ABINGDON PRESBYTERY MINUTES

(SYNOD OF THE MID-ATLANTIC)
Presbyterian Church (U.S.A.)

132nd STATED MEETING
GLADE SPRING PRESBYTERIAN CHURCH
GLADE SPRING, VA

AUGUST 10, 2019

NEXT STATED MEETING OF ABINGDON PRESBYTERY
November 7, 2019
Location: Tazewell Presbyterian Church

Abingdon Presbytery seeks by the grace of God to nurture its congregations and pastors and to foster Christian unity among them, and to offer and develop leadership in order that congregations will grow in faith and in numbers, and to exhibit the Kingdom of God, thereby witnessing to the Lordship of Jesus Christ throughout Southwest Virginia and the world.

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MINUTES OF ABINGDON PRESBYTERY

132nd STATED MEETING – AUGUST 10, 2019
GLADE SPRING PRESBYTERIAN CHURCH
GLADE SPRING, VA

PRESBYTERY CONVENED

The 132nd Stated Meeting of Abingdon Presbytery met at Glade Spring Presbyterian Church in Glade Spring, VA on August 10, 2019.

PRESBYTERY IN WORSHIP

Morning worship began at 9:30 a.m. Elder Bill Parish, Stated Clerk of the Presbytery led the presbytery in a morning prayer.

ATTENDANCE

The following MINISTERS were enrolled (P=Present; E=Excused; A=Absent without excuse):

MINISTER	March 14	August 10	November 7
INSTALLED			
Aichinger, Ann	P	P	
Bird, Timothy	P	P	
Campbell, Kevin	P	P	
Gilbert, David	E	P	
Gilmer, Ron	P	P	
Gray, Alan	P	P	
Markel, John	P	P	
Martin, Jon	P	P	
Min, Paul	P	E	
Parkey, Andy	A	A	
Privette, Cindy	A	A	
Whartenby, Tom	P	A	
STATED SUPPLY			
Baldwin, Eugene (HR)	E	E	
Charles, Bill (HR)	P	P	
Martin, Susanne	A	P	
Palubicki, Tony	P	P	
Tolar, Robert R., Sr. (HR)	E	E	
HONORABLY RETIRED			
Aichel, O. George	E	E	
Carpenter, Catherine Y.	E	E	
Davis, Mary	E	E	
Hagen, Ted W., II	E	E	
Heintzleman, Jack W.	E	E	
Hoffman, Dennis	E	E	
Liston, J. Miller	E	E	
Mayo, Wiley S.	E	E	
McChesney, Charles S.	E	E	

Parker, Donald G.	E	E	
Thornton, Robert S.	E	E	
MEMBER-AT-LARGE			
Haga, Nancy Katherine	E	E	
Webb, Randall E.	E	A	
MISSIONARY			
Weller, Michael S.	E	E	
ARMY CHAPLAIN			
Behrendt, Ben	E	E	
COMMISSIONED LAY PASTOR			
Canter, Phyllis	A	A	
Endicott, Bobby	E	P	
Hutton, Cathy	E	P	
Litton, Darlene	A	P	
Neel, Patricia	P	P	
Parish, Bill	P	P	
Riley, Michael P.	A	A	
Talbert, Stephen	A	A	
Walker, Jim	P	P	

The following CHURCHES were enrolled by the attendance of their elder commissioner:

Church	March 14	August 10	November 7
Anchor of Hope	A	Carol Watson	
Anderson Memorial	Reba Crawford	A	
Bethel	A	Billy Caldwell	
Big Stone Gap	Bill Bradshaw	A	
Bland-Leyburn	A	A	
Buchanan First	A	Kemper Bausell	
Buffalo Mountain	Betty Weddle	A	
Castlewood	A	Russell Williams	
Central	John Barker	John Barker	
Damascus	A	A	
Dinwiddie	Carol Smith	Gary Spencer	
Fairview	Rhonda Anderson	Bob Agnew	
Fincastle	Darryl Caudill	Paul Gess	
Galax	Chris O'Connor	A	
Galena	Ann Manley	Ann Manley	
Gate City	A	A	
Glade Spring	A	Michael Colston	
Gladeville	A	A	
Grace	A	Charlie Anderson	
Graham	A	A	
Green Spring	A	A	
High Point	A	A	
Hillsville	Ann Largin	Ron Walters	
Jewell Ridge	A	A	
Lebanon	A	A	

Locust Cove	A	A	
Maple Grove	A	A	
Mary Martin Mem.	A	A	
McCall's Gap	A	A	
McIver Memorial	A	Mary Ann Blevins	
Oakwood	A	A	
Pound	A	A	
Powell Valley	A	A	
Richlands	A	Mike Shortridge	
Rich Valley	A	A	
Riverview	A	A	
Rock Spring	A	A	
Royal Oak	Mike Walker	Mike Walker	
Seven Mile Ford	Frances Pike	A	
Sinking Spring	Danny Wilson	Linda Cole	
Spring Creek	A	A	
Stone Memorial	A	Tammy Tilson	
Tazewell	A	Dorothy Wright	
Vansant	A	A	
Walnut Grove	Billy Upchurch	Billy Upchurch	
Whitetop	A	A	
West Fork	Liz Harrison	Sharon Lowe	
Wytheville	Jim Gearhart	Kat McCoy	

VISITORS IN ATTENDANCE

Kay Bunn, Sinking Spring
Susan Lowry, Sinking Spring
Beth Patterson, Walnut Grove
Sue White, Walnut Grove
Elaine Alderman, Fairview
Gerald Manning, Fincastle
Jean Bane, Central
Linda DiYorio, Wytheville
Andy Cundiff, Wytheville
Margaret Cundiff, Wytheville
Billy Rice, Children's Home
Rem Thomas, Castlewood
Janie Owens, Buchanan First
Ryan Willey, Buchanan First
Charlotte Perdue, Fincastle
Brenda Lawson, Richlands
Marsha Wall, McIver
Jane Davis, Galena
Karalynn Goforth, Galena
Jerry Lowe, West Fork
Cathy Harris, Richlands
Ann Manley, Galena
Don Hudson, Tazewell
Reverend Jim Moseley
Brian Alderman, King University
Alice Freeman, Glade Spring
Reverend Andy Wing

ABINGDON PRESBYTERY
Morning Prayer
August 10, 2019

*MUSICAL CALL *"Spirit of the Living God"* *(*Handout)

*CALL TO WORSHIP (Psalm 24)

Leader: The earth is the Lord's and all that is in it, the world, and those who live in it.
People: Who shall ascend the hill of the Lord? And, who shall stand in God's holy place?
Leader: Those who have clean hands and pure hearts, who do not lift up their souls to what is false.
People: Such is the company of those who seek the Lord, who seek the face of the God of Jacob.
Leader: Let us worship God.

