and beyond. We work to lift poor and low-income people out of generational poverty due to unjust and unfair institutional policies and systemic racism. Our work and advocacy extend to the people of WV and in solidarity with other state committees on the national level. My days are full and my call to ministry is strong. Thanks be to God.

DEBORAH ROMANO
STATEMENT OF FAITH

I believe in God as creator of all that is seen and unseen in the world.

I believe as part of God's creation we are called into covenant to live our lives as stewards of the holy creation that God intended in its formation.

I believe Jesus was born fully human and Divine as the one beloved Son of God.

Jesus' ministry and teaching bring justice and mercy to a world of oppression and division. I believe in the one holy and apostolic church as the way and home for the ministry of Jesus to serve the world.

Jesus asks us to follow, not worship him. Through the stories and scripture of the Bible, we hear, learn, and are enabled to become the living word of God.

I believe we are all created and loved as children of God, and in following the way and truth of Jesus, we are God's blessing to a world that continues to be broken by injustices.

I believe in Spirit, holy and ever present in all that surrounds us and is within us. This Spirit is breath that gives us life and sustenance.

This Spirit allows us the ability to confess our wrongdoings and shortcomings to God and by grace of confession we are renewed by love and accepted to love ourselves and others as one body of Christ.

I believe in the healing and transformative waters of our baptism. By commitment to love and trust the covenant God established in Jesus Christ, we are called in our baptism to a new beginning, washed clean and anointed in grace and mercy. Through our baptism we are claimed by God as beloved children and as Christ's disciples of love and witness.

I believe Jesus to be the bread of life and the vine from which all branches grow in faith. When we come to the table of Jesus, breaking bread, and sharing the cup, all can be fed united by God and Spirit.

I believe we are transformed and welcomed into the peace of deep understanding through prayer. Prayers lifted in gratitude for gifts, as witness to beauty and wholeness, and in lament to God who sees and hears us guide and shape our being and humanity.

God will provide mercy and redemption of the harm done to humanity and creation, through acts of our own and by others, making all things well.

I believe that God, who resurrected the crucified Jesus, resurrects us from our ways of sinful being, into a life of love and joy that is always and forever. I believe by the resurrection of the body the wisdom of our ancestors is collectively held as saints in light for eternity.

I believe that in life and death, we are unified, held and claimed in love by God, through the life of Christ Jesus and by the power and grace of Holy Spirit. Blessed be.

COMMITTEE ON PASTORAL TRANSITION (CPT)

COMMITTEE ON RELATIONAL MINISTRY (CRM)

I. FOR INFORMATION:

The committees have been meeting jointly since August.

II. ACTIONS TAKEN:

- A. Sustained the examination of Ruling Elder Susanne Taylor and found her suitable to serve as commissioned ruling elder to Clear Brook Church.
- B. Sustained the examination of Teaching Elder Michael Hafele (Blackhawk Presbytery) and found him suitable to serve as interim pastor of Winchester First Church and that he become a member of Shenandoah Presbytery effective October 1, 2023. (See pages 20-21 for bio and faith statement)
- C. Sustained the examination of Teaching Elder Rachel Watson (Mission Presbytery) and found TE Watson suitable to serve as associate pastor of Covenant Church and that TE Watson become a member of Shenandoah Presbytery effective November 1, 2023. (See pages 22-25 for bio and faith statement)
- D. Sustained the examination of Rev. Charly Franks (Baptist minister) and found him suitable to serve as supply pastor of Sunnyside Church.
- E. Renewed the following contracts:
- Bloomery Session and CRE David Omps through December 31, 2024
 - Bridgewater Session and Interim Kate Rascoe through September 14, 2024
 - Franklin and Ruddle sessions and CRE Debbie Beam through September 25, 2024
 - Goshen Session and CRE Tina Glenn through August 31, 2024
 - Goshen Session and CRE Bobby Spurgeon through September 30, 2024
 - Mt. Carmel Session and Supply Sarah Hill through October 5, 2024
 - Mt. Olive Session and Ruling Elder Stephanie Harris through October 3, 2024
 - Tabler Session and Supply Brad Langdon, through November 22, 2024
- F. Approved the following new contracts:
- Clear Brook Session and CRE Susanne Taylor beginning October 1, 2023
 - Sunnyside Session and Rev. Charly Franks beginning November 1, 2023. (Jonathan Bunker will continue to serve as moderator.)
 - Winchester First Session and Interim Michael Hafele beginning October 1, 2023
- G. Excused the following sessions who have requested a waiver for elder rotation in 2024: Ben Salem, Burnt, Clear Brook, Hedgesville, Mt. Hope, Nineveh, Second Opequon and Tabler.
- H. Transferred Teaching Elder Fred Noll to the Presbytery of the James effective September 14, 2023.
- I. Dissolved the pastoral relationship between the Front Royal Church and Teaching Elder Caroline Evans effective September 3, 2023.
- J. Transferred Teaching Elder Caroline Evans to the Presbytery of Coastal Carolina effective September 3, 2023.
- K. Dissolved the pastoral relationship between the Winchester First Church and Teaching Elder Dan McCoig effective September 30, 2023.
- L. Approved the following ministry discernment profiles: Nineveh and Tinkling Spring

