

GATHERING OF THE CHURCHES OF BEAVER- BUTLER PRESBYTERY

Tuesday, September 26, 2023
Beginning at 4:00 PM

In-Person at:
Trinity Presbyterian Church
107 Staley Avenue, Butler, PA
Carmen Shullo, Commissioned Pastor
3:30 pm Registration
This is a Dinner Meeting cost: \$10.00

Or Join Zoom Meeting
<https://us02web.zoom.us/j/81052089384>

Meeting ID: 810 5208 9384

One tap mobile
+13017158592,,81052089384# US

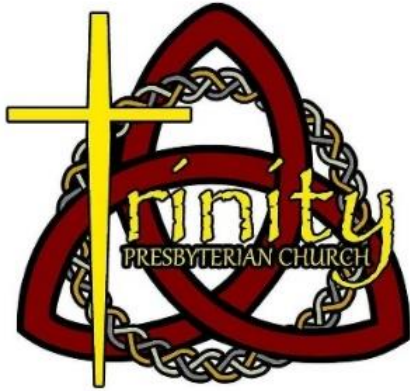
Dial by your location
• +1 301 715 8592 US

Meeting ID: 810 5208 9384

Find your local number: <https://us02web.zoom.us/j/kcYRwJXDIC>

Please connect to the meeting between
3:30 and 3:45 PM

Registration for the meeting is required for In-Person and Zoom via Email
(office@beaverbutler.org) or Telephone (724-452-7515)
*All new business and requests for items to be removed from the Consent Agenda, must be to
the Stated Clerk's Desk 15 minutes prior to the start of the meeting.*



In 1949, a group of twenty-five families, led by the pastors of Second and Lyndora Presbyterian Churches, formed a Sunday School in a rapidly growing area west of Butler. In June 1950, 100 people petitioned Butler Presbytery to organize a congregation in the area and a building site was purchased by the Presbytery. Three hundred people attended the first service in a rented tent; 115 were received as charter members of Trinity Presbyterian Church. In 1951, the original brick building was completed and by 1969, the congregation had grown and expanded into the newer mid-century modern building we now enjoy.

Our history just happens to be God's story. As congregations grow up and out of neighborhoods, that change is reflected in the mission of the church. The people change but God is the same yesterday, today, and tomorrow. Thankfully, God preserves a remnant of believers set aside for such a time as this. There came a time when difficult questions had to be answered. The only proposal refused to be considered was the one that would have closed the doors of Trinity church and revoked their charter. However, God's call is irrevocable.

Thanks to the discernment of the Presbytery and the Grace of God, we continue to seek God's will for this community and beyond. From our own neighborhood clothes and food pantry to the children of Northwest Elementary School to around the world at a hospital in India and a Compassion International child in Ghana. In addition to holding neighborhood Bible studies, we also offer our building as host to various outside organizations such as AA, Boy Scouts, Girl Scouts, quilters, and a senior musical program.

Our newest hope and prayer is the prosperity of a Presbyterian campus that presents traditional and contemporary worship. Two congregations giving the community a choice to worship whichever way they see fit, without giving up their Presbyterian roots. Being good stewards of God's provision is valuable, working together doing it is priceless!

We are in our sixth year being led by CRE Pastor Carmen Shullo Sr., living, laughing, learning, and loving. We continue to grow in numbers and faith, and we continue to look forward to a bright future, doing the work that God intended here since 1949.

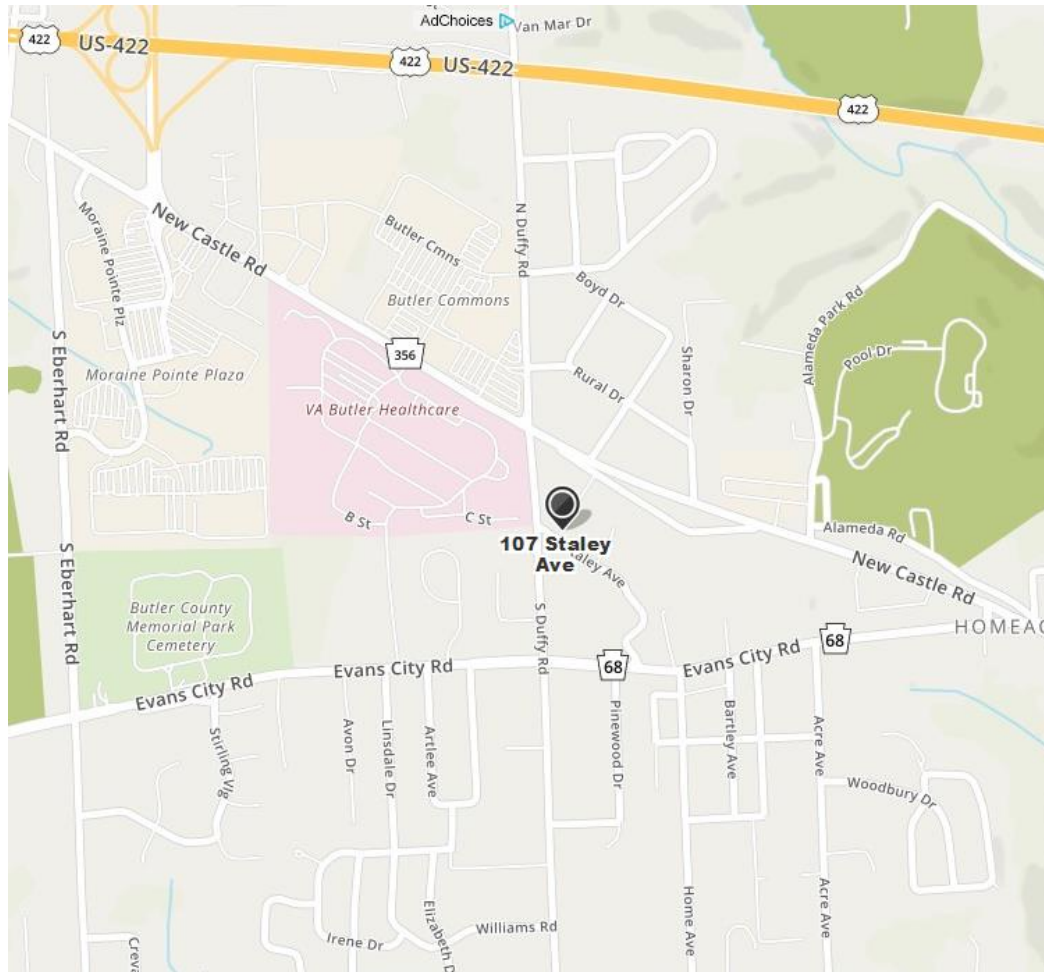
Elder in Charge of Arrangements: Herman Bauer

Local Missions: Elder Violet Dolmayer - Community Care Closet, Community Food Cupboard

Registration in Fellowship Hall (lower level of brick portion of building)

As you enter the building from the parking lot, please use the lower-level entrance in the older brick building to the right for registration.

Trinity is located at 107 Staley Avenue, in Butler, very near Butler Commons, (where Walmart and Target are located) and the Butler VA Hospital on New Castle Road/PA-356 on the west side of Butler.



From Zelienople:

Follow PA-68E for 15 miles; turn left onto S. Duffy Road for .2 miles. Turn right onto Staley Avenue. Church parking lot is on the left.

From Butler South:

Follow PA-8N into the city of Butler. From the County Courthouse take the third left turn onto W. Jefferson St./PA-68/PA-356. Keep right at the fork to Follow PA-356/New Castle Rd. In .8 miles, turn left onto S. Duffy Rd., then take the first left turn onto Staley Avenue. Church parking lot is on the left.

From Butler North: Follow PA-8S (about 8 miles south from Old Stone House) to right turn onto Mercer Road for about 1 mile. Turn right onto N. Duffy Road for about 2.3 miles. After crossing PA-356 at the traffic light, take the first left turn onto Staley Avenue and church parking lot is on the left.

From East: Follow US-422W. Take Lyndora exit (PA-356). Turn left in front of Moraine Point Plaza entrance onto PA-356. In .7 miles, turn right onto S. Duffy Rd, then take the first left turn onto Staley Avenue. Church parking lot is on the left.

From West: Follow US-422E. Take Lyndora exit (PA-356). Turn left in front of Moraine Point Plaza entrance onto PA-356. In .7 miles, turn right onto S. Duffy Rd, then take the first left turn onto Staley Avenue. Church parking lot is on the left.



**A GATHERING OF THE CHURCHES OF
BEAVER-BUTLER PRESBYTERY
September 26, 2023
Beginning at 4:00 PM
In-Person at Trinity Presbyterian Church
107 Staley Avenue, Butler, PA
Carmen Shullo, Commissioned Pastor
Co-Hosted by:
Mission Exploratory Team
Or VIA Zoom**

To be counted as present, everyone attending the meeting, whether In-Person or via Zoom, must contact the Presbytery Office (office@beaverbutler.org) or (724-452-7515) indicating **Name**, whether you are an **Elder Commissioner, Minister Member, Visitor or Corresponding Member**, the **Church** you represent and if you plan to attend **In-Person or Virtually**.

This is a DINNER meeting. Cost is: \$10.00 and reservations are necessary.

New business must be submitted in writing to the Stated Clerk 15 minutes before the meeting begins. (statedclerk@beaverbutler.org)

**PRESBYTERY GREETING
OPENING PRAYER
WELCOME FROM THE HOST CHURCH**

CALL TO WORSHIP

Leader: For many reasons, from many places, carrying wrongs and rights

People: some unsure, some very certain, each with a story

Leader: we are called to be loved and to love, to see and be seen, to be made and re-made,

People: perspective shifted, spirits moved, bodies in motion

Leader: to be transformed into the body of Christ,

People: ready to help God transform the world.