SCRIPTURE *Isaiah 43:18-21*

Leader: The Word of the Lord.
People: Thanks be to God

CALL TO CONFESSION

Leader: If we say that we have no sin, we deceive ourselves, and the truth is not in us. If we confess our sins, he is faithful and just to forgive us our sins, and to cleanse us from all unrighteousness. (I John 1:7-9)

*LITANY OF CONFESSION

Leader: We entreat you on behalf of Christ, be reconciled to God.
People: We confess that when we practice our piety we want others to know it.
Leader: We urge you also not to accept the grace of God in vain.
People: We confess the propensity to focus on how much we give of ourselves.
Leader: For our sake God made him to be sin who knew no sin.
People: We confess our prayers lack sincerity unless there is something we want.
Leader: So that in him we might become the righteousness of God.
People: The sacrifice acceptable to God is a broken spirit; a broken and contrite heart, O God, you will not despise.

*ASSURANCE OF PARDON

Paul reminds us that "We are the temple of the living God; as God said, "I will live in them and walk among them, and I will be their God and they shall be my people. Therefore, come out from them and be separate from them, says the Lord, and touch nothing unclean; then I will welcome you, and I will be your father, and you will be my sons and daughters, says the Lord Almighty.

GLORIA PATRI

LITANY FOR OUR WORK TOGETHER

Leader: Almighty God: you build your church on the roads of human faith and trust; we praise you for Jesus Christ, the foundation and cornerstone of all we believe.
People: We praise you, O God,
Leader: For the faith of Abraham, Isaac, and Jacob; and for Moses, who led your people out of slavery, and established the law in their hearts;
People: We praise you, O God,
Leader: Save us, Father, from living in the past, and from resting on the work of others. Let us find a new beginning and a new vision; that we may know our duty in this place and in this world today.
People: O Lord, please hear us.
Leader: Keep us from pride that excludes others from the shelter of your love; and from mean prejudice and mass evils that scar the tissues of our common life.
People: O Lord, please hear us.
Leader: That we may accept the responsibility of our freedom, the burden of our privilege, and so conduct ourselves as to set an example for those who will follow after;
People: O God, be our strength.
Leader: That we may be a part of our presbytery and community, sharing in the great mission which you have set before us, and always seeking the common good;
People: O God, be our strength
Leader: That we may find in your church a prod to our imaginations, a shock to our laziness, and a source of power to do your will.
People: O God, be our strength
Leader: O God, who gave us minds to know you, hearts to love you, and voices to sing your praise: send your Spirit among us; that, confronted by your truth, we may be free to worship you as we should; through Jesus Christ or Lord.

ALL: AMEN.

*HYMN: Here I am, Lord (handout)

PRESBYTERY IN MISSION & DECLARATION OF QUORUM

The moderator of Presbytery, Reverend Ann Aichinger, called the meeting to order with prayer at 9:35 a.m. Elder Bill Parish, Stated Clerk, declared a quorum present.

APPROVAL OF DOCKET & APPOINTMENT OF STANDING COMMITTEES

The following Standing Committees were appointed for this meeting of Presbytery:

Recording Clerk:	Mrs. April DiYorio, Asst. to the Stated Clerk, Presbytery staff
Hospitality Committee:	Rev. Susanne Martin, Damascus/Rock Spring Elder Janie Owens, Buchanan First Jerry Manning, Fincastle
Temporary Clerks:	Elder Jim Walker, Bethel Elder Elaine Alderman, Fairview Elder Kay Bunn, Sinking Spring
Bill and Overtures:	Rev. Jon Martin, Green Spring Rev. Ron Gilmer, Sinking Spring Elder John Barker, Central

WELCOME

Reverend Tim Bird welcomed the Presbytery to Glade Spring Presbyterian Church. Elders attending Presbytery for the first time and visitors were recognized and introduced to Presbytery.

ADOPTION OF THE DOCKET

The stated clerk moved the adoption of the docket. Upon proper second, presbytery approved the adoption of the docket unanimously.

STATED CLERK'S REPORT & APPROVAL OF MINUTES

Ruling Elder Bill Parish presented the Stated Clerk's Report. In action items, the Presbytery:

1. Approved the minutes of the March 17, 2019, Stated Meeting of Abingdon Presbytery at Fairview Presbyterian Church;
2. Excused ministers properly requesting to be excused from all of part of the 132nd Stated Meeting of Presbytery as well as all Honorably Retired Ministers not in attendance;
3. Seated all non-member clergy serving in temporary pastoral relationships with Abingdon Presbytery congregations as well as chairs of Abingdon Presbytery Committees who are not commissioners granting them the privilege of the floor without vote;
4. Seated representatives from PC(USA) governing bodies and institutions as corresponding members with voice, but no vote;
5. Received all reports with amendments as information and admitted them to the record and recorded them in the Minutes of Abingdon Presbytery;
6. Admitted Glenn Meyers from Brown, Edwards, and Company to the floor during the lunch break to present the 2018 Financial Review for Abingdon Presbytery;
7. Received the 2018 Financial Review; and

8. Approved receiving items of presbytery business in a consent agenda with the exception of the Report of Council, the COM Report, and the Nominating Committee Report;

(Please see the Stated Clerk's Report in the following minutes.)

NOMINATING COMMITTEE REPORT

Sue White, Chair of the Nominating Committee, presented the Nominating Committee Report that included nominations for three committees. After asking if there were nominations from the floor, the moderator asked for the vote.

(Please see the Nominating Committee Report in the following minutes.)

COUNCIL REPORT

Rev. Jon Martin, Chair of Council presented the Council report. Jon reported on the meetings of the Council since the last meeting of Presbytery.

In action items, the Presbytery:

1. Tabled the first recommendation of the Way Forward Report (V. "Way Forward Recommendations: A Leadership Structure Realignment, on page 28 of the Report) until the November meeting and approved it being received as a first reading. (This recommendation is about revising the Manual of Operations)
2. Directed that the second recommendation of the Way Forward Report (F. "Way Forward" Recommendations: B Presbytery Staffing Configuration on page 28 of the Report) be considered at this meeting. (This recommendation is for a Presbytery Leader.)
3. Directed that the Nominating Committee bring a report to the November meeting to elect a Presbytery Leader Nominating Committee of five to seven people should the way be clear.

(Please see the Council Report in the following minutes.)

EDUCATION COMMITTEE REPORT

John Markel briefed the Presbytery about the upcoming Mountaintop Event to be held in Marion on Saturday, September 14th. He urged the commissioners to return to their congregations and try to encourage participation in this event.