- M. Authorized Waynesboro First Church to form a search committee.
- N. Approved the commission to install Teaching Elder Dwight McCormick at the Community Cup on October 22, 2023.
- O. Approved the following terms of call between Covenant Church and Teaching Elder Rachel Watson beginning November 1, 2023, as associate pastor:

Annual Cash Salary	\$ 35,000
Housing Allowance	15,000
Major Medical	14,770
Pension and Disability	5,093
SECA	3,896
Continuing Education	1,000
Automobile Allowance	2,575
Books and Subscriptions	545
Other Pastor Expenses	500

Moving expenses to the field as negotiated
 Four weeks annual paid vacation, including four Sundays
 Two weeks annual paid study leave, including two Sundays
 Twelve weeks family medical leave with full pay and benefits excluding work benefits such as travel expense.
 Disability or death benefit - beneficiary shall receive the current housing allowance for six months and will receive a sum equivalent to your salary for three months.
 Sabbatical at the end of six years as outlined in the Presbytery policy

- P. Granted permission for Teaching Elder Alexa Smith to labor out of bounds as pastor of St. John's Lutheran Church, Cumberland, MD, within the bounds of the Delaware-Maryland Synod of the ELCA.

REV. MICHAEL HAFELE
BIOGRAPHICAL SKETCH

My faith journey began with my grandmother as my mother had me when she was 15 years old in Buffalo, NY and had the responsibilities of completing school and working to make ends meet. So, it was my devout Roman Catholic grandmother who dragged me to every conceivable Roman Catholic function that she could. My journey was one that started with a significant amount of whining and complaining. Nevertheless, my resolute grandmother was undeterred and expected me to abide by her desire to “make me a good young man.” Over the next 9 years, I came to appreciate and value those outings with my grandmother. She later succumbed to breast cancer when I was 9 and I began to go to Mass as a memorial to her. My mother, during that period, had married, divorced, and remarried: the latter to a man Tom. Their marriage was rocky at first but as I reached 17 they began to attend a Presbyterian Church. As a Roman Catholic who both still wanted to honor my grandmother and appreciating the girls in the neighborhood who also went to Mass, I found that I was better off staying in the Roman Catholic Church rather than go to the Church where the name sounded funny. What served as the turn was that my parents’ relationship began to improve dramatically. I was interested in what place provided such peace for the household, so my curiosity took over. In short, I probably heard the Gospel many times, but it was at the Presbyterian Church where it seemed so clear and moving for me. I began to volunteer with the youth and later the Pastor and the Session members welcomed me to consider full time ministry. My education landed me in South Central Virginia at Hampden-Sydney College and Princeton Theological seminary to follow. For the last 20 years, I cannot tell you all the absolute blunders I have made in ministry because they are too many to count but I have appreciated the grace offered to me by congregations and colleagues alike. I have been blessed to serve small, medium, and large congregations (mainly up and down the Eastern seaboard) which has welcomed me to see much of the similarities in Churches while also appreciating their nuanced distinctions. I believe that it is this breadth of experience that welcomes me to explore the need for and importance of adaptive leadership capacity in our contemporary setting, particularly within the context of a near post-pandemic world. My desire to continue my education found me at Fuller Seminary and Tod Bolsinger, known for his book, “Canoeing the Mountains,” where opportunities to explore adaptive leadership in concert with transitional ministry has me approaching the Interim/Transitional ministry calling. It is my hope that the skills gleaned from the DMin program would be of service to small and midsized churches in the PCUSA where their budgets are constrained from bring in consultants to work with them in the area of adaptive leadership and who also may misinterpret the concepts. I am uncertain as to how that would be manifest but the desire and passion for supporting 85% of the churches in the denomination continues to move me forward.