HYMN (On Screen)

"The Servant Song"

**THE SCRIPTURE READING
GREETINGS FROM GHANA**

The Rt. Rev. Dr. Lt. Col. Bliss Divine K. Agbeko (Rtd)

Evangelical Presbyterian Church, Ghana, as the Moderator of the General Assembly.

PRAYER

MUSICAL OFFERING

"God of All My Days"
Casting Crowns

Mark Boyce & Missy Hamilton

**WELCOME OF NEW ELDERS AND CORRESPONDING MEMBERS
ANNOUNCEMENTS AND ITEMS OF GOOD NEWS**

STATED CLERK REPORT
SAMPLE TEMPLATES

Anti-Racism Policy
Harassment Policy
Family Medical Leave Policy

Rev. Randall Clow
Pg. 6-9
Pg. 6
Pg. 7
Pg. 8-9

COORDINATING TEAM
CONSENT AGENDA

Elder Andrew Why

The Coordinating Team recommends that the Presbytery:

1. Form the Roll
2. Seat Corresponding Members and Grant Them Voice
3. Approve the Docket
4. Receive the Report of the Coordinating Team July 5, 2023 Minutes **Pg. 10-12**
5. Receive the Report of the Stated Clerk July -August 2023 **Pg. 13**
6. Receive the Report of the Treasurer Profit/Loss & Balance Sheet July 31, 2023 **Pg. 14-15**
7. Approve Minutes of the previous Presbytery meeting: July 25, 2023 **Pg. 16-22**
8. Receive the 2024 Presbytery Meeting and Holiday Schedule **Pg. 23**
9. Approve the sales agreement between Park PC, Beaver and Columbia Gas for a 30' x 40' easement currently leased by the gas company. Sales Price \$25,000.
10. From MVC: Approve the Union Congregation Agreement for United/Zion **Pg. 24-32**

MINISTRY AND VOCATION COMMITTEE

Rev. Robert Goossen

1. The Ministry and Vocation Committee recommends the minimum terms of call for pastoral calls, Certified Christian Educators, and Certified Associate Christian Educators increase 3% (cost of living increase) for 2024.
2. The Ministry and Vocation Committee moves Beaver-Butler Presbytery receive as a First Reading the New Process to Receive Minister Members. **Pg. 33-34**

PERSONNEL COMMITTEE

Elder Mark Finch

1. Executive Presbyter Terms of Call 2024 **Pg. 35**

MISSION & COMPASSION MINISTRY UNIT
VISIT FROM PALESTINE

Amira Barham
International Peacemaker

Rev. Dr. Judy Angleberger
Pg. 36

6:00 pm BREAK FOR DINNER

GATHERING

ENCOURAGING CHURCHES TO FLOURISH
Wee Kirk Grant

Rev. Jon Nelson
Pg. 37

GENERAL ASSEMBLY COMMISSIONERS
Applications

Rev. Leigh Benish
Pg. 38-40

FINANCE COMMITTEE

Elder Scott Meiser

1. Presentation of Narrative Budget 2024

2. Per Capita Matching Program
BBP will match (at the Church Session's request) 50 cents per dollar, up to the church's assessed and remitted Synod and/or GA Per Capita to be paid from BBP reserves
(Deadline December 1, 2023)
3. 2024 Per Capita Amount
Proposed Beaver-Butler Presbytery Per Capita to be set at \$32.00 per member.
(\$.41 increase from 2023)
4. 2024 Beaver-Butler Presbytery Budget **Pg. 41**
(With the understanding that the deficit comes out of reserves)

ADMINISTRATION COMMITTEE

Elder Allen Kitchen

Honoring Minister and Church Anniversaries

OLD BUSINESS

NEW BUSINESS

COMMUNION SONG

"Offering"

Mark Boyce

Vinyard Music

CELEBRATION OF COMMUNION

Carmen Shullo, Commissioned Pastor & Rev. John Silbert

John 6:35-37 & Matthew 11:28-30

OFFERING RECEIVED

The Beaver-Butler Presbytery Mission Budget

PRAYER OF DEDICATION

RESOLUTION OF THANKS TO OUR HOST CHURCH

ADJOURNMENT, PRAYER & CLOSING SONG (On screen)

"God Be With You"

Next Presbytery Meeting: Tuesday, November 14 at 6:00 p.m.

At New Salem Presbyterian, Midland

REPORTED AS INFORMATION FOR THE PRESBYTERY

MINISTRY & VOCATION COMMITTEE

Rev. Bob Goossen

1. Approved Rev. Chuck Gavroy as preaching supply for The Galilean & First Darlington.
2. Valencia PC: approved transitional pastor team of Tom McMeekin & Jim Steiner
3. Mt. Chestnut: appointed Lee Dryer as moderator through September 30, 2023; Rev. Larry Maley will serve as their Transitional Pastor beginning October 1, 2023.
4. Ohio UP Ministry Discernment Profile (MDP) approved. The MDP replaces the MIF - Ministry Information Form.
5. Tim Casey examined and approved to serve as a Commissioned Ruling Elder for the Mt. Pleasant congregation.
6. Approved Jim Paff as a Ruling Elder able to serve Communion.
7. Approved a request for a waiver of rotation of one elder for the Buffalo church, Sarver.
8. Approved a part-time Covenant Pastor contract between Rev. Dr. Mary Kitchen and the White Oak Springs and Faith, Butler congregations
9. Approved a part-time Covenant Pastor contract between Rev. Bob Saul and North Branch, Monaca congregation.

PERSONNEL COMMITTEE

Elder Mark Finch

1. Recommends 3% COLA for Staff

XYZ CHURCH ANTI-RACISM POLICY

As followers of Christ, we are called to love our neighbor as ourselves (Matthew 22:39) and to fully embrace the truth that God equally loves and values all people (John 3:16, Romans 5:8, Galatians 3:28).

These New Testament passages rest on the foundation of the Old Testament. From the Pentateuch's outline of a covenant community built on pillars of justice and mutual responsibility to the prophets' fiery presentations of God's expectations and calls for fairness that echo through the Wisdom literature, the Old Testament reminds us again and again about God's call to full inclusion and equity.

Understanding racism and its traumatic effect on those who experience it is of paramount importance if divisive racial barriers are to be torn down and structural racism is to be dismantled.

Being guided by these Scriptures and in accordance with the Book of Order, our Session hereby adopts the following Anti-Racism Policy.

Racism is defined as: *1. The belief that race accounts for differences in human character or ability and that a particular race is superior to others. 2. Discrimination or prejudice based on race.*ⁱ

The XYZ Church is committed to growing in our awareness of the presence of racism in our congregation and individual lives. We are dedicated to developing anti-racist behavior that restores the dignity of men and women and brings genuine unity to the Body of Christ.

Furthermore, we will work within our sphere of influence to eliminate racism wherever it may exist and in whatever form.

ⁱ Houghton Mifflin Company. (1996). Racism. In American Heritage Dictionary of The English Language (Third Edition, p. 1489).

XYZ CHURCH

HARASSMENT POLICY

I. Introduction

XYZ Church strives to create and maintain an environment in which people are treated with dignity, decency and respect. Our environment should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Everyone should be able to work and learn in a safe, yet stimulating atmosphere.

The accomplishment of this goal is essential to our mission. For that reason, XYZ Church will not tolerate harassment of any kind. This Policy applies to all church members and staff and to all volunteers and independent contractors.

II. Prohibited Behaviors

Examples of behaviors that are unacceptable:

- Striking another person.
- Swearing or using profane language in normal conversation or when directed in a negative manner against another person or group.
- Expressing innuendo or gossip about another person.
- Unfairly and routinely criticizing the work of another, making undignified remarks to another employee or program participant, or saying things in a group discussion that are humiliating to another.
- Exhibiting a superior attitude, making threatening remarks, and engaging in intimidating behavior in order to make that person feel small.
- Making offensive or insulting statements to or about another person.

III. Education and Training

The education and training of those covered by this Policy will include but not be limited to the following:

- A. Providing a copy of this Policy to all staff, volunteers, and independent contractors.
- B. Training all pastors and staff on this Policy.
- C. Training all newly elected/ordained Elders, Deacons and Trustees about this Policy.
- D. Providing information to the congregation about this Policy and its procedures for identifying and reporting all types of harassment.

Violations of the Policy may be subject to the provisions of Church Discipline in the Book of Order.

PAID FAMILY MEDICAL LEAVE

Explanation of the Paid Family Leave Policy

The 225th General Assembly of the Presbyterian Church (USA) amended G-2.0804 of the Book of Order to require Presbyteries include a provision for a minimum of twelve weeks paid family medical leave, which includes but is not limited to: leave to accommodate the birth, foster placement, or adoption of a child, leave to provide care to an ill or disabled family member; and leave to heal following a loss or tragic event.

In accordance with G-2.0804, the congregations of Beaver-Butler Presbytery shall include a provision for a minimum of twelve weeks paid family medical leave in their pastor's terms of call.

Eligibility

All ministers of Word and Sacrament serving a PC(USA) entity and other full-time employees.

Leave Parameters

- Up to 12 weeks (total, regardless of precipitating event or circumstance) of Paid Leave per year, with as much advance notice as possible. Paid Leave may be used—in accordance with need—consecutively or intermittently.
- During Paid 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.
- Use of vacation time is not required but may be used to extend leave time at the discretion of the pastor.

Following the period of Paid Leave, the pastor shall be entitled to return to the same position with the same title, terms of call, hours worked, and job description.

Types of Leave

- Parental Leave: Within one year of birth or adoption, a pastor may take up to twelve consecutive or intermittent weeks bonding time.
- Caregiver/Family Leave: In times when a family member requires care due to an illness or disability, a pastor may take up to twelve weeks Paid Leave, either consecutively or intermittently, depending on the nature of illness and need.
- Personal Loss: In the event of the death of a loved one or a tragic event, a pastor may take up to twelve weeks Paid Leave, either consecutively or intermittently, depending on the nature of event and need.