COMMITTEE ON MINISTRY REPORT

Rev. Kevin Campbell, Co-Chair of the committee, reported for the Committee on Ministry. In action items, the Presbytery:

1. Dissolved the pastoral relationship between the Rev. Dr. Cindy Privette and the congregations of Anchor of Hope PC and Galena PC, effective September 1, 2019;
2. Approved the request of the Rev. Dr. Cindy Privette to be honorable retired effective September 1, 2019;
3. Dissolves the pastoral relationship between the Rev. Tony Palubicki and the congregations of Big Stone Gap PC and the Powell Valley PC, effective October 1, 2019;

4. Approved the request of Rev. Tony Palubicki to be honorably retired, effective October 1, 2019;
5. Approved, in accordance with G-3.0306 of the Book of Order and Presbytery's own Validated Ministries Handbook and Criteria, a Validated Ministry of Higher Education and Teaching, so Candidate Don Hudson may be admitted to the floor of Presbytery for the purpose of being examined for ordination and call to such a validated ministry;
6. Admitted Candidate Don Hudson to the floor of Presbytery to be examined for ordination and a call to a Validated Ministry of Higher Education and Teaching at King University;
7. Sustained the examination of Candidate Don Hudson; and
8. Appointed the following Administrative Commission to ordain and install Candidate Don Hudson to a Validated Ministry of Higher Education and Teaching: Ann Aichinger (TE), David Gilbert (TE), Bill Parish (RE), Linda DiYorio (RE), and Joan Flynn (RE). This service of ordination of installation is scheduled for Monday, September 23, 2019, at King University.

(Please see the Committee on Ministry Report in the following minutes.)

GOOD NEWS MOMENT

Commissioners were given two minutes to share good news from their churches on programs and membership. Commissioners shared good news with the Presbytery.

WAY FORWARD REPORT

Members of the Way Forward Committee gave some comments on the report of the committee. Commissioners were then given an opportunity to separate into four small groups for discernment and discussion.

ANNOUNCEMENTS AND LUNCH BLESSING

After commissioners reconvened in the Fellowship Hall Moderator Ann Aichinger gave the lunch blessing.

LUNCH

The meeting was reconvened with prayer by Rev. Aichinger.

HOSPITALITY REPORT

Jerry Manning presented the following report on behalf of the committee:

GLADE SPRING Presbyterian Church offered incredible blessings to those in attendance at the gathering of Abingdon Presbytery! The organizing teams had the facility in great shape, with plenty of room for various committee meetings, offered splendid welcoming breakfast dainties, and provided a superior lunch for all the delegates.

The Church is to be highly commended for the ease in which the meeting was conducted, and does set a high standard for upcoming Presbytery meetings!

It was, indeed, a personal pleasure to be in attendance. Words of thanks seem a bit underwhelming, perhaps, but what else can we say, except, THANK YOU, Glade Spring Presbyterian Church!

WAY FORWARD VISION TEAM REPORT

The Way Forward Committee reassembled at the front, made some opening comments and asked for reports from each small group. Following discussion, the Way Forward Committee moved that the staffing model outlined in the report be adopted.

Moderator Ann Aichinger put the question to the Presbytery, and after further discussion the Presbytery approved the Committee's recommendation.

ADJOURNMENT and COMMUNION

The Reverends Tim Bird and Grace Kim led the Presbytery in a Service of Communion.

The presbytery adjourned with a prayer by the Moderator at 3:00 p.m. The next stated meeting of Abingdon Presbytery is scheduled for November 7, 2019, at the Tazewell Presbyterian Church.

Ann Aichinger
Ann Aichinger, Moderator

Bill Parish
Bill Parish, Stated Clerk

DOCKET OF ABINGDON PRESBYTERY
132nd STATED MEETING
AUGUST 10, 2019

9:00 am	**Registration-Fellowship-Refreshments**	
9:15 am	Morning Prayer	
9:30 am	Call to Order and Prayer by Moderator	Ann Aichinger
	Declaration of Quorum	Bill Parish
9:35 am	Appointment of Standing Committees	
	Welcome and Announcements	
	Introduction of Guests and Recognition of First-time Elders	
	Introduction of New Business	
	Adoption of the Docket	
9:45 am	Stated Clerk's Report (p.7-10)	Bill Parish
9:55 am	Nominating Committee Report (p.36)	Sue White
10:00 am	Council Report (p.37-38)	Jon Martin
10:10 am	Education Committee Announcement	Paul Min
10:15 am	Committee on Ministry Report (p.39-45)	Kevin Campbell
10:30 am	Good News Moment	
ORDER OF THE DAY		
10:35 am	Way Forward Team Presentation	Way Forward Team
11:05 am	Break into smaller groups for discernment and discussion	
12:05 pm	Lunch	
12:25 pm	2018 Financial Review (p.11-35)	Glenn Myers
12:35 pm	Reconvene Presbytery (in Fellowship Hall)	
12:40 pm	Hospitality Report	
12:45 pm	Report of small group discussions	
1:05 pm	Consideration of and action on recommendation of Way Forward Committee	
2:00 pm	Adjourn with Communion Service	

Written Reports

Budget Committee - Financial Reports (p.46-47)
Church Development Committee (p.48)
Communications Committee (p.49)
Compassion Ministries Committee (p.50)
Presbyterian Children's Home of the Highlands (p.51-53)
Personnel Committee (p.54)
Presbyterian Women (p.55-56)

Committees not reporting: Committee on Representation, Permanent Judicial Commission

Only commissioners with a blue or yellow dot on their name tags are allowed to vote.

Commissioners should plan to be in attendance for the entire meeting unless unusual circumstances occur.

Stated Clerk's Report
Bill Parish, Stated Clerk

Items for Information:

1. ***Who are the members of the governing body?*** The members of the governing body are the thirty-eight teaching elders who are members of Abingdon Presbytery, the ten Commissioned Ruling Elders, and the forty-eight ruling elder commissioners that represent the forty-eight congregations of the Presbytery. For the purpose of this meeting of Presbytery, the members of the Presbytery are signified by either a **blue dot** or a **yellow dot** on your name tag that you received when you registered for this meeting of Presbytery. A **blue dot** on your name tag signifies that you are a minister member of Presbytery, while a **yellow dot** indicates that you are an elder commissioner. For this meeting of Presbytery, only minister members and elder commissioners have the privilege of voice and vote at this meeting. If you do not have either a **blue dot or a yellow dot** on your name tag, then you do not have the privilege of voice or vote at this meeting, only those members in attendance with either a **blue dot or a yellow dot** on their name tag have the privilege of addressing the Presbytery and voting on action items before the governing body.

2. If you are wearing an adhesive name tag, this signifies that you are a visitor to this meeting of Presbytery. If the way be clear, then visitors will be permitted to speak and participate in the round table discussions, but shall not be allowed to speak in the plenary discussion or vote on issues before the Presbytery.

3. Thank you goes to the Session and members of Glade Spring Presbyterian Church for their willingness and faithful work in hosting this Presbytery meeting.

4. The next meeting of Abingdon Presbytery will be on Thursday, November 7, 2019, at Tazewell Presbyterian Church.

5. The Council of Abingdon Presbytery has a committee working on preparing a child protection and safety policy for the Presbytery. Also, by action of the General Assembly, each church is to have a child protection and safety policy in place.

6. At registration, each teaching and each elder commissioner received a numbered card. The number on the card indicates the room where your small group will be meeting. There are four small groups, and facilitators have been assigned to lead each of the small groups.

7. In this meeting of Abingdon Presbytery, instead of having each committee of Presbytery make a written and oral report, and voting on each committee's action items individually, the Presbytery will be asked to approve the docket and each committee's report and items for action in a consent agenda.. The exception to this consent agenda are the reports from the Council, the Committee on Ministry, and the Nominating Committee.