All of this could not be done without the prayers and help of so many at every step of the way. The Lord has continued to encourage, press, push, hold, admonish, and love me through the highest of mountaintops and deepest valleys. My wife of 23 years, Claudia, has and continues to be the person I admire the most. She is wise beyond years, she challenges me, when necessary, her love is without parallel, she knows the human condition and counsels me on matters I am too blind to see. Our two “kids” are in their senior year in high school and both welcome me to see a world through the lens of teens. I admit, I am old.

I look forward to sharing ministry with First Pres in Winchester and to journey in faith and exploration as the Lord reveals their new Pastor to them and they to their new Pastor.

REV. MICHAEL HAFELE
STATEMENT OF FAITH EXPANDED

I affirm that I belong in mind, body, and spirit, not merely to myself but to my faithful Savior Jesus Christ.

I believe that there is only one God who is one in substance and yet distinct in three persons: the Father, the Son, and the Holy Spirit. I believe that the Triune God desires communion and intimacy with God's creation, particularly in the relationship with humanity. Humanity broke the relationship with God in wanton disobedience. In the midst of the brokenness of sin, God shows grace, mercy, and love as God covenants with humanity to bring forth deliverance, reconciliation, and ushers in the kingdom of God to all.

I believe in Jesus Christ, the second person of the Trinity, the one Living Word of God who was born, lived, died, resurrected from the dead, and now sits in glory. Christ is fully human and fully divine without confusion of the two natures. I believe that Christ proclaims the Kingdom of God through the ministry witnessed in the Gospel accounts thereby fulfilling the promises and prophecies proclaimed within the Hebrew Scriptures. It is in Christ that humanity is judged, and it is in Christ's voluntary act of love upon the cross and in the power of His resurrection that the chains of sin and death are broken and humanity is reconciled to God. Raised bodily from the dead at the resurrection as witnessed in Acts 1 at the ascension, Christ claims victory over sin and death and ushers in the Kingdom of God for a new humanity where communion with God is witnessed and proclaimed.

I believe in the Holy Spirit, the third person of the Trinity, who awakens and renews humanity, enabling and drawing humanity into repentance of sin, who guides the Church to answer the call of Christ, and inspire to embrace God's mercy that all might thus experience justification through Christ. The Holy Spirit initiates new life in Christ and, through the Holy Spirit, equips the Church with gifts for ministry, enabling to respond in joyful service, as the Counselor and Comforter empowers the Church to love God and others, and who seals the Church in Christ until the day of redemption. I believe that the Scriptures affirm two Sacraments: Baptism and the Lord's Supper which are signs and seals of incorporation into Christ and eating and drinking in communion with the crucified and risen Lord and the witness that within the fragility and weakness of humanity, God claims, calls, and seals God's own covenant people.

I believe that the Scriptures, in the Hebrew Testament and New Testament, are the unique and authoritative witness and account to Christ's life and ministry in bearing witness to God's unleashing and ushering in of the kingdom of God through witnessing to the Good News of the Gospel. The Scriptures are not a witness among many but a witness without parallel. The Scriptures, through the ministry of the Holy Spirit, are the Word of God written giving witness to the Living Word Jesus Christ. They are useful for teaching, for reproof, for correction, for training in righteousness, that the person of God may be complete and equipped for every good work.

I believe that the Church is the covenant and missional community of Jesus Christ gathered, equipped, preserved, and sent by God to serve as witness proclaiming Jesus Christ to all people in both word and work through the ministry of the Holy Spirit. There is one universal church of which Jesus Christ is the Head which consists of believers from all places and all times. As the chief end of humanity is to worship and enjoy the Lord forever, it is in worship, both personal and corporate, the community of faith is empowered to humbly yet dynamically glorify God. It is in service to all humanity and in the name of Jesus Christ that the Church exemplifies the Kingdom of God in a weary world. In the fulness of time, the Lord will return, as He ascended, to redeem all the created order in felicity and full communion with God where there will no longer be pain, suffering, and tears but joy and peace eternally.