Church Support

- While the individual church/entity is responsible for the funding and administration of Paid Family Leave, state-provided disability and paid leave benefits and Board of Pensions financial protection programs may be considered in order to help offset income continuation costs.
- Where possible, communication of mutual needs and planning is vital to minimize disruption for the entity served by the pastor. Pastors are encouraged to anticipate leave with sensitivity around the needs of the church/entity/body, including but not limited to temporary replacement and fulfillment of duties.

**COORDINATING TEAM
BEAVER-BUTLER PRESBYTERY
July 5, 2023**

The Coordinating Team (CT) held a stated meeting at the Presbytery Center on Wednesday, July 5, 2023.

Present: Andrew Why (Coordinating Team Chair), Carolyn Paulsen (Presbytery Moderator), Jamie Fowler (Presbytery Vice Moderator), Jim Kirk, Allen Kitchen, Lee Dreyer, Beth Wierman,

Ex-Officio: Tom Harmon (Executive Presbyter), Randall Clow (Stated Clerk),

Excused: John Laudenslager, Cindy Miller, Bill Mumaw, Doug Dorsey, Lauren Cesnales (Presbytery Treasurer)

Guests: Mark Finch (Personnel Committee Chair), Forrest Classen (Synod Executive)

The Stated Clerk attested to the presence of a quorum and the meeting was called to order by the CT Chair, Andrew Why at 6:37pm. Andrew opened the meeting with prayer and a devotion from Philippians 1:6.

Consent Agenda Approvals and Receipt of Reports:

1. Approve the Coordinating Team Meeting Minutes of June 7, 2023
2. Receive the Presbytery Meeting Minutes of May 25, 2023
3. Receive the Stated Clerk's Report
4. Receive the Executive Presbyter's Report
5. Receive Treasurer's Report (P&L and Balance Sheet)
6. Provide each approved CT minutes for review by the Presbytery
7. Receive committee reports and approve Presbytery meeting docket requests

Motion: To approve the Consent Agenda as presented – PASSED

Stated Clerk's Report:

Randall Clow

Stated Clerk Randall Clow referred CT to his written report.

Executive Presbyter's Report:

Tom Harmon

Executive Presbyter Tom Harmon referred CT to his written report. Tom also informed the CT of the following matters:

The small group appointed by the CT to propose a course of action after completing the Intercultural Development Inventory (IDI) and update the Presbytery as we move forward met and is recommending a three-prong approach for the July Presbytery meeting:

1. Andrew Why will report to the Presbytery that we have complied with the tasks recommended by the SpARC and that phase is now concluded.
2. Allen, Cindy and Tom will share how our Presbytery was supported by the Office of the General Assembly in providing the facilitators for the IDI and describe our conversations and what we learned from the process.

3. Jamie will help lead a discussion around intercultural diversity and the application of what we've learned and encourage our congregations to engage in similar and ongoing conversations.

The GA Commissioners Nominating Taskforce continues their work in nominating commissioners for the General Assembly in 2024. GA is being held in Salt Lake City, Utah.

First Presbyterian Church, Monaca is requesting approval to begin exploring the sale of a former manse. **Approved by consensus.**

An ecumenical "Lord's Prayer Group" has requested permission to gather on the steps of the Presbytery Center and pray the Lord's Prayer each Thursday. **Approved by consensus.**

In conversation with the Presbytery Moderator, CT agreed to commission a new moderator's stole that reflects the culture and new mission statement of our Presbytery. **Approved by consensus.**

Treasurer's Report:

Lauren Cesnales

CT was referred to the written report.

Personnel Committee

Mark Finch

Mark Finch, chair of the Personnel Committee, presented the committee's work on reviewing Presbytery staff salaries to determine fair and adequate compensation. He moved the Personnel Committee's recommendation to adjust the Office Coordinator's salary. **Approved**

Presbytery Meeting Relationship Building

Forrest Classen

Forrest led the CT in a time of gaming, community building, and relationship building, which could be done at the Presbytery meeting to promote covenantal community in congruence with our new mission statement. CT invited Forrest to promote the same covenantal relationship at the November Presbytery meeting.

Old Business: None

New Business: None

Presbytery Meeting Docket Requests for July:

1. Encouraging Churches to Flourish - 2 minutes for announcements
2. Mission & Compassion – Docket request approved 6-7-23
3. Ministry and Vocation Committee – 20 minutes
 - a. Commissioning service for Tim Casey as CRE for the Mt. Pleasant congregation.
 - b. Welcoming Rev. Dick Klein HR as a minister member transferring from Redstone Presbytery
 - c. Expressing our thanks and best wishes to Rev. Jim Kirk on his retirement from the Valencia church.

The meeting was closed with prayer at 8:22pm. Our next stated meeting is August 2, 2023 at 6:30pm.

In Service to Christ,

Rev. Randall K. Clow
Stated Clerk

STATED CLERK'S REPORT
BEAVER-BUTLER PRESBYTERY
FOR THE MONTHS OF JULY AND AUGUST 2023

July 5, 2023

Attended CT meeting.

July 10, 2023

Attended Presbytery meeting planning meeting.

July 16, 2023

Notified OGA of the retirement of Rev. James Kirk (effective 8-1-23).

July 25, 2023

Attend Presbytery meeting.

July 26, 2023

Notify OGA of the transfer of Rev. Richard Klein into Beaver-Butler Presbytery from Redstone Presbytery.

August 10, 2023

Begin development of draft policy templates for compliance with the recent changes to the Book of Order.

August 22, 2023

Revise Clerk of Session Handbook and training materials to reflect the most recent changes to the Book of Order.

August 31, 2023

Received the minutes from the Commission to Install the Reverend Andrew Smothers as Pastor of Glade Run Church. The Service of Installation occurred on August 6, 2023. Filed.

In Service to Christ,

Rev. Randall K. Clow

Stated Clerk

Beaver-Butler Presbytery

Profit & Loss by Class

January through July 2023

	Administrative	Mission	TOTAL
Ordinary Income/Expense			
Income			
51102 • Per Capita Apportionment	116,770.32	0.00	116,770.32
52105 • Rev.Mission Causes-Budget	0.00	58,430.47	58,430.47
52110 • Rev. Mission Causes-Other	0.00	349.00	349.00
53112 • Tinker Trust - PNC Bank	189.15	0.00	189.15
53113 • ESB Checking Interest	984.01	0.00	984.01
53114 • Northwest Interest	2.92	0.00	2.92
53816 • Presby. Invest and Loan Income	1,870.36	0.00	1,870.36
56110 • Rent Complete Travel	3,000.00	0.00	3,000.00
56115 • Rent - Tenants	8,740.00	0.00	8,740.00
57104 • Small Church Leadership Grant	2,416.92	0.00	2,416.92
57105 • Miscellaneous Income	7,302.14	332.00	7,634.14
57106 • Bulk Order Receipts	249.75	0.00	249.75
Total Income	141,525.57	59,111.47	200,637.04
Expense			
71105 • Per Capita Expense GA	19,639.35	0.00	19,639.35
71110 • Per Capita Expense Synod	3,746.70	0.00	3,746.70
72105 • Mission Causes Exp- Synod/GA	0.00	38,108.18	38,108.18
72110 • Mission Causes Exp- Other	0.00	700.00	700.00
73000 • Salary/Wage/Benefits	89,522.14	0.00	89,522.14
74000 • Units/Officers	2,834.66	2,062.77	4,897.43
75100 • Cost of Space	8,306.16	0.00	8,306.16
75200 • Communications	3,248.02	0.00	3,248.02
75300 • Furniture and Equipment	12,887.03	0.00	12,887.03
75400 • Office Expense	2,622.39	0.00	2,622.39
75500 • Training and Professional	2,825.00	0.00	2,825.00
75600 • Travel Expense	6,126.80	0.00	6,126.80
75700 • Conferences/Meetings	100.00	0.00	100.00
75900 • Miscellaneous Expense	368.90	0.00	368.90
Total Expense	152,227.15	40,870.95	193,098.10
Net Ordinary Income	-10,701.58	18,240.52	7,538.94
Net Income	-10,701.58	18,240.52	7,538.94

Beaver-Butler Presbytery

Balance Sheet

As of July 31, 2023

Jul 31, 23

ASSETS

Current Assets

Checking/Savings

10000 · Cash

10107 · WesBanco 577,788.65

10108 · Northwest Savings Bank 88,355.46

10109 · Northwest Savings Market Fund 100,072.86

10115 · Petty Cash 153.40

Total 10000 · Cash 766,370.37

10300 · Investments

10511 · Presbyterian Investment & Loan 308,334.99

10513 · Charles Schwab & Co. 76,831.17

10520 · Ecumenical Cooperative 1,500.00

Total 10300 · Investments 386,666.16

Total Checking/Savings 1,153,036.53

Total Current Assets 1,153,036.53

TOTAL ASSETS 1,153,036.53

LIABILITIES & EQUITY

Liabilities

Long Term Liabilities

28001 · Deferred Mortgage Income 30,000.00

Total Long Term Liabilities 30,000.00

Total Liabilities 30,000.00

Equity

29000 · Restricted Funds

29100 · Temporarily Restricted

29105 · Peacemaking Fund 3,852.57

29125 · New Church Development Fund

29126 · Closed Churches Fund (Fund A) 447,415.44

29127 · Departed Churches Fund (Fund B) 685,374.58

Total 29125 · New Church Development Fund 1,132,790.02

29140 · Support of Candidates Fund 876.70

29145 · Leadership Training Fund 20,000.00

29160 · NWV Seed Grant 7,467.05

29165 · Champ Education Fund 5,253.89

Total 29100 · Temporarily Restricted 1,170,240.23

29200 · Permanently Restricted

29205 · Endowment Fund 2,575.09

29210 · Lyndora Scholarship Fund 20,003.58

Total 29200 · Permanently Restricted 22,578.67

Total 29000 · Restricted Funds 1,192,818.90

39000 · Retained Earnings -75,644.31

Net Income 5,861.94

Total Equity 1,123,036.53

TOTAL LIABILITIES & EQUITY 1,153,036.53

A GATHERING OF THE CHURCHES OF BEAVER-BUTLER PRESBYTERY
July 25, 2023, 6:00 PM
Hybrid Meeting – In-Person & Zoom

The Beaver-Butler Presbytery held a stated meeting at 6:00 PM on Tuesday, July 25, 2023, using a *Hybrid* format: in-person and Zoom technology. The meeting was held at Hill Presbyterian Church, Butler, where Rev. Leigh Benish serves as Pastor. Presbytery Moderator Elder Carolyn Paulsen called the meeting to order at 6:02 PM and affirmed the presence of a quorum with Stated Clerk Rev. Randall Clow.