   What is a consent agenda? A consent agenda is a motion that groups together several action items and reports into one main motion. The purpose of a consent agenda is to expeditiously handle Presbytery decisions which are routine and non-controversial. Many of the action items contained in this docket are routine. They are decisions and actions which the Presbytery repeats every year at its regularly called June meeting.

Although the Presbytery will be asked to approve many of the action items of this docket in a consent agenda, both informational items and action items may be removed from the consent agenda. Any member of the governing body may request the removal of either an informational or action item from the consent agenda; whereupon, that item shall be removed from the consent motion and presented to the governing body as part of the report from which it originated. When the consent agenda is presented on the floor, the moderator of the Presbytery will give the members of the governing body the opportunity to request, without comment or debate, for the removal of specific items from this motion.

Why a consent agenda? At this meeting of Presbytery, the Council suggested that the main body of the meeting be devoted to the discussion and understanding of the final Way Forward Task Force Report. This will be done in two sessions and will take up most of the time for the meeting. The morning session will be a thorough discussion of the recommendations and will be in one of four breakout groups in which questions can be raised, points debated, and the implications of the report discussed in a free and open manner

When Presbytery reconvenes after lunch Presbytery will hear a report on the smaller group discussions. Then, Presbytery will engage in a discussion on Part I of the Way Forward Committee report. The focus will be on the presbytery leader. Once this discussion is ended, the floor will be open for consideration of any action Presbytery wishes to take on this proposal. Presbytery can consider amendments, etc. as it desires.

Items for Action:

1. That the Minutes of the March 17, 2019, stated meeting of Abingdon Presbytery at the Fairview Presbyterian Church be approved.

   _____✓____Motion Made ____✓____Approved _____Disapproved

2. That the ministers properly requesting to be excused from all or a part of the 132nd Stated Meeting of Presbytery be granted their excuse, and that all Honorably Retired ministers not in attendance be excused.

   ____✓____ Motion Made ____✓____Approved _____Disapproved

3. That all non-member clergy serving in temporary pastoral relationships with Abingdon Presbytery congregations, representatives from PC(USA) governing bodies and institutions, and chairs of Abingdon Presbytery Committees who are not commissioners be seated as corresponding members and be granted the privilege of the floor, without vote.

   ____✓____ Motion Made ____✓____Approved _____Disapproved

4. That all reports with amendments be received as information and be admitted to the record and recorded in the Minutes of Abingdon Presbytery.

   ____✓____ Motion Made ____✓____Approved _____Disapproved

5. That Glenn Myers from Brown, Edwards and Company be admitted to the floor during the lunch break to present the 2018 Financial Review for Abingdon Presbytery.

   ____✓____ Motion Made ____✓____Approved _____Disapproved

6. That the 2018 Financial Review be received.

   _____✓___ Motion Made _____✓___Approved _____Disapproved

7. That items of Presbytery Business be considered in a consent agenda with the exception of the Council Report, COM Report, and the Nominating Committee report.

   _____✓___ Motion Made ____✓____Approved _____Disapproved

ABINGDON PRESBYTERY

FINANCIAL REPORT

December 31, 2018

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BROWNEDWARDS
certified public accountants

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

To the Presbytery Council
Abingdon Presbytery
Wytheville, Virginia 24382

We have reviewed the accompanying financial statements of Abingdon Presbytery (a nonprofit organization) which comprise the statement of financial position as of December 31, 2018, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with accounting principles generally accepted in the United States of America.

Accompanying Information

The accompanying information as shown in the table of contents is presented for purposes of additional analysis and is not a required part of the basic financial statements. The information is the representation of management. We have reviewed the information, and based on our review, we are not aware of any material modifications that should be made to the information in order for it to be in accordance with accounting principles generally accepted in the United States of America. We have not audited the information and, accordingly, do not express an opinion on such information.

Brown, Edwards & Company, L.L.P.

CERTIFIED PUBLIC ACCOUNTANTS

Bristol, Virginia
May 22, 2019

ABINGDON PRESBYTERY

STATEMENT OF FINANCIAL POSITION
December 31, 2018

	Without Donor Restrictions	With Donor Restrictions	Totals
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	$ 43,291	$ 53,234	$ 96,525
Receivables - pledges	23,035	8,165	31,200
Investments (Note 3)	-	112,430	112,430
Total current assets	66,326	173,829	240,155
PROPERTY AND EQUIPMENT, net (Note 4)	5,901	-	5,901
ASSETS WHOSE USE IS LIMITED (Notes 2 and 3)	1,678,218	-	1,678,218
Total assets	$ 1,750,445	$ 173,829	$ 1,924,274
LIABILITIES AND NET ASSETS			
CURRENT LIABILITIES			
Bank overdraft	$ 89,142	$ -	$ 89,142
Accounts payable and accrued expenses	4,178	8,165	12,343
Current maturity of capital lease obligation (Note 9)	2,164	-	2,164
Deferred revenue	2,500	-	2,500
Total current liabilities	97,984	8,165	106,149
LONG-TERM LIABILITIES			
Capital lease obligation (Note 9)	3,499	-	3,499
Total liabilities	101,483	8,165	109,648
NET ASSETS			
Without donor restrictions			
Undesignated	(29,256)	-	(29,256)
Board-designated	1,678,218	-	1,678,218
Total without donor-restrictions	1,648,962	-	1,648,962
With donor restrictions (Note 8)			
Restricted by purpose or time	-	165,664	165,664
Restricted in perpetuity	-	-	-
Total with donor-restrictions	-	165,664	165,664
Total net assets	1,648,962	165,664	1,814,626
Total liabilities and net assets	$ 1,750,445	$ 173,829	$ 1,924,274

See Independent Accountant's Review Report.

The Notes to Financial Statements are an integral part of this statement.

ABINGDON PRESBYTERY

STATEMENT OF ACTIVITIES
Year Ended December 31, 2018

	Without Donor Restrictions	Internally Designated	With Donor Restrictions	Totals
Support and revenue:				
Contributions, pledges, offerings, and miscellaneous	$ 257,672	$ 13,241	$ 12,169	$ 283,082
Net assets released from restrictions	10,727	-	(10,727)	-
Net investment loss	-	(52,042)	(8,218)	(60,260)
Total support and revenue	268,399	(38,801)	(6,776)	222,822
Expenses:				
Program services and donations:				
Benevolences and ministry support	156,314	46,851	-	203,165
Per capita - General Assembly and Synod	28,856	-	-	28,856
Total program services and donations	185,170	46,851	-	232,021
Operations:				
Administration and office expenses:				
Salaries, related expenses and taxes	91,011	-	-	91,011
Employee benefits	23,668	-	-	23,668
Accounting services	6,024	-	-	6,024
ACS service and support	1,851	-	-	1,851
Equipment maintenance, building, and other rental	7,625	-	-	7,625
Insurance and miscellaneous	1,345	-	-	1,345
Office supplies and expenses	531	-	-	531
Interest expense and other fees	1,608	-	-	1,608
Postage	575	-	-	575
Telephone and utilities	3,383	-	-	3,383
	137,621	-	-	137,621
Governing body and related committee expenses:				
Committee and Presbytery meetings	6,027	-	-	6,027
Staff functions	3,518	-	-	3,518
	9,545	-	-	9,545
Depreciation	1,635	-	-	1,635
Total operating expenses	148,801	-	-	148,801
Total expenses	333,971	46,851	-	380,822
Change in net assets	(65,572)	(85,652)	(6,776)	(158,000)
Net assets:				
Net assets, beginning of year	36,316	1,763,870	172,440	1,972,626
Net assets, end of year	$ (29,256)	$ 1,678,218	$ 165,664	$ 1,814,626

See Independent Accountant's Review Report.