REV. RACHEL WATSON
BIOGRAPHICAL SKETCH

I was born on December 21, 1978 and spent my early years in Greensburg, a small town in Indiana. My mother was a piano teacher and a church musician, so the house where I grew up was always filled with music. Consequentially, I have a deep love of classical, classic rock, and sacred music that is paired with a musical ability that does not do it justice. My father was a nurse. My grandfather was the pastor at the Presbyterian church in the town and we lived just a few blocks from my grandparents. Every Sunday morning, you could find me tagging along beside my grandmother, a child of the church. When I was six, my mother and I moved to Houston, Texas, where she had taken a job as a music teacher in the public schools there. She was still working as a church musician and, as an only child of a now single mom, if something was happening at the church, I was probably there. When I was eight, my mom took a new job at Saint Stephen Presbyterian Church, a small church in Houston. This was the church that raised me, saw me through so many milestones of life, and cared for me while I began my seminary journey.

I grew up in the church, learning theology at choir rehearsals and liturgy as it was brought into familiar newness at worship committee meetings as I sat on the floor coloring beside my mom. I attended Sunday School and VBS and youth group. With family, discussion of the church's faithful response in the world was a necessary pairing with lively political banter around the dinner table and I was encouraged to participate. At church and at home, I was surrounded by examples of faith. I was encouraged to ask questions and explore my faith. I was given the opportunity to see faith in action. It would take pages to tell about all the people that influenced me. But the one that truly taught me to be a disciple was my grandmother. She led by example, not by force. She had a knack for sensing someone's gifts and lifting them up. While her demeanor was gentle, she was a force to be reckoned with if something was not just. She worked tirelessly to make the world a better, more peaceful place. I was formed in her love and taught by her example.

I knew I wanted to be a pastor when I was six years old. I remember asking my grandfather for a copy of the Book of Common Worship when I was ten because I loved the words and I loved planning worship services for my family on Sunday afternoons. He eventually obliged, giving me my own little blue pastoral edition, reminding me that ministry was much more than just reciting those words. My grandfather always encouraged my journey of faith, not by telling me what to believe, but by teaching me to ask questions and make it my own. As I finished my degree in psychology at the University of Houston, I explored the possibility of seminary, talking to my grandfather about McCormick, where he had studied, and visiting with our DCE, who told me about the dual degrees in Christian Education and Divinity at Union.

But ultimately, I became an elementary school teacher. I loved teaching and working with children and for seventeen years, I built communities and nurtured young minds within the walls of my classroom. I was active in my congregation, serving on the session, as a liturgist, and as a Sunday school teacher. When I felt a tug toward the ministry, I reminded myself that I was doing God's work in my life as a teacher.

Then a young minister, straight out of seminary, was called to our church and he invited my husband and me to lunch to get to know us, a part of his new congregation. He asked me what I did, and I launched into a justification for why I was not a minister even though I thought about it a lot and how being a teacher was still doing God's work. When I was finally finished, he and my husband stared at me. It was a complicated answer to a simple question. To be honest, it surprised me too. I realized that I still had some deep discernment to do that had been eating away at me for a long time.

Over the next few years, opportunities were presented that illuminated a gift I had found hard to acknowledge, comments were made that watered the seed that was trying to bloom, and excuses were batted down one by one. I was encouraged to lift my preaching voice by that young pastor. My former Sunday school teachers asked me to lead them in their studies. I was given opportunities to lead the church in new discernment. Their words silenced the doubt so I could hear God's call. God is persistent and patient. Thanks be to God.

So in 2018, with three kids and a husband, I moved to Austin and began my studies at Austin Presbyterian Theological Seminary. During my time at the seminary, I was a research assistant, an instructional aide, and a chapel beadle. I was hungry to learn all of it, diving into theology of liturgy, the multiple lenses that deepen the way we understand scripture, and the ways to care for and tend to the people of God in community, in both academics and in practice.

In the Spring of 2020, I began my internship. Then, six weeks later, the pandemic shut the city down. I got a front seat to learn how to be a pastor in a pandemic and how do church in a completely new way. I got to wrestle with the theological questions of online church and find the intersections with the pastoral care of a congregation under stress. While I longed for the connected church to return to the building, I loved the process of thinking about how to do the central things of worship, education, and fellowship when our patterns had changed and how it had forever changed the church.