WELCOME, ORIENTATION, AND OPENING WORSHIP:

Moderator Paulsen welcomed Minister Members, Elder Commissioners, and visitors. Carolyn took a moment to familiarize those attending on Zoom how to interact with the meeting.

WELCOME FROM THE HOST CHURCH:

Elder Louise Evans welcomed the Presbyters and gave details of the facility, including fellowship location.

WELCOME OF NEW ELDERS, PASTORS, AND CORRESPONDING MEMBERS:

First-time Commissioner Elders and Pastors were introduced.

The following Corresponding Member was enrolled:

- Rev. Richard C. Klein, Jr., H.R. (Redstone Presbytery)

Stated Clerk Clow also welcomed Elder Lenore Williams (Pittsburgh Presbytery), a member of the Synod Special Administrative Review Commission.

Moderator Paulsen opened the meeting with prayer.

CALL TO WORSHIP: The Worship time began with a Responsive Call to Worship

HYMN: "The Servant Song"

THE WORD READ & SPOKEN: Matthew 18:15-20 Rev. Leigh Benish
"Talk It Out"

Hill Church Pastor Rev. Leigh Benish spoke from Matthew 18, Jesus' instructions regarding handling differences in the community. Her message, "Talk It Out," encouraged everyone to think differently regarding Jesus' words – instead of thinking of ourselves as one who is *wronged*, let's imagine we are the one who *committed the offence*. As church leaders, we have authority, but we also have increased responsibility to interact appropriately with others in the Body of Christ.

SPECIAL MUSIC: "The Solid Rock"
Hill Church Memorial Handbell Quartet

GOOD NEWS FROM THE PEWS:

Commissioners offered items of good news that were happening in the churches, as well as various Announcements.

STATED CLERK REPORT:

Rev. Randall Clow

Randall referred the Presbyters to his written report. The 2023-2025 *Book of Order* is now available for ordering; bulk orders are now being taken. He also noted recent changes in the Constitution, and stated that the Clerk's office is preparing resources for responding to these changes.

EXECUTIVE PRESBYTER REPORT:

Rev. Dr. Tom Harmon

Rev. Dr. Thomas Harmon gave an enlightening report on churches that conclude their ministries and close their buildings. What will happen to those buildings, and will they be used for *good*? Tom suggests that instead of being closed forever, the Holy Spirit can intervene, and the buildings can end up being closed for *good* (a play on words!)

Tom highlighted the recent successful joining of two churches, Presbyterian and Lutheran, in Ambridge. The Presbyterians had no building, but a pastor, and Lutherans had a building, but no pastor! With patience and dedication, the two (formerly struggling) congregations are now worshipping together, facing a bright future.

Tom also noted a new program from the Board of Pensions, *Season of Rebuilding* – a discussion regarding changes to the medical plan. The goal of the *Season of Rebuilding* is to create affordable ways churches can add pastors to the Board of Pensions, focusing on providing more opportunities for women in ministry, small congregations, and congregations of color. Information is available at seasonofrebuilding.pensions.org or by contacting the office.

VICE-MODERATOR REV. JAMIE FOWLER NOW MODERATING...

COORDINATING TEAM:

Elder Andrew Why

A. Consent Agenda – the Coordinating Team (CT) recommended that the Presbytery:

1. Form the roll;
2. Seat the Corresponding Member and grant him voice;
3. Approve the Docket;
4. Receive the Coordinating Team Minutes, May 3 & June 7, 2023;
5. Receive the Stated Clerk Report, May – June 2023;
6. Receive the Treasurer's Report, Balance Sheet and Profit & Loss, May 31, 2023;
7. Approve the Presbytery Meeting Minutes, May 23, 2023, and
8. Receive Rev. Richard C. Klein, Jr., H.R. (Redstone Presbytery), as a member of Beaver-Butler Presbytery.

Seeing no questions or objections, the Vice-Moderator declared the Consent Agenda approved as presented.

B. Coordinating Team Report:

CT Chair Elder Andrew Why reported on the final actions from the Synod Special Administrative Review Commission. He reviewed the reasons for the formation of the Commission, and its work, which was reported to the Presbytery in January 2023.

One of the concluding recommendations was for the CT to continue further development in cultural awareness and sensitivity. In May, The Coordinating Team and Presbytery Staff received *Intercultural Development Inventory* training with assistance from the Office of the General Assembly. Additional remarks were made by CT members regarding *Cultural Awareness Development*; the Presbyters gathered together to discuss cultural challenges facing churches and members today.

ENCOURAGING CHURCHES TO FLOURISH (ECF):

Rev. John Silbert

John mentioned a special event for CREs and Seminary Graduates – Sunday, August 13, 5:00 PM at Bloom Café (Quality Gardens, Mars). Also, the **Wee Kirk Conference** is meeting at Laurelville, Monday, October 9 - Wednesday, October 11. ECF is willing to help pay \$75.00 per person for attendees.

FELLOWSHIP BREAK:

After a time of fellowship, Moderator Paulsen called the meeting back to order at 8:11PM

MODERATOR ELDER CAROLYN PAULSEN NOW MODERATING...

MISSION & COMPASSION MINISTRY UNIT (MCM):

Rev. Dr. Judy Angleberger

Judy gave background on the upcoming visit of Amira Barham, an International Peacemaker from Palestine, who will be in the area September 21-27. As part of their presentation, MCM asked Commissioned Ruling Elder Kathleen Davis to make remarks about Mission activities at Hill Church. She mentioned their National Mission Project, focused on medical debt. Judy also reminded the Presbyters that monies are available for mission trips and other ministries.

MINISTRY AND VOCATION COMMITTEE (MVC):

Rev. Robert Goossen

Bob referred the Presbyters to his written report.

- A. *Introduction of Rev. Richard C. Klein, Jr., H.R.:* Bob introduced Dick, who is transferring his membership from Redstone Presbytery. Dick has been worshipping at the Ohio Church.
- B. *Recognition of the Retirement of Rev. Dr. James W. Kirk:* Jim was honored and recognized on the occasion of his retirement from Valencia Church. Several Valencia members and others made comments (and a few humorous remarks) for Jim, who offered his own words of thanks to the Presbyters.
- C. *Commissioning of Ruling Elder Timothy Casey (Mt. Pleasant, Darlington) to Pastoral Service:*
Moderator Carolyn Paulsen
Tim has been serving Mt. Pleasant as pastor, and has completed the *Inter-Presbytery Leadership Formation* Training. Moderator Paulsen led the service to Commission Elder Casey to service as a Commissioned Pastor.

OLD BUSINESS: There was no Old Business

NEW BUSINESS: There was no New Business

OFFERING RECEIVED:

The Beaver-Butler Presbytery Mission Budget

RESOLUTION OF THANKS TO THE HOST CHURCH:

A Resolution of Thanks was offered to Hill Church for their hosting.

HYMN: “God Be With You ‘Till We Meet Again”

ADJOURNMENT AND CLOSING PRAYER: The meeting was closed in prayer by Moderator Paulsen at 8:54 PM

Respectfully Submitted,

Rev. James R. Steiner, Assistant Stated Clerk

Rev. Randall K. Clow, Stated Clerk

For Information – Ministry & Vocation...

1. Approved the retirement of Rev. Dr. James W. Kirk
2. Approved the transfer of Rev. Ron Schermerhorn to the Charlotte Presbytery to serve the First Presbyterian Church, Rockingham, NC
3. Approved and appointed Ordination Exam Readers, October 2-6, 2023: Carmen Shullo (Ruling Elder) & Jason Sinagra (Teaching Elder)

BEAVER-BUTLER PRESBYTERY
2023 Presbytery Meetings
The Office Will Close Early on These Dates

Tuesday, September 26, 4:00 P.M. Trinity, Butler – *Dinner* Hosted by the Exploratory Mission Team
Tuesday, November 14, 6:00 P.M. New Salem, Midland

TABLE OF ATTACHMENTS TO MINUTES, MAY 23, 2023 PRESBYTERY MEETING:

- A. Record of Participation in (In-Person and via Zoom), Presbytery Meeting, May 23, 2023
- B. Coordinating Team Minutes, May 3 & June 7, 2023
- C. Presbytery Meeting Minutes, May 23, 2023
- D. Report of the Stated Clerk, May – June 2023
- E. Report of the Treasurer: Balance Sheet & Profit & Loss, May 2023