The Notes to Financial Statements are an integral part of this statement.

ABINGDON PRESBYTERY

STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2018

	Program Services	Management and General	Total Expenses
Program services and donations			
Benevolences and ministry support	$ 203,165	$ -	$ 203,165
Per capita - General Assembly and Synod	28,856	-	28,856
Total program services and donations	232,021	-	232,021
Operating, administrative and governing body expenses			
Salaries and related expenses and taxes	45,506	45,505	91,011
Employee benefits	11,834	11,834	23,668
Total personnel expenses	57,340	57,339	114,679
Accounting services	-	6,024	6,024
ACS Service and support	-	1,851	1,851
Equipment maintenance and rental	-	7,625	7,625
Insurance and miscellaneous	-	1,345	1,345
Office supplies, fees and expenses	-	2,139	2,139
Postage	-	575	575
Telephone and utilities	-	3,383	3,383
Committee Expenses and Presbytery meetings	6,027	-	6,027
Staff functions	1,759	1,759	3,518
Depreciation	-	1,635	1,635
Total operating, administration and governing body expenses	65,126	83,675	148,801
Total expenses	$ 297,147	$ 83,675	$ 380,822

See Independent Accountant's Review Report.

The Notes to Financial Statements are an integral part of this statement.

ABINGDON PRESBYTERY

STATEMENT OF CASH FLOWS
Year Ended December 31, 2018

OPERATING ACTIVITIES		
Change in net assets	$	(158,000)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation		1,635
Change in unrealized gains on investments		84,981
(Increase) decrease in:		
Increase in:		
Receivables		(9,673)
Bank overdraft		89,142
Accounts payable, accrued expenses, and deferred revenue		1,613
Net cash provided by operating activities		9,698
INVESTING ACTIVITIES		
Change in assets whose use is limited		10,104
Purchase of investments		(1,215)
Capital lease obligation payments		(1,722)
Net cash provided by investing activities		7,167
INCREASE IN CASH AND CASH EQUIVALENTS		16,865
CASH AND CASH EQUIVALENTS, beginning		79,660
CASH AND CASH EQUIVALENTS, ending	$	96,525
SUPPLEMENTAL DISCLOSURES		
Cash paid during the year for:		
Interest	$	1,608

See Independent Accountant's Review Report.

The Notes to Financial Statements are an integral part of this statement.

Note 1. Significant Accounting Policies

Nature of activities

Abingdon Presbytery (AP) is an unincorporated religious association consisting of member Presbyterian Church (U.S.A.) churches in southwest Virginia and member Ministers within its bounds. It is organized for the purpose of nurturing its congregations and pastors and to foster Christian unity among them, and to offer and develop leadership in order that congregations will grow in faith and in numbers. Its mission is one of giving support to the churches and their leaders; providing up-to-date information and material on mission opportunities; evangelism, peacemaking, hunger issues, leadership development, to strengthen the local churches for more effective witness, and to share the ministry of the greater Church in the world.

AP is organized within the Presbyterian Church (U.S.A.) structure as a presbytery in the Synod of the Mid-Atlantic, one of several synods making up the Presbyterian Church (U.S.A.), synods being a religious intermediate governing body responsible for the mission of the Presbyterian Church (U.S.A.), organized on a geographic basis.

AP formed a corporation, Abingdon Presbytery Properties, Inc., in 1980 for the purpose of holding certain investments and accounts on behalf of the member churches. The Virginia Corporation is owned and controlled for reasons of convenience in handling these investment accounts but as of December 31, 2018 Abingdon Presbytery Properties, Inc. is an inactive corporation. AP conducts its operations through its main office located in Wytheville, Virginia.

Support comes primarily from member church and individual donor contributions and per capita assessments (combined as unified mission income), in order to carry out its mission. Certain investment income is derived from its investment holdings to supplement their primary source of revenue.

Adoption of accounting standard

In August 2016, the FASB issued ASU 2016-14, *Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities,* which affects all nonprofit organizations. The ASU significantly amends the standard for the presentation and accompanying disclosures of the financial statements of nonprofit organizations. The ASU is effective for fiscal years beginning after December 15, 2017, and interim periods within fiscal years beginning after December 15, 2018. The Organization implemented this ASU effective for the year ended December 31, 2018.

Basis of accounting and presentation

The accompanying financial statements are presented on the accrual basis.

(Continued)

Note 1. Significant Accounting Policies (Continued)

Basis of accounting and presentation (Continued)

AP reports in compliance with FASB ASC 958-205, *Not-for-Profit Entities: Presentation of Financial Statements* which was revised for accounting standards update 2016-14. Information regarding its financial position and activities are grouped according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions. The two classes of net assets are defined as follows:

- Without donor restrictions – Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Organization. The Organization's board may designate net assets without restrictions for specific operational purposes from time to time.

- With donor restrictions – Net assets subject to stipulations imposed by donors, and/or grantors. Some donor restrictions may be temporary in nature; those restrictions will be met by actions of the Organization or by the passage of time. Other donor restrictions are perpetual in nature, where by the donor has stipulated the funds be maintained in perpetuity.

FASB ASC 958-205 provides additional guidance on the net asset classification of donor-restricted endowment funds for a nonprofit organization that is subject to an enacted version of the Uniform Prudent Management of Institutional Funds Act of 2006 (UPMIFA). FASB ASC 958-205 requires additional disclosures about an organization's endowment funds (both donor-restricted and board designated endowment funds) and whether or not the organization is subject to UPMIFA.

Fund accounting

In order to ensure observance of limitations and restrictions placed on the use of resources available to the AP, the accounts are maintained in accordance with the principles of fund accounting. Resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes.

Separate accounts are maintained for each fund; however, in the accompanying financial statements, funds that have similar characteristics have been combined into fund groups. Accordingly, all financial transactions have been recorded and reported by fund group.

Estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could vary from the estimates that were used.

Income tax status

As a charitable and religious organization, AP is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code.

(Continued)

Note 1. Significant Accounting Policies (Continued)

Cash and cash equivalents

AP considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

AP maintains cash balances in local financial institutions, which are insured by the Federal Deposit Insurance Corporation (FDIC). From time to time, balances in a particular financial institution may exceed the FDIC limits; however, AP has not experienced any losses on these accounts and feels it is not subject to any credit risk on cash and cash equivalents maintained at their financial institutions.