Graduating from seminary in May of 2022, I agreed to remain at the church where I had served as an intern. I'd started there as a facilitator for Christian formation and remained there as a seminary fellow when they lost two associate pastors in the pandemic. Then, as a stated supply associate pastor, I cared for the congregation, participated in worship leadership, navigated hybrid church, and brought the Christian formation program back in person as we returned to the building. We stretched and grew in faith together.

And now I am stepping into a second call as an associate pastor at Covenant in Staunton, where I have the honor of being able to help people of all ages find their place in the story of the people of God and to care for the family of God in the church as the Church journeys into new ways of being in a changing world. I'm excited to see what God has in store for us as we walk this journey of faith together.

REV. RACHEL WATSON
STATEMENT OF FAITH

I believe in God who creates and sustains all that is.

God, the all-powerful creator, fashioned humankind and the world in which God set them so that all could grow and thrive in beloved community.

Created in God's image, humankind is endowed with creativity and the capacity to love. God rejoices as this creativity is used to question, make sense of, and care for God's earth, God's animals, God's plants, and God's people in constructive, loving ways. With constant watchful grace, God recognizes that creativity is both constructive and destructive. God provides humanity with the space to make choices, both good and bad. But even in the darkness of our failure, God is there, holding us within God's love.

I believe in God who loves us and walks with us.

God understands our limitations and loves us despite them. When humankind finds themselves in the darkness and hope dims, God meets us where we are.

Taking a form that we could behold, God came as a child, living and breathing and growing, walking with us as a model of what we should strive to be. Fully divine, yet also fully human, Jesus came to remind us that we are each a child of God. He came to show us how to love – protecting and serving all of God's children. He came to rekindle our hope and empower us to use our gifts from God to bring peace to a hurting world. With unending love and mercy, He came to stand with us in our sin and sorrow. In an act of grace that we did not earn, nor can ever repay, He took our sins upon himself, suffering, and dying on the cross that we might be saved and live with Him in the kin-dom of Heaven.

I believe in God who renews and reforms us all of our days.

God, the Breath of Life, blows through us and among us always, constantly re-forming our imperfect selves in the image of God. In our broken humanity, it is certain that we will fall short of the glory of God. Yet we are not left alone.

Breathing upon us a spirit of mercy in our darkest moments, God is here. Breathing upon us a spirit of love when we fail to serve our siblings in Christ, God is here. Breathing upon us a spirit of grace when others need to see God's love through us, God is here. Again and again, we are re-formed by the Spirit to try once again to walk in the footsteps of the one through whom we have been saved, Jesus Christ, until we join the community of saints in the kin-dom of Heaven.

I believe that God is Love.

By God's love, we are created. By God's grace, we are saved. By God's mercy, we are reformed. Creator, Redeemer, Reformer. Love, Grace, Mercy. Parent, Child, Spirit. In Three persons, the One God works. Three and One, God shows us perfect community. A mystery our minds cannot understand, but our hearts can feel, God is Love.

I believe in the sacrament of Baptism.

God chooses us and claims us as God's own even before our birth. In grateful acknowledgement of God's overflowing grace, we are baptized. In baptism, we are welcomed into the body of Christ, recognize the redeeming grace of God irresistibly given, and begin a lifelong journey of living out our Christian vocation.

I believe in the sacrament of the Eucharist.

At the table, we are united with Christ, the Good Shepherd, in whom we can place our trust. Broken and unworthy, full of joy or weary from our burdens, Christ welcomes us as we are, with love and grace. At the table, we share a meal in the kin-dom of heaven, where there is a seat for all. All God's children are welcome here.

At the table, we are re-membered in the body of Christ. Joining the whole community of saints, past, present, and future, we are made one, the church, called to be the light in darkness, illuminating the glimpses of the kin-dom until it is fully realized. Receiving hope, we are sent out to ease the burdens and rejoice in the triumphs of our neighbors.

I believe the Bible is the Word of God proclaimed by those to whom the Word was revealed.

The words we read, inspired by God and written by humans constrained by language inadequate to contain the full wonder of God, transform us and we become part of the story. We, guided by the Spirit, add our voices to the living Word as we read the scriptures and discern God's Truth.

In the worship life of the church, the Word is to be proclaimed. Careful study of the scriptures and discernment of the Truth precedes the faithful proclamation of the Word. Remaining faithful and in conversation with the scriptures, we find our place in the story of people of God and share the good news of God's love.