ATTENDANCE MINISTERS

Allen, Todd		A
Allio, Mark		P
Angleberger, A. Gary	H.R.	P
Angleberger, Judy A.	H.R.	P
Angleberger, Kelley		P
*Barr, Eva-Maria		A
Benish, Leigh		P
Benson, James		P
Bittner, Lee	H.R.	EXC
Black, Keith		P
Bosserman, Lauren		P
Brewer, David R.	H.R.	EXC
Burkley, Michael	H.R.	EXC
Byers, David D.	H.R.	EXC
Campbell, James W.	H.R.	EXC
*Cline, Charles		A
Clow, Randall		P
Clyde, Tom	H.R.	EXC
Cramer, Stephen	H.R.	EXC
Currie, Susan	H.R.	EXC
Curtis, Jeffrey A.	H.R.	P
de Vries, Peter C.		EXC
Dorsey, Douglas		P
Dreyer, W. Lee	H.R.	P
Dunn, Connie	H.R.	EXC
Edmondson, Robert		P
Erwin, Kirk	H.R.	EXC
Fowler, Jamie		P
*Frailey, Mark		A
Frierson, Connie	H.R.	EXC
Gebhard, Doug		A
Goossen, Robert		P
Hamilton, Monica	H.R.	EXC
Harmon, Tom		P
*Hartung, Gregg		EXC
Hauser, Brian		P
Heller, F. Edwin	H.R.	EXC
Hoffman, C. F.	H.R.	P
Horstman, Katherine A. L.	H.R.	EXC
Huffmyer, Deborah E.	H.R.	EXC
Jackson, Bill	H.R.	EXC
Jamieson, William A.	H.R.	EXC
Kahnt, Rebecca		P
Kennedy, Robert W.	H.R.	EXC
Kennedy, Vicki		A
Kirk, Jim		P
Kitchen, Mary	H.R.	P
Maley, Lawrence	H.R.	P
*Marquis, Jeff		P
Mathias, Robert V.	H.R.	P
*McMeekin, Thomas		P
Meloy, Merry		A
Molnar, Dennis	H.R.	EXC
Morris, Melissa		A
Mumaw, William		A
Nelson, Jon		EXC

ATTACHMENT A

Oyler, David	H.R.	P
Paul, A. David		EXC
Porter, John W.		A
Rowe, Richard F.	H.R.	EXC
Roy, Dena		A
Salyers, James		A
Saul, Robert P.		A
Sawyer, Clark T.	H.R.	EXC
*Schaefer, Paul		A
Schermerhorn, Ron		EXC
Severance, T. Neil	H.R.	EXC
Shaffer, Andrew C.		A
Shullo, Carmen		EXC
Silbert, John		P
Sinagra, Jason		A
Smith, Jean	H.R.	EXC
Smothers, Andrew		EXC
Snyder, Donald F.	H.R.	EXC
Steiner, Jim	H.R.	P
Stoops, Leland (Terry) R.	H.R.	EXC
Swanson, James	H.R.	EXC
Sweitzer, John		A
Swinsburg, Rob Dale		P
Tuft, John T.		A
Weston, Gary L.	H.R.	EXC
*Whitman, Diane		A
Wiebe, John M.	H.R.	EXC
Wierman, Beth		EXC
Winship, Michael	H.R.	EXC

ELDERS

Aliquippa	
New Bethlehem	Mary Clow
(2 votes)	Mary Cary
Ohio	Wendi Rybicki
(2 votes)	
Raccoon	
Service	
Ambridge	
Ambridge U.P.	Cathy Torhan
Baden	
Concord	
Beaver	
Park	Susan Ivey
(2 votes)	
Beaver Falls	
First	
Steffin Hill	
Covenant	Ione Mathias
Faith	
Butler	
Hill	Gerry Graham
(2 votes)	Alan Milanorrich
Mt Chestnut	Ron McCormick
(2 votes)	Maria Kotek
Saint Andrews	
Trinity	Herman Bauer

Callery		First Presb.	
Crestview		New Sewickley	Cheryl Gaunt
Cherry Valley		Sarver	
E. Unity		Buffalo	Bill Rudert
Chicora		Westminster	Pat Hebda
North Butler		Saxonburg	
Clintonville		Clinton	Thomas Hamilton
Union		Jefferson Center	
Connoquenessing		Saxonburg Memorial	
White Oak Springs	Tom Marlowe	(2 votes)	
Conway		Shippingport	
Conway		Bethlehem	
Cranberry		Slippery Rock	
Cranberry Community		Center	
(2 votes)		Friendship	
Plains		Highland	Connie Christy
Darlington		Valencia	
First		Glade Run	Eric Schultz
Mt. Pleasant		(2 votes)	Walter Dawson Jr.
East Butler		Valencia	Ed Walter
East Butler	Kerry Dowdy	Vanport	
Eau Claire		Vanport	LouAnn Parsons
Eau Claire		(2 votes)	
Ellwood City		West Sunbury	
North Sewickley		West Sunbury	
(2 votes)	Tom Umstott	Zelienople	
Evans City		Calvin	
Westminster	Kathy Morgan	(2 votes)	
(2 votes)			
Frankfort Springs			
Frankfort	Lori Littell		
Harmony			
Camp Run			
Hooker			
Concord	Denise Hobaugh		
Mars			
Mars United	MaryAnn Croope		
Old Union	Mary Rae Thompson		
(2 votes)	Jill McDonald		
Midland			
First			
New Salem			
Monaca			
First			
North Branch			
New Brighton			
First			
Westminster			
New Galilee			
The Galilean	Paul Morrison		
N. Washington			
N. Washington			
Parker			
First			
Prospect			
Mt Nebo	Mary Rush		
P. Church Prospect	Mary Fisher		
Rochester			

CORRESPONDING MEMBERS

Name	Presbytery/Affiliation
Rev. Richard Kline	Redstone

ELDER MEMBERS WHO ARE: OFFICER, COORDINATING TEAM, OR UNIT CHAIR

Name	Presbytery/Affiliation
Timothy Casey	Mt. Pleasant, Darlington
Carolyn Paulsen	Moderator
Andrew Why	CT Chair
Lauren Cesnales	Treasurer

VISITORS

Name	Church
Louise Evans	Hill, Butler
Norbert F. Slezak	Hill, Butler
Nancy J. Slezak	Hill, Butler
James Ihlenfeld	Hill, Butler
Anne Miller	Hill, Butler
Thomas Graham	Hill, Butler
Ruth Scott	Hill, Butler
Karen Anderson	Hill, Butler
David Anderson	Hill, Butler
Becky Plymaen	Hill, Butler
Pamela L. Lentz	Hill, Butler
Janet Edinger	Hill, Butler
Carol Schreffler-Hall	Hill, Butler
Barb Graham	Hill, Butler

Judy Birch	Hill, Butler
Susan Catanzaritto	Hill, Butler
Becky Bayne	Hill, Butler
David Benish	Hill, Butler
Barbar Kameron	Hill, Butler
Jim Kameron	Hill, Butler
Marshall Miller	Hill, Butler
Mark Hall	Hill, Butler
Annamary McMullen	Valencia, Valencia
Karen Peterman	Valencia, Valencia
Karen Christy	Highland, Slippery Rock
Kathy Kirk	Valencia, Valencia
Dick Klein	Ohio, Aliquippa
Jennifer Brown	New Sewickley, Rochester
Karen Bryson	Hill, Butler
Lenore Williams	Pittsburgh Presbytery
Virginia Shirey	Buffalo, Sarver

BEAVER-BUTLER PRESBYTERY

2024 Presbytery Meetings

The Office Will Close Early On These Dates

Saturday, January 27	10:00 a.m.	(Lunch)
Tuesday, March 19	6:00 p.m.	(26 th is Holy Week)
Tuesday, May 28	6:00 p.m.	
Tuesday, July 30	6:00 p.m.	(23 rd is NWMC)
Tuesday, September 24	4:00 p.m.	(Dinner)
Tuesday, November 19	6:00 p.m.	

(Suggested Date Changes in Red)

2024 Holiday Schedule

The Office Will Be Closed

New Year's Day (1 st)	January 1	(Monday)
Martin Luther King Day	January 15	(Monday)
President's Day	February 19	(Monday)
Memorial Day	May 27	(Monday)
Independence Day	July 4	(Thursday)
Labor Day	September 2	(Monday)
Veterans Day (11 th)	November 11	(Monday)
Thanksgiving Day	November 28	(Thursday)
Christmas Eve & Christmas (24 th & 25 th)	December 24 & 25	(Tuesday - Wednesday)
Christmas Week (Office Closed w/out pay)	December 26 – 29	(Thursday - Tuesday)

Good Friday and the Day after Thanksgiving are paid Holidays without Office Closure.

PLAN OF AGREEMENT FOR A UNION CONGREGATION

So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone. In him the whole structure is joined together and grows into a holy temple in the Lord; in whom you also are built together spiritually into a dwelling place for God. Ephesians 2:19-22

This Plan of Agreement is between the Zion's First Evangelical Lutheran Church and the United Presbyterian Church of Ambridge, both located in Ambridge, PA.

We come together as two congregations from different denominations, serving the same neighborhood, to more effectively serve Jesus Christ in the community of Ambridge. We commit to a covenant affirming the body of Christ beyond denominations. We commit to focusing on what unites us as believers and work to discover what the Spirit is guiding us to do and be. We commit to the care and nurture of faith and each other. We honor unique aspects of our particular congregation's history and denominational heritage. We currently find that we are no longer strangers but members of the same household, growing spiritually in a dwelling place of God. We are patient and thoughtful in our deliberation, respectful of our differences, and dispense with divisions and distractions so that together we can show forth the kingdom of God. We rejoice that the good news of salvation is ours to share.