Pledge receivables

Pledge receivables are gifts intended for the current year which are not received until the following year. AP recognizes these known gifts (those they expect to receive and therefore no allowance for uncollectable pledges) as pledge receivables at the end of the year in order to recognize revenue in the proper period.

Loans and notes receivable

Loans are carried at the unpaid principal balance following a payment schedule of principal and interest, the outstanding balance is an asset whereas the interest is recognized as income in the period collected. If an amount is deemed uncollectible, the loan is written down to its net realizable value. AP believes all loans are collectible at December 31, 2018.

Investments

Investments are reported at fair value using quoted market prices. Donated investments are recorded at market value at the date of donation and thereafter carried at market value or on the equity method for partnership interests. Interest, dividends, and net realized and unrealized gains and losses are reflected as part of investment income in the statement of activities. AP maintains funds in registered mutual funds held by New Covenant Trust Funds, a trust organized with participation from the Presbyterian Church (U.S.A.) Foundation. These funds are not insured by the FDIC.

Revenue recognition, receivables and deferred revenue

Receivables consist primarily of per capita assessments and pledges receivable (which combine to make up unified mission income) that are due in less than one year. AP records per capita assessments as revenue when earned and contributions and gifts as income in the year received. Per capita assessments and pledges receivable intended for the current year but received in a subsequent period are recorded as receivables. Payments received in the current year but intended for the next year are shown as deferred revenue. Management believes all receivables to be fully collectible and accordingly there is no allowance for doubtful accounts.

(Continued)

Note 1. Significant Accounting Policies (Continued)

Assets whose use is limited

Assets whose use is limited consist of assets internally designated by AP for specific use. AP retains control over these assets and may, at its discretion, subsequently use the assets for other purposes. These assets consist of cash and cash equivalents, investments, other property and certain loans.

If a particular church is formally dissolved by the Presbytery of which it is a member, or has become extinct by reason of the dispersal of its members, the abandonment of its work or any other cause, all such property, both real and personal, present and future, shall be vested in and be the property of AP pursuant to the Constitution of the Presbyterian Church (U.S.A.). Such property is recorded at fair market value at the time AP takes ownership, usually when a member church is no longer an active congregation. Such property can be used in the best interest of the Presbytery (via the New Church Development Fund).

Loans within this category are stated at their uncollected principal balances according to the negotiated terms of the loan (see Note 2).

Donated services

A number of unpaid volunteers make significant contributions of their time on AP committees and various other projects. AP does not maintain records of volunteer hours. Although these services are necessary to the committees, they are not necessarily provided by volunteers with specialized skills. In addition, they probably would not be purchased if they were not donated as required by FASB ASC 958-205 to be recognized in the financial statements. Accordingly, the value of this labor has not been recorded in the financial statements.

Property and equipment

Property and equipment are capitalized at cost for purchases and at fair market value for donated items. Maintenance and repair items are charged to expense when incurred while major renewals and improvements are capitalized. When property and equipment are sold or otherwise disposed, the asset account and related accumulated depreciation account are relieved, and any gain or loss is included in current year's operations. Depreciation is computed on a straight-line basis over the estimated service lives of the assets.

Estimated useful lives are as follows:

Vehicles	5 years
Equipment	5-7 years
Furniture and fixtures	7 years
Buildings and improvements	15-40 years

(Continued)

Note 1. Significant Accounting Policies (Continued)

Property and equipment (Continued)

AP reviews the carrying value of property, plant, and equipment for impairment whenever events and circumstances indicate that the carrying value of an asset may not be recoverable from the estimated future cash flows expected to result from its use and eventual disposition. In cases where undiscounted expected future cash flows are less than the carrying value, an impairment loss is recognized equal to an amount by which the carrying value exceeds the fair value of assets. The factors considered by management in performing this assessment include current operating results, trends and prospects, the manner in which the property is used, as well as the effects of obsolescence, demand, competition, and other economic factors. Based on this assessment, there was no impairment at December 31, 2018.

Compensated absences

Vacation days are granted each January 1 based on length of employment and/or position held. For non-executive employees, up to one week of vacation may be carried over to the following year as approved by the Executive/Supervisor. The Executive Presbyter is granted 20 days of vacation and 10 days of continuing education each year, but untaken time cannot be carried over to the next year. Accordingly, there can be a liability at year-end recorded for compensated absences if there is approved carry over.

Classes of net assets

The financial statements report amounts separately by classes of net asset as follows:

Net assets without donor restrictions are those currently available at the discretion of the AP for its operations and general ministry (the General and Operating Fund) and those designated funds with assets whose use is limited.

Net assets with donor restrictions are those contributed with donor stipulations for specific operating purposes or programs, those with time restrictions, or those not currently available for use until commitments regarding their use have been fulfilled.

Net assets without donor restrictions include assets whose use are limited by management and include the following active funds at December 31, 2018:

Reserve Fund – This fund is maintained to have additional funds for the current operating budget for a reserve operating component and other designations. The reserve operation fund's minimum balance to maintain in this fund is 1/4th of the annual budget, or a three (3) months "reserve" or cushion. In November 2017, AP approved other funds to be combined with / moved to this fund, namely the "line items" Unspent Declaration of Intent, Unspent per Capita, the Transfer from Operating Reserve, Designated Funds – Cedar Bluff Manse and the Administrative Commission fund (see below). This fund is shown as "Reserve" in the accompanying financial statements.

Note 1. Significant Accounting Policies (Continued)

Classes of net assets (Continued)

Minister's Discretionary Fund – This fund is used for personal emergencies of pastors and DCE's (Directors of Christian Education) and may be in the form of a loan or a grant (gift).

New Church Development Fund – This fund uses the monies and properties of formerly active churches for new church development, grants and/or loans pertaining to new church development including purchase of property, building of structures, and salaries of pastors. The fund is also used to maintain and improve existing Presbytery properties including the properties of churches which have dissolved or come under the direct care of AP. Within this fund there is a special Church Development Discretionary Fund included in this category.

Manse Equity Fund – This fund can be used to support a designated Christian worker (such as a supply pastor or a missionary) and related costs of maintaining a home.

Other Internally Designated Funds – The Presbytery occasionally establishes funds apart from the General Fund for internally designated purposes. The Presbytery had five internal designations during 2018 titled Preston Benevolence, Sale of Office Fund, Wild Goose Community, the Shepherd's Discretionary Fund and the Way Forward Vision Team. These are included in one category as "other" in the financial statements. The Sale of Office Fund ended at December 31, 2018 (see Note 10).

Once the purposes of these funds are concluded the internal designation will be removed and any remaining funds will be returned to the General Fund or, if approved, be designated to other funds.

A description of funds classified as being with donor restrictions is as follows:

General Fund – A portion of the general fund is used to show member church non-budgeted designated gifts outstanding at the end of the year, accounted for being with donor restrictions, and therefore a release of restricted funds when paid.