I believe the Church is God's instrument to show the love of Christ in the world.

Trusting in God's love, we gather as Christ's church to serve our neighbors and illuminate the grace of God always and already at work in this world. It is the church's mission to do what we can to make real in our time and space what God has willed for God's beloved creation, through works of justice, compassion, and radical hospitality for all. This we do with the help of the Spirit, and in conversation with one another, to do God's will on earth as it is in heaven.

We will fall short. With the help of the Spirit, the church is called to remain ever vigilant, discerning where we have fallen short, recognizing where we have done harm, seeking forgiveness, and enacting change.

COMMITTEE ON NOMINATIONS (CN)

Members: Faye Bottenfield; Ann Held, Co-Chair; Paula Osborne; Bonny Wilson, David Witt, Co-Chair

Presbytery Staff: Rev. Bronwen Boswell, General Presbyter/Stated Clerk
Rev. Dr. Nancy Meehan Yao, Associate Presbyter

RECOMMENDATIONS: That Presbytery approve the following to serve:
(* = second term on this committee)

Committee on Educational Resources (CER)

Class of 2025 – Judy LePera, RE Trinity Church*

Class of 2026 – Rebekah Witt, Opequon Church

Chair, 2024 – John Dull, Tinkling Spring Church

Committee on Mission and Outreach (CMO)

Class of 2026 – TE Gwen Carr, Craigsville Church*

Class of 2026 – TE Sarah Holben, Honorably Retired

Class of 2026 – RE Dave Thalman, First Winchester Church*

Chair, 2024 – TE Gwen Carr, Craigsville Church

Committee on New Congregational Development (CNCD)

Class of 2026 – TE Julia Burkley, Opequon Church

Committee on Preparation for Ministry (CPM)

Class of 2025 – RE Harriet Thompson, Tinkling Spring Church

Class of 2026 – TE Tom Forbes, Honorably Retired

Class of 2026 – RE Kathryn (Kathy) Shue, RE Charles Town Church*

Committee on Presbytery Administration (CPA)

Class of 2026 – RE Gail Allen, Massanutten Church

Class of 2026 – RE Jim Barb, Berryville Church

Class of 2026 – TE James John, Honorably Retired*

Committee on Relational Ministry (CRM)

Class of 2026 – RE Bob Sminsky, Trinity Church

Synod of the Mid-Atlantic Commissioners

Class of 2024 – TE Sarah Hill, Honorably Retired

Class of 2026 – TE Howard Boswell, Buena Vista Church

COORDINATING AND PLANNING COMMISSION (CPC)

I. FOR INFORMATION:

- A. CPC met for a regular meeting on September 26 and a called meeting on October 4.
- B. Received a written report from the Presbytery Meeting Task Force as found on page 28.

II. ACTIONS TAKEN:

- A. Approved the offering taken at the installation of Dwight McCormick be split in half to support the Community Cup & More New Worshipping Community and the General Presbyter's discretionary fund.
- B. Approved designating the offering taken at the November 4, 2023, Presbytery Meeting to Church World Service designated for clean-up buckets.
- C. Approved the following meeting dates and formats for Presbytery Meetings in 2024:
 - Tuesday, February 27, 9:30am on Zoom
 - Tuesday, May 14, 9:30am in person (location TBD)
 - Saturday, September ___ in conjunction with the Big Event at Massanetta Springs (exact date TBD)
 - Tuesday, November 12, 9:30am on Zoom

Presbytery Meeting Ad Hoc Task Force

Thanks to all who took time to participate in the survey about Presbytery meetings! We had 154 responses from across the Presbytery, 110 from Ruling Elders and church members, and 44 from Teaching Elders.