- 1 PURPOSE:** The purpose of forming a union congregation is to formalize the relationship between the congregations of Zion's First Lutheran and United Presbyterian so they become one functioning congregation. The members of these congregations engage in common worship, mission, ministry and fellowship. This document expresses the desire to extend this commonality to administration and governance in the form of a single union congregation.
- 2 PLAN FOR UNION:** Zion's First Lutheran and United Presbyterian agree to blend their ministries to form a union congregation to be known as TBD as set forth in this Agreement.
 - 2.1** This Agreement and the attached Bylaws of the Congregation shall be submitted to the Southwestern Pennsylvania Synod of the Evangelical Lutheran Church in America and the Beaver-Butler Presbytery of the Presbyterian Church in the United States of America for approval.
 - 2.2** This Agreement and the attached Bylaws of the Congregation shall be submitted to a duly announced joint meeting of the members of Zion's First Lutheran and United Presbyterian for approval. Approval requires a two-thirds vote of each congregation.
 - 2.3** Upon approval by the members of the existing congregations and the appropriate judicatories of the Synod and Presbytery, this Agreement shall be executed and delivered as follows:
 - 2.3.a** This union congregation shall cause a new corporation named TBD to form and all union congregation business shall be conducted under this new corporation.
 - 2.3.b** A new bank account shall open under the corporation formed in sub-paragraph 2.3.a.
 - 2.3.b.i** All union congregation church business, deposits to and expenses from this account.
 - 2.3.c** United Presbyterian Church of Ambridge and Zion's First Evangelical Lutheran Church shall transfer all property and assets to the corporation formed in sub-paragraph 2.3.a.

2.3.d All assets of this union congregation, real and personal, shall be held by the corporation formed in sub-paragraph 2.3.a. All liabilities of the congregation in this union congregation shall be liabilities of this union congregation.

2.3.e The Bylaws shall be adopted as the Bylaws of the TBD new name.

2.3.f Upon completion of the transfer of all property and assets, Zion's First Evangelical Lutheran Church and United Presbyterian Church of Ambridge shall dissolve.

3 MEMBERSHIP: Members of the Zion's First Lutheran and United Presbyterian become members of the union congregation.

3.1 Members of the United Presbyterian Church retain their Presbyterian designation. Members of Zion's First Evangelical Lutheran Church retain their Lutheran designation. Both are members of the union congregation.

3.2 New members join the newly formed union congregation without designation of Presbyterian or Lutheran unless specifically requested. See the Bylaws for new member and confirmation for details.

3.3 Voting members are on the active roll of the union congregation.

3.4 Only members of the union congregation may serve on the Board.

4 CLERGY: The clergy may be either a Presbyterian Church USA or Evangelical Lutheran Church of America ordained pastor in good standing with the PC USA or on the roster of Ministers of Word and Sacrament of the ELCA and approved for service to the congregation by both judicatories.

4.1 The ordained minister, serving under appropriate call or contract in accordance with the procedures established by both the Presbytery and the Synod, shall be responsible for the pastoral oversight of this union congregation as outlined in the job description, found in the bylaws under staffing.

4.2 The ordained minister shall be subject to the discipline of the denomination to which accountable, as prescribed in the constitution and bylaws of the denominational body in which the ordained minister is rostered or holds membership.

5 Union Congregation Governance: The regular rules for governance of the union congregation shall be provided for in this Agreement and the Bylaws. The Bylaws may not conflict with this Agreement and this Agreement and the Bylaws may not conflict with the constitutions of the judicatories except as described in Section 5.4.

5.1 There is one governing body for the union congregation satisfying the requirements set forth of the PCUSA Book of Order and ELCA Constitutions Bylaws and Continuing Resolutions. The governing body is called the Board. Rules for composition, election, and duties of the Board shall be outlined in The Bylaws.

5.2 The Board shall ensure that all committees and organizations within the union congregation exist to support the ministry of Jesus Christ.

5.3 Where applicable, the Board shall serve as directors of the corporation of the union congregation and shall be elected as provided in The bylaws.

- 5.4** This Agreement is intended to reflect the blended ministries of the PC USA and the ELCA. The parties in this Agreement acknowledge that the judicatories requirements may differ or conflict in some matters, including by way of example and not limited to, conduct of worship, calculation of membership and of assessments/apportionment, changes in status of the congregation, and structure of the governing Board.
- 6 OPERATIONS:** The union congregation is comprised of both Presbyterian and Lutheran members. The union congregation reports to and is guided by both the PC USA and the ELCA. The management of this relationship shall be provided for in the Bylaws under Article Operations.
- 7 DISSOLUTION OF AGREEMENT:** Dissolution of this agreement results in the dissolution of the union congregation set forth in the Bylaws under Article Dissolution.
- 8 AMENDMENT:** Once approved, this Agreement may be amended, provided that any such amendment be approved by a majority of the Union Board and a majority of voting members of the Union Congregation present at a called congregational meeting.

Bylaws of the Union Congregation TBD

Article 1 Corporation

- 1.1.** The Union Congregation is incorporated under and does business as TBD and herein referred to as the Union Congregation. The Church physically resides in Ambridge, PA. The Corporation formed as an outcome of the Agreement for a Union Congregation between Zion's First Lutheran and the United Presbyterian church of Ambridge.
- 1.2.** No Officer acting for this Church shall be personally liable for the debts, liabilities, or obligations of the Corporation.
- 1.3.** The annual meeting of the Corporation shall be held simultaneously with the Annual Congregation Meeting as described in Article 5.
- 1.4.** The Board (see Article 3) shall be elected yearly at the Annual Congregational Meeting as Trustees of the Corporation according to the laws of the Commonwealth of Pennsylvania. Responsibilities of the Trustees will be according to the Articles of Incorporation.

Article 2 Faith

- 2.1.** The Union Congregation maintains denominational ties with the Evangelical Lutheran Church in America and the Presbyterian Church (USA). The Union Congregation subscribes to the recognized statements of faith and governing documents of both of these denominations. By including a community of people from different faith backgrounds and denominations, the Union Congregation is enriched by this diversity that deepens the sharing of a covenant relationship with the Triune God.

Article 3 Church Board

- 3.1.** The Church shall be governed by a representative body elected by the congregation from among its members. This governing body shall be called the Board.
- 3.2.** The Board is the one governing body for the Union Congregation, satisfying the requirements set forth of the PCUSA Book of Order and ELCA Constitutions Bylaws, Corporation Standards of the Commonwealth of Pennsylvania, and Continuing Resolutions.
- 3.3.** There shall be six officers on the Board.
 - 3.3.1.** The existing session/council determines the nominations to present for the initial Board with a makeup of three Presbyterian and three Lutheran members. Terms will stagger across three years so that only two positions are required to be filled per year.
- 3.4.** Terms are 1 – 3 years with a limit of serving two consecutive 3-year terms.
- 3.5.** The Board elects a treasurer for the Union Congregation. This treasurer reports to the Board and presents a budget to the Board each October.

- 3.6.** The Board appoints a Clerk of the Board. The Clerk takes minutes at all Board meetings, Congregational meetings, and keeps the parochial records for each congregation. The Clerk prepares the congregation's annual reports and submits them to the appropriate church wide expression.
- 3.7.** The Board appoints its officers to chair the committees the Board itself determines are crucial for the operation of the Union Congregation. For example: Finance and Personnel, Building and Grounds, Hospitality, Congregational Care, Mission, Christian Education, Music and Worship.
 - 3.7.1.** Congregational Care committee performs the work of the former Board of Deacon. There is no longer an elected Board of Deacons.
- 3.8.** The pastor is the moderator for the Board.
- 3.9.** A quorum for the Board is defined as two-thirds rounded up to the next whole number of the current members, and is required before voting on any matter.
- 3.10.** Simple majority passes voting initiatives.
- 3.11.** Officer training takes place over the course of the year.
- 3.12.** PC USA polity will be observed in regard to election, ordination and installation to the office of the Board as a ruling elder. This process will begin in June with election of officers in October.
- 3.13.** Installation of officers takes place in January. As it is PC USA polity to ordain officers, officers who feel called will be ordained at the time of installation.
- 3.14.** Members of the Board can vacate their office by removal or resignation.

Article 4 Nominating Committee

- 4.1.** The Nominating Committee shall be comprised of four members and is elected each year at the Annual Meeting.
 - 4.1.1.** The two years following the formation of the union congregation, the Nominating Committee shall be comprised of two members with a Presbyterian designation and two members with a Lutheran designation.
- 4.2.** The Nominating Committee follows a set process of discernment (as agreed upon by the Board) and presents the slate of officers nominated for the Board to the congregation for a vote in October.
- 4.3.** Members of the current year Nominating Committee are not eligible for election to the Board.

Article 5 Meetings

- 5.1.** An annual Union Congregational meeting takes place in October to elect officers and a meeting is held in January to present the Annual Reports of the past year's works and to present the new year's budget.

- 5.1.1.** Quorum is 10% of the Union Congregation's voting members attending in person or electronically.
 - 5.1.2.** Majority of the attending quorum passes voting initiatives.
 - 5.2.** Additional Congregational Meetings may be called as determined necessary by the Board or when requested in writing to the Board by one fourth of the voting members of the Union Congregation.
 - 5.3.** Publicized notification of any Congregational Meeting is required. This notice shall specify the purpose, time and place of the Congregational Meeting. Notification of information shall occur by two weekly publications, starting at least two weeks prior to the meeting. Notifications shall occur during the worship service, verbally and/or in bulletin(s), on the congregation's website, and by email and telephone if possible.
 - 5.4.** Depending on the situation, the voting members of the congregation can attend in person and/or via electronic technology, by means of which attendees can simultaneously participate in the meeting proceedings, speak or communicate electronically to submit comments or questions, and to cast a vote.
 - 5.5.** The Clerk of the Board shall take minutes to record and preserve the records of the business that was conducted and the actions that were taken by the Union Congregation.

Article 6 Staffing

- 6.1. Minister** - The minister may be either a Presbyterian Church USA or Evangelical Lutheran Church of America ordained pastor in good standing with the PC USA or on the roster of Ministers of Word and Sacrament of the ELCA and approved for service to the congregation by both judicatories.
 - 6.1.1.** The ordained minister shall be subject to the discipline of the denomination to which accountable, as prescribed in the constitution and bylaws of the denominational body in which the ordained minister is rostered or holds membership.
 - 6.1.2.** It is a requirement that the minister maintain a worship service of blended Presbyterian and Lutheran practices.