Allison-Ewing Loan Fund – This fund is used for loans to churches for repairs, remodeling, building or purchase of property for church use, supervised by the Committee on Ministry.

Nellie Preston Scholarship Fund – This fund is administered by the Christian Education Committee for up to $300 per school year for eligible students entering full time Christian work.

Five Cents a Meal Fund – This fund is for the purpose of providing ministry to others in the form of hunger and disaster relief aid through certain designated programs and relief agencies.

Note 2. Notes Receivable

At December 31, 2018, AP held a note receivable from the Love of Jesus Tabernacle after selling property in 2006 to them (acquired from the former Litz Presbyterian Church, Tazewell County). The loan has been classified as an asset in the category "assets whose use is limited" (see Note 3). The note terms provide for monthly payments of $479 with 8% interest over a 25-year period.

(Continued)

Note 2. Notes Receivable (Continued)

During the year, AP collected principal payments of $2,099 and $3,643 in interest income. As of December 31, 2018, all payments were current.

A summary of loans receivable as of December 31, 2018 are as follows:

Love of Jesus Tabernacle	$ 44,388

Loan maturities are as follows for the years ended December 31:

2019	$ 2,273
2020	2,462
2021	2,666
2022	2,888
2023 and thereafter	34,099
	$ 44,388

The Love of Jesus Tabernacle loan balance of $44,388 is included in "assets whose use is limited" (see Note 3) as part of the New Church Development Fund. The current portion is $2,273 and due after one year is $42,115.

Note 3. Investments and Assets Whose Use Is Limited

Internally designated by AP, the following assets comprise the balance at December 31, 2018 for those assets within this category:

Cash and cash equivalents	$ 244,036
Investments (see below)	900,610
Other property acquired from churches (described below)	489,184
Loan (see Note 2)	44,388
	$ 1,678,218

Investments:	
Mutual funds and equities held through the New Covenant Trust Fund	$ 891,459
M. Lou Bowen Kroll Partnership, 3.7438% interest, on the equity method	8,855
Bank of America stock, 12 shares, at market value	296
	$ 900,610

Assets (non-stock and non-mutual funds) acquired through dissolved member churches or other means, held for development of new churches and assistance to current member churches:

The former Mt. Carmel Presbyterian Church	$ 153,384
Wild Goose Community property	246,200
Seven Mile Ford Church, (a current Presbytery member church)	89,600
	$ 489,184

Note 3. Investments and Assets Whose Use Is Limited (Continued)

Investments follow FASB ASC 820, *Fair Value Measurements*, which establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs have the lowest priority.

AP uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, AP measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value.

Level 3 inputs are to be used only when Level 1 or Level 2 inputs were not available, based on unobservable inputs. Level 3 inputs for the year were based on tax information provided by the limited partnership for the one asset in this category. The limited partnership does not disclose a specific valuation methodology. The use of different methodologies or assumptions to determine the fair value of the asset could result in a different estimate of fair value at the reporting date, although AP believes the inputs to be appropriate and consistent with other limited partnership participants.

Investments at December 31, 2018 include the following:

	Fair Value Measurements at Reporting Date Using:		
	Total at December 31, 2018	**Quoted Prices in Active Markets for Identical Assets (Level 1)**	**Significant Unobservable Inputs (Level 3)**
With Donor Restrictions			
Equity securities	$ 112,430	$ 112,430	$ -
Assets Whose Use is Limited			
Equity securities	779,325	779,325	-
Interest in Limited Partnership based on the equity method	8,855	-	8,855
	788,180	779,325	8,855
Total	$ 900,610	$ 891,755	$ 8,855

Note 3. Investments and Assets Whose Use Is Limited (Continued)

The following is a reconciliation of the beginning and ending balances for assets measured at fair value on a recurring basis using significant unobservable inputs (Level 3) during the period ended December 31, 2018:

Beginning balance, Level 3 Input Assets	$	9,385
Current year earnings, 3.7438% in a gas and oil limited partnership, valued on the equity method		5,460
Less: distributions according with the partnership agreement		(5,990)
Ending balance, Level 3 Input Assets	$	8,855

Net Investment loss was recorded in 2018 from all sources as follows:

Notes receivable interest – assets whose use is limited	$	3,643
Rental and miscellaneous income, net		4,550
Net realized and unrealized loss on investments		(84,981)
Partnership – equity earnings		5,460
New Covenant Trust Funds and Bank of America stock – dividends and interest (net of investment fiduciary fees, $9,246.)		11,068
	$	(60,260)
Without Donor Restrictions - net investment loss	$	(52,042)
With Donor Restrictions - net investment loss		(8,218)
	$	(60,260)

Note 4. Property and Equipment

Property and equipment consists of the following:

Computers	$	35,728
Furniture, fixtures, and equipment		19,197
		54,925
Less: accumulated depreciation		(49,024)
	$	5,901

Depreciation expense of $1,635 was recorded in 2018.

Note 5. Employee Benefit Plans

AP participates in the employment benefit plans of the Board of Pensions of the Presbyterian Church (U.S.A.). The Board of Pensions (the board) administers a comprehensive benefits program for eligible members, which includes employees of AP. The benefit plans (some are optional for participation) cover retirement, death and disability, and health care.

(Continued)

Note 5. Employee Benefit Plans (Continued)

Pension benefits are under a Defined Benefit Plan, 11% of eligible effective salary (subject to a minimum and a maximum range, currently 25% of prior year's church wide pastor's medium salary). The range and the rate are revised annually and announced as such. The rate is applied to the greater of actual salary or the minimum, a percentage of the pastor's medium salary. Those with more than 20 but less than 35 hours are converted to an equivalent full time 35-hour basis per a formula the board provides. Due to the participation in a national denominational program, details relating explicitly to employees of AP are not available.

There is an optional retirement savings plan offered, a 403(b) Defined Contribution Plan as described in the Internal Revenue Code. This is a plan for those eligible in the pension plan to supplement their retirement and as a primary retirement plan for those not enrolled in the pension plan.

There is also a Death and Disability program that provides long-term disability income protection to members and comprehensive death benefits to survivors, 1% of eligible salary (as described above). There is an optional part for additional coverage beyond the regular plan (fee based on age and coverage options). AP employees can participate in the healthcare program (medical plan and optional dental). The Medical Plan is a typical plan for reimbursement of medical costs after deductibles and co-payments. It's a self-funded plan administered by various Blue Cross Blue Shield organizations; 19% of eligible salary (as described above except 65% is used instead of 25% when applied to base).

During 2018, AP paid $6,154 in pension benefits for its employees under the plans described above. AP can incur certain housing allowance expenses for its employees classified as ministers (as an ordained minister, qualifying under the definition of the Internal Revenue Code whereby a housing allowance can be designated as part of salary). In 2018, the housing allowances paid totaled $14,250 for the two employees eligible to receive such payments.

Note 6. Liquidity and Funds Available

Financial assets available within one year of the balance sheet date for general expenditures are as follows:

Cash and cash equivalents	$ 43,291
Receivables – pledges	20,035
	$ 66,326

Abingdon Presbytery has checking accounts available to meet budgeted operating expenses in their General Fund. In addition, certain pledges (for its unified mission revenue) are collectible to be used for its budgeted operations. Funds that are internally designated are restricted for specific purposes and are exempted for general use. Donor-restricted funds are also not available for general expenditure.

Note 7. Board Designated Net Assets

Board designated net assets as of December 31, 2018 consisted of the following:

Reserve	$ 440,566
Minister's Discretionary Ministry	7,447
New Church Development	1,179,978
Other Designations	47,498
Manse Equity	2,729
Total Board Designated Net Assets	$ 1,678,218

The above total agrees with the amount classified as Assets Whose Use is Limited and is composed of cash, loans receivable, property and investments in the New Covenant Trust, all previously identified in Note 3.

Note 8. Funds with Donor Restrictions

Net assets have donor restrictions for the following purposes at December 31, 2018:

Five Cents a Meal Program and other assistance	$ 36,025
Nellie Preston Scholarship	36
Allison-Ewing Scholarship, loan activities and assistance	129,603
	$ 165,664

Note 9. Lease and Related Capital Lease Obligation

In April 2016, AP entered into a lease agreement for a copier, the terms of the lease cover sixty (60) monthly payments of $257. The cost was determined to be $9,600. The capital lease obligation outstanding at December 31, 2018 is $5,663. The future minimum lease payments required under the lease agreement are as follows:

2019	$ 3,248
2020	3,248
2021	811
Total minimum lease payments	7,307
Amounts representing interest	1,644
Total obligation under capital leases	$ 5,663
Current portion	$ 2,164
Long-term portion	3,499
	$ 5,663

(Continued)

Note 9. Lease and Related Capital Lease Obligation (Continued)

Obligations under capital leases are collateralized by leased property and equipment. As of December 31, 2018 such property has a net book value of $5,829.

Note 10. Contingent Liabilities and Commitments

AP collects both a Synod and General Assembly per capita assessment from member churches and remits those amounts to the forenamed governing bodies. As of the date of this report, AP has remitted all per capita assessments member churches have paid to AP. From November 13, 2008 through December 31, 2011, AP voted to only pay to the General Assembly and to the Synod the per capita payments that are received from the congregations and to no longer subsidize unpaid per capita to the General Assembly and Synod from the reserve funds of AP. (This is due to the fact some member churches have either not paid or have withheld their Synod and General Assembly assessments to AP, as some churches having policy issues with the Presbyterian Church, U.S.A.)

Under the Book of Order, AP is required to remit the full Synod and General Assembly amounts even if not entirely collected from member churches. Starting again in 2012, AP remitted the full per capita assessment whether they receive a payment from member churches or not.

By practice, the Synod and General Assembly have not enforced the un-remitted payment. Because of actual practice, AP has not recognized in these financial statements the un-remitted Synod and General Assembly amounts, contingent upon those governing bodies' decision to collect the amounts member churches have not paid. As of the date of this report, such unremitted amounts total approximately $11,010 and have not been reflected in these financial statements. This is the same as last year's amount.

AP has certain internally designated funds that represent a future commitment as to the use of those funds. The following is a brief summary of those known material commitments.

- With the 2012 establishment of the "Wild Goose Christian Community" (hereinafter known as WGCC) as a worshipping community of AP with full use of the former Indian Valley Presbyterian Church property, AP's Church Development Committee sought and received approval for a five-year commitment to support WGCC. Starting in 2016, and for each following year through 2020, the amount of operation support is $25,000 annually, $125,000 in total commitment for those years. At present, total funds are to come from the New Church Development Fund while the committee researches and applies for grants and matching funds through the Presbyterian Church (U.S.A.) General Assembly. The New Church Development Fund's Net Assets at December 31, 2018 are approximately $1.18 million. Funding from the New Church Development Fund in 2018 was $25,000.

- Since 2012, AP has paid rent for office space to a member church in Wytheville, the Wytheville Presbyterian Church. The lease was renewed through 2018 at $7,500 and is part of the 2018 budget and has been approved for the 2019 budget to remain the same.

(Continued)

Note 10. Contingent Liabilities and Commitments (Continued)

- With the 2012 sale of AP's building and land, the sale proceeds was internally designated for a year to help fund moving expenses from the formerly owned property and the expenses needed to establish new office space at the Wytheville Presbyterian Church up to $50,000. All moving expenses were completed by 2013. In accordance with actions of the Presbytery in 2012, all remaining funds will be at the disposal of the Compassion Committee starting in 2014. At December 31, 2017, the Sale of the Office Building Fund's Net Assets was $16,950. AP had two transactions in this Fund in 2018. They approved a grant of $3,000 (Family Resource Center) and made a payment for the 100th Anniversary Campaign – Presbytery Children's Home (PCH) for $13,950, thus totaling $16,950 in expenses. These two transactions brought down the Net Asset balance to $0, the fund no longer in use at December 31, 2018.

- A total of $25,000 was paid in 2018 to the PCH. Another $25,000 will be paid in 2019.

Note 11. Accounting Pronouncements

In May 2014, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2014-09, *Revenue from Contracts with Customers*. ASU 2014-09 clarifies the principles for recognizing revenue and establishes a common revenue standard for U.S. financial reporting purposes. The guidance in ASU 2014-09 affects any entity that either enters into contracts with customers to transfer goods or services or enters into contracts for the transfer of nonfinancial assets unless those contracts are within the scope of other standards (for example, insurance contracts or lease contracts). ASU 2014-09 supersedes the revenue recognition requirements in Accounting Standards Codification ("ASC") 605, *Revenue Recognition*, and most industry-specific accounting guidance. Additionally, ASU 2014-09 supersedes some guidance included in ASC 605-35, *Revenue Recognition—Construction-Type and Production-Type Contracts*.

In addition, the existing requirements for the recognition of a gain or loss on the transfer of nonfinancial assets that are not in a contract with a customer (for example, assets within the scope of ASC 360, *Property, Plant, and Equipment*, and intangible assets within the scope of ASC 350, *Intangibles—Goodwill and Other*) are amended to be consistent with the guidance on recognition and measurement (including the constraint on revenue) in ASU 2014-09. In August 2015, the FASB issued Accounting Standards Update 2015-14, *Revenue from Contracts with Customers* (Topic 606): Deferral of the Effective Date ("ASU 2015-14") which defers the effective date of the new revenue recognition standard by one year. Accordingly, ASU 2014-09 will be effective for nonpublic entities for annual reporting periods beginning after December 15, 2018 and interim periods therein. The FASB has also issued ASU 2016-08, ASU 2016-10, ASU 2016-11, ASU 2016-12 and ASU 2016-20, all of which clarify certain implementation guidance within ASU 2014-09. AP is evaluating the potential impact of the adoption of this guidance, but does not anticipate that the adoption will significantly change the timing or amount of revenue recognized. Therefore, AP believes the adoption will be limited to expanded disclosures