Based on the feedback and conversation within the CPC, the following meeting dates and formats have been set for 2024:

- Tuesday, February 27th, 9:30am on Zoom
- Tuesday, May 14, 9:30am in person (location TBD)
- Saturday, September ____, in conjunction with the Big Event at Massanetta Springs (date TBD)
- Tuesday, November 12, 9:30am on Zoom

Here is some of what we heard:

- A clear preference for weekday mornings:
- whether in person or online, weekday mornings were listed as top choice, for both Ruling Elders and Teaching Elders, above all other options.
- whether in person or online, weekday mornings had the lowest number of respondents (both REs and TEs) for whom that time wouldn't work.
- Weekday evenings and Sunday afternoons were the least workable meeting options for all participants.
- Nearly half of all Ruling Elders also stated that Saturday meetings do not work for them, whether in person or online.
- More than half of all participants preferred a continued combination of Zoom and in person meetings
- Multiple suggestions for adding more opportunities for learning and fellowship together when we gather in person
- Multiple requests for Zoom to be an option for all meetings, even when meeting in person
- Many positive comments about the increased accessibility of Zoom, including travel considerations for distance, time, weather conditions, health issues, etc
- Requests for agendas and meeting materials to be distributed earlier

After much discussion, the CPC approved the meeting schedule for 2024, with the understanding that CPC will evaluate and assess these changes before making recommendations for 2025.

Though we heard the requests for hybrid meeting options for in person meetings, there were prevailing concerns about our capacity to commit to that at this time, in terms of bandwidth and internet capabilities in our churches, concerns about adequate resources (technical and volunteer), and questions about equity in participation and voting. While we cannot commit to offering that in 2024, CPC will keep that in mind as we plan future meetings.

We recognize that there isn't a magic meeting time, day, or format for everyone within the Presbytery. Our hope is to reinvigorate the collegial and relational aspects of Presbytery meetings, while also increasing accessibility for all members. Thank you for your engagement and feedback. As we proceed through the year ahead, please continue to share your feedback with the CPC.

Ad Hoc Task Force: Nancy Meehan Yao, Bill North, Stephanie Sorge, Kim Stroupe, and David Witt

Volunteer Service to Shenandoah Presbytery

Name _____

Address _____

Phone: _____ E-mail _____

Congregation _____

___ Ruling Elder ___ Teaching Elder ___ Retired

I am interested in serving God through Shenandoah Presbytery in the following ways:

1. _____

2. _____

3. _____

I am currently serving in Shenandoah Presbytery in the following ways:

1. _____

2. _____

3. _____

Thank you for your willingness to serve!

Opportunities to Serve in Shenandoah Presbytery

Committee on Church Vitality and Transformation (CCVT)

Purpose: To provide processes and support for congregations that have an identified need, willingness, and ability to engage in spiritual and/or programmatic growth which can lead to deeper commitment both within and beyond current membership.

Committee on Educational Resources (CER)

Purpose: To provide education and resources in the areas of stewardship, children's ministry, youth and young adult ministry, evangelism, social justice issues, and other areas related to congregational ministry through the use of specialized teams and regional and presbytery-wide training events.

Committee on Mission and Outreach (CMO)

Purpose: Coordinate and oversee local, national, and international mission work through congregations and mission communities. CMO will provide information, resources, encouragement and support.

Committee on New Congregational Development (CNCD)

Purpose: To formulate and implement a comprehensive plan for location, funding, and development of new congregations and new worshipping communities within the bounds of the presbytery.

Committee on Nominations (CN)

Purpose: To nominate to Presbytery individuals to serve on presbytery committees, adhering to established norms of committee membership and representation including vacancies, chairs and vice-chairs; and to nominate persons to serve on presbytery's PJC and as commissioners to Synod and General Assembly meetings.

Committee on Pastoral Transition (CPT)

Purpose: To fulfill all Book of Order and Presbytery Manual responsibilities related to oversight of and guidance to churches and pastors in the process of moving from one pastor/congregation relationship to another. These responsibilities include work related to dissolving pastoral relationships, working with churches in all processes leading to the next pastor call, and examining teaching elders for readiness and suitability to receive calls.

Committee on Preparation for Ministry (CPM)

Purpose: To oversee the care and examination of inquirers and candidates for ministry, inform sessions of the process for inquiry and candidacy, and conduct examinations of candidates seeking calls within the bounds of this presbytery.

Committee on Presbytery Administration (CPA)

Purpose: To oversee the management of presbytery funds, property, and staff.

Committee on Relational Ministry (CRM)

Purpose: To fulfill all Book of Order and Presbytery Manual responsibilities related to oversight of and assistance to churches and teaching elders in their ministry. These responsibilities include all matters related to matriculation of new pastors, periodic visits with sessions and pastors, support for clergy wellness and continuing education.

Committee on Representation (COR)

Purpose: To advise the Presbytery with respect to membership of its committees and to the employment of its personnel per Book of Order G-3.0103.