Article 7 Personnel

- 7.1.** The Personnel Committee shall be guided by the Board. It shall consist of two or three members.
 - 7.1.1.** Members of the committee are elected by the Board.
 - 7.1.2.** The chair of the Personnel committee is a member of the Board appointed for that ministry role.
 - 7.1.3.** The committee shall review job descriptions, current staffing, meet yearly with each employee to review and discuss performance and compensation. Members of the personnel committee will serve a 3-year term.

Article 8 Confirmation and New Members

- 8.1.** New member education and youth confirmation classes will encompass both Lutheran and Presbyterian history, creeds, theology and worship practice.
- 8.2.** New members join the Union Congregation without designation of Presbyterian or Lutheran unless specifically requested.

Article 9 Membership

- 9.1.** New members of the congregation shall be baptized persons who join in accordance with the practices and policies of the Union Congregation.
- 9.2.** Members of the former Zion's First Lutheran and United Presbyterian retain their denominational designation of Presbyterian or Lutheran Church as set forth in the Plan of Agreement for a Union Congregation in the Membership section.
- 9.3.** Membership shall be shared between the Evangelical Lutheran Church in America and the Presbyterian Church (USA).
- 9.4.** Voting members are on the active roll of the union congregation.
- 9.5.** Only members of the Union Congregation may serve on the Board.

Article 10 Operations

- 10.1.** The Board will create a Manual of Operations within the first year of forming a union.
- 10.2.** The governing body of this union congregation shall report the membership of the union congregation based on member designation to the appropriate ecclesiastical entity of oversight. Such membership shall be published in the regular report of each church body involved with a note to the effect that the report is that of a congregation in a union congregation, and with an indication of the total actual membership. The same dissemination shall be used for the annual statistical/parochial reporting provided by the Clerk of the Board to the appropriate ecclesiastical entity of oversight.
 - 10.2.1.** Membership that does not designate Presbyterian or Lutheran splits 50/50 when reporting to the PC USA and ELCA. If it is an odd number, the remainder reports to both.
- 10.3.** Weekly financial offering funds the union congregation account.
- 10.4.** Designated donations pass through the union congregation account and pay to the designation.
- 10.5.** While recognizing the basic right of any giver to designate the cause or causes to which a personal gift shall go, the governing body of this union congregation shall annually propose to the congregation a general mission support or benevolence program for the synod and presbytery and churchwide efforts of each related church body. The proportions shall be as this congregation's governing body shall decide in response to the requests of the related ecclesiastical entities.

10.6. Per capita apportionments or assessments shall be paid to each ecclesiastical entity of jurisdiction on the basis of the collected amount and dispersed based on membership designation.

10.6.1. Presbytery and synod set the per capita apportionments/ mission support formula. The union congregation publishes the higher amount and requests support from all members.

10.7. Collected funds disperse based on the contributor's designated denomination; Presbyterian designation contributions go to Presbytery, Lutheran designation go to Lutheran synod, undesignated union congregation split 50/50 between the Presbytery and the Lutheran synod.

Article 11 Amendments to Bylaws

These Bylaw Articles and their provisions can be amended or certain articles and their provisions can be suspended by a two-thirds vote of a quorum of the Union Congregation as described in Article 5.

11.1. The Board shall appoint a Bylaws Task Force, at least every five years, to review the Bylaws and provide recommendations, including proposed amendments. The Minister and Congregation can also provide recommendations to a Bylaws Task Force. The board shall study all recommendations from the Bylaws Task Force at a regular or special Board meeting.

11.2. The Board shall present the proposed amendments and provide the Board's recommendation to the Union Congregation at a Congregational meeting as described in Article 5. Approval of any amendments must be by a two-thirds positive vote of the Congregation quorum as described in Article 5.

Article 12 Emergency Provisions

12.1. An "emergency" exists for the purposes of this section if a quorum of the Board members cannot be obtained because of some catastrophic event. Board action, taken in good faith during an emergency, binds the Union Congregation and may not be the basis for imposing liability on any Board members or Officers of the Corporation on the grounds that the action was not authorized.

12.2. During an emergency, the Minister and/or Clerk of the Board will attempt to contact all Board members (in person, by telephone, text, and/or email) to provide them with the notice of the emergency.

12.3. If an emergency meeting is called, the presence of at least fifty percent of current Board members is required to establish a quorum for voting purposes.

Article 13 Dissolution

13.1. This union congregation may be dissolved by a two-thirds vote of two congregational meetings, held not less than one year and not more than two years apart, subject to the concurrence of the governing bodies of the Evangelical Lutheran Church in America and the Presbyterian Church (USA).

13.2. Following the polity of the Evangelical Lutheran Church in America, all property shall be disposed of with the congregation selecting the beneficiaries of the proceeds.

13.3. All assets of the union congregation shall be divided equally between the governing bodies of the Evangelical Lutheran Church in America and the Presbyterian Church (USA).

Article 14 Certification

The following are the duly elected officers of the Board and the appointed Clerk of the Board:

Together, we are duly authorized to make and deliver this certification. These Bylaws were duly adopted by the Union Congregation at a Congregation Meeting on _____, and became effective immediately. The Bylaws herein contained constitute the true and complete version of all the Bylaws of the TBD. Date: _____

MVC Floor Action for Beaver-Butler Presbytery

On examining ordained Ministers of the Word and Sacrament (Teaching Elders/Pastors) for membership in Beaver-Butler Presbytery.

For Action: The Ministry and Vocation Committee asks Beaver-Butler Presbytery to provide commissioning ability to 1) approve ordained pastors for membership in Beaver-Butler Presbytery; 2) provide for the installation of a pastor in connection with a congregation or validated ministry; 3) approve Terms of Call; and 4) ask for the creation of an installing Administrative Commission on behalf of the Presbytery.

Rationale and Information:

The MVC will use the following processes to discern and evaluate fit for installing a pastor in a call to ministry on behalf of the Presbytery.

- 1) Reference Check the prospective pastor in conversation with the current Presbytery of membership.
- 2) “Meet and Greet”: Meeting between the prospective pastor and PNC by MVC task group.
- 3) Examination by the full MVC on behalf of the Presbytery: MVC will receive the prospective pastor’s PIF/PDP, Statement of Faith, and Terms of Call in agreement with Session and PNC before its meeting.

MVC’s discussion with the prospective pastor will include, but not be limited to, the following questions:

- a. What events or persons have significantly affected your ministry?
 - b. What theological truths have emerged as critical to your practice of ministry?
 - c. What experiences have challenged or affirmed your ministry?
 - d. How do the sacraments influence your practice of ministry?
 - e. What part does Scripture play in your ministry’s practice, presentation, and application?
 - f. How has the fellowship of the presbytery body helped in your ministry?
 - g. With what or how can the Beaver-Butler Presbytery help you in the practice of your ministry?
- 4) With MVC’s approval of the prospective candidate and Terms of Call and Membership in Beaver-Butler Presbytery, the session can provide a worship service of the welcome and call a congregational meeting to call the pastor formally and approve the Terms of Call.

- 5) Should the way be clear, MVC will provide a robust greeting to the new pastor at the next Stated Presbytery meeting by:
- a. A record of actions taken by the MVC, as a commission, in approving the pastor for membership and the congregation's vote, along with Terms of Call.
 - b. The Presbytery shall approve an Administrative Commission for an Installation Service in the Consent Agenda.
 - c. Provide the approved pastor's Statement of Faith in pre-distributed meeting materials.
 - d. Introducing the new pastor with a description of their background and present church call.
 - e. Welcoming questions by presbyters as a means of introduction and getting to know the new pastor.
 - f. Invite presbyters to continue to greet the new pastor during any scheduled fellowship time in the Presbytery's meeting or an alternative time after the meeting.

Beaver-Butler Presbytery
Executive Presbyter
Terms of Call
Proposed 2024

EFFECTIVE SALARY

Salary	43,708.05
Housing	<u>32,781.04</u>
	\$ 76,489.09
403b Contribution	1,092.70
Cell phone allowance	600.00
Supplemental Life Insurance	<u>399.64</u>
Total Effective Salary:	\$ 78,581.43

BENEFITS

Pension, Healthcare, Std Death Benefit (39%)	30,646.76
Social Security Offset (7.65%)	<u>6,011.48</u>
	\$ 115,239.67

REIMBURSED EXPENSES

Continuing Ed
Four Weeks Annual Vacation
Auto Allowance, Standard IRS
Professional Expenses, approved by Personnel Committee



BEAVER-BUTLER PRESBYTERY TO WELCOME PEACEMAKER IN SEPTEMBER

Amira Barham

Amira Barham of Palestine, was born and raised in the town of Beit Jala, near Bethlehem. With a passion for social justice, equality, and helping people, Amira obtained a Masters Degree in Social Work (MSW) from California State University Long Beach in 1999 as a Fulbright Scholarship recipient. She has worked as a social worker with many diverse and vulnerable populations in Palestine, the United Kingdom and the United States.



She has worked with young unaccompanied asylum seekers fleeing war-torn and dangerous countries, young people and adults struggling with substance misuse and criminal behavior, and vulnerable young people and women suffering gender-based violence.

Most recently, Amira's work has been focused on supporting marginalized children in Palestine, mainly from refugee camps, with *Sounds of Palestine*. *Sounds of Palestine* is an organization that uses music and orchestra lessons to enhance children's self-esteem and impact positive social change and community involvement. Additionally, she is connected to Al Harah Theater, as the developer of policies for safeguarding children.

Amira recently completed a postgraduate diploma in Health Action Training, which offers training on utilizing drama practice and drama techniques to enhance person-centered care and resilience, specifically in the aftermath of the pandemic to help healthcare professionals.

Amira will join us for our September Presbytery Meeting and will be available on September 22, 23 and 25 for church events. Please plan now to invite Amira to speak at your event or join you for fellowship.

Joyce Hamilton is coordinating her schedule and can be reached at piecesjkh@zoominternet.net or 724-822-3494.



BEAVER-BUTLER PRESBYTERY

Northeast Wee-Kirk Conference October 9-11th, 2023

CONFERENCE FEE REIMBURSEMENT APPLICATION FORM

CHURCH INFORMATION

CHURCH NAME:	<input type="text"/>						
MAILING ADDRESS:	<input type="text"/>						
CITY:	<input type="text"/>	STATE:	<input type="text" value="PA"/>	ZIP:	<input type="text"/>	PHONE:	<input type="text"/>

PERSON(s) ATTENDING - INFORMATION

ATTENDEE NAME:	<input type="text"/>	EMAIL:	<input type="text"/>
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PERSON(s) ATTENDING - INFORMATION

ATTENDEE NAME:	<input type="text"/>	EMAIL:	<input type="text"/>
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PERSON(s) ATTENDING - INFORMATION

ATTENDEE NAME:	<input type="text"/>	EMAIL:	<input type="text"/>
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PERSON(s) ATTENDING - INFORMATION

ATTENDEE NAME:	<input type="text"/>	EMAIL:	<input type="text"/>
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COST INFORMATION

TOTAL # OF CHURCH ATTENDEES:	<input type="text"/>
X \$75/ATTENDEE	
TOTAL REIMBURSEMENT AMOUNT REQUESTED :	<input type="text"/>

Session approval: _____
Clerk of Session Signature

The ECF committee has allocated \$1000 towards Wee Kirk reimbursement. ECF will authorize reimbursement of \$75 per individual and upon its discretion in order to maximize the number of congregations participating. Checks will be distributed from BBP to the churches. Individuals and churches are responsible for registration and reimbursement of their participants. Please visit wee-kirk-ne.org for registration and conference information.

OFFICIAL USE ONLY

Received Date: _____ Amount Approved: **Page 37 of 41** Date Check Sent: _____

PROCEDURE FOR NOMINATING & ELECTING GA COMMISSIONERS & YAADS

Eligibility:

In order to be eligible for nomination, a teaching elder must:

- have been a member of Beaver-Butler Presbytery for at least three years;
- have session endorsement, if the teaching elder is serving a congregation;
- have attended at least half of the Presbytery meetings for the previous three years prior to October 1 of the year before General Assembly meets; and
- be able to demonstrate active service in the Presbytery through its committees and/or units.

In order to be eligible for nomination, a ruling elder must:

- have been a member of a congregation within the bounds of Beaver-Butler Presbytery for at least three years;
- have the endorsement of his or her session;
- have attended at least two Presbytery meetings in the previous three years prior to October 1 of the year before General Assembly meets; and
- be a member of a church which has sent a ruling elder commissioner to at least half of the Presbytery meetings for the previous three years.

In order to be eligible for nomination as a Young Adult Advisory Delegate, a person must:

- have been a member of a congregation within the bounds of Beaver-Butler Presbytery for at least one year;
- be within the age range specified by the General Assembly for eligibility as a YAAD; and
- have the endorsement of his or her session.

Ruling and teaching elders may be elected as commissioners to two consecutive assemblies. A commissioner who has served at two consecutive assemblies shall be ineligible for election as a commissioner to the next General Assembly.

Timeline and Procedure:

The nomination process for GA commissioners and YAADs will be the responsibility of a task force composed of three former commissioners (elder and minister), beginning with the most recent assembly and continuing until all four positions are filled (elder Commissioner, Minister Commissioner, Alternate Commissioner and YAAD [if possible]). The timeline will be as *follows in the year before a General Assembly meeting*:

- Task Force Selection - The Coordinating Team will identify the task force members and select the convener from its members by **March**.
- Search for Candidates - The task force will begin actively publicizing the opportunity for to apply for nomination no later than the **May** Presbytery meeting.
- Deadline for Candidates to express interest - Those seeking to be nominated are asked to express their interest to the task force by **August 31**.
- Deadline for Submission of Questionnaire - Candidates for nomination will complete and submit a questionnaire to the task force by **September 30**.
- Review & Interviews - The task force will convene in **October** to review the candidates' information and determine if interviews with the candidates are necessary. This determination will be made by, among other things, the number of candidates under consideration, familiarity of the candidates to the task force members, and clarity of the candidates' responses to the questionnaire. If the task force determines that interviews are necessary, these interviews will include all applicants.
- Presentation of Nominations - After prayerful consideration, the task force will present its nominations to the Presbytery at its **November** meeting, so that the elected commissioners and

YAAD may be reported to the Stated Clerk of the General Assembly at least 180 days prior to the Assembly, as required by the Standing Rules of the General Assembly.

The General Assembly commissioner nominating task force will present one nomination for each commissioner position and one alternate position. These nominations will serve as the recommendations from the task force, based upon their diligent and prayerful consideration of the candidates. Any former commissioner serving on the task force who has applied to be nominated for the next consecutive G.A. shall recuse his/herself from his/her own consideration.

The report of the task force will be made available before the November Presbytery meeting and will include the names and questionnaire responses of the nominees, as well as the names of all those who were considered.

Nominations from the floor, including candidates considered but not recommended by the task force and others who were not part of the selection process, may be made with the consent of the nominee and on the condition that the nominee meets the eligibility requirements of this policy.

If there are more nominations than positions available, a secret paper ballot will be conducted. Nominees must receive a majority vote in order to be elected. Separate votes will be conducted for the ruling elder, teaching elder, and YAAD nominees.

**QUESTIONNAIRE FOR GENERAL ASSEMBLY COMMISSIONER
AND YAAD NOMINEE CANDIDATES**

Name: _____

Street Address: _____

City, State, ZIP: _____

Home Phone: _____ Work Phone: _____

Cell Phone: _____ Email: _____

_____ Ruling Elder _____ Teaching Elder _____ YAAD

Congregation: _____

1. How will service as a commissioner or YAAD relate to your understanding of Christian discipleship?

2. Describe your involvement and activities in Christian service beyond the local congregation.

3. What gifts and abilities do you have to offer if you are selected as a commissioner or YAAD?

4. What factors will guide you as you make decisions at General Assembly?

5. What do you believe are the most important issues facing the church today, and why?

6. Provide the name and phone number of your church's clerk of session, and the date when the session acted to endorse your candidacy (if applicable).

Beaver-Butler Presbytery
2024 Budget
BBP only with match to GA/Synod

	Approved 2023	Proposed Balanced 2024	Proposed 2024	Approved 2024
SUPPORT				
Per Capita Apportionment	\$ 146,536	217,668	135,680	
Support from Reserves - Unpaid BBP Per Capita	0			
Investment Earnings	8,020	12,560	12,560	
Mission Income - Budget	51,000	51,000	51,000	
Rent	18,960	18,960	18,960	
Gas Lease	6,100	6,400	6,400	
Lease	3,200	3,200	3,200	
Miscellaneous	6,800	8,500	8,500	
TOTAL SUPPORT	\$ 240,616	318,288	236,300	0
EXPENSES				
Presbytery per capita obligation to GA	\$ 0	0	0	0
Presbytery per capita obligation to Synod	0	0	0	
Estimated Match to GA from Reserves	5,271	0	0	
Estimated Match to Synod from Reserves	1,515	0	0	
Salaries and wages	163,553	162,200	162,200	
Employee benefits	46,940	43,893	43,893	
Ministry units and officers	6,350	6,350	6,350	
Youth Coordinator	13,846	14,261	14,261	
Collaboration, Fellowship & Youth	6,000	6,000	6,000	
Ministry and Vocation Unit	3,000	3,000	3,000	
Encourage Churches to Flourish	6,000	6,000	6,000	
Mission and Compassion Ministries	8,000	8,000	8,000	
Administrative and Resource Unit	400	400	400	
Cost of space	27,479	29,459	29,459	
Communications	6,628	6,425	6,425	
Furniture and equipment	8,440	7,350	7,350	
Office expense	1,850	3,700	3,700	
Training and professional	2,100	3,600	3,600	
Travel expense	6,150	8,050	8,050	
Conferences and meetings	600	3,600	3,600	
Purchased services	7,000	5,000	5,000	
Miscellaneous	1,000	1,000	1,000	
TOTAL EXPENSES	\$ 322,122	318,288	318,288	0
Increase (Decrease) in Net Assets	\$ (81,506)	0	(81,988) *	0

		PC	Deficit
Per Capita 2018 (BBP Only)	\$29.44	Adjusted (4240)	\$51.34
Per Capita 2019 (BBP Only)	\$29.44	full pay (5655)	\$38.50
Per Capita 2020 (BBP Only)	\$29.44	Same PC as last year (4240)	\$31.52
Per Capita 2021 (BBP Only)	\$29.44	Adjusted (4240)	\$32.00
Per Capita 2022 (BBP Only)	\$31.52		\$84,023.00
Per Capita 2023 (BBP Only)	\$31.52		\$81,988.00

2022 Assumptions:

12/31/20 Membership reported to GA	6,011
12/31/21 Membership reported to GA	5,655
Membership less dismissed/closed in 2023	22
Membership assumed to be unpaid	1,415
Adjusted membership of 4240	

Presbytery Apportionment 2024		
GA	\$9.80	* The deficit will come from BBP reserves
Synod	\$2.40	
BBP	\$32.00	
Per Capita amount used for budget	\$44.20	

Staff Salary increase	3.0%
Terms of Call increase	3.0%
Board of Pensions	39.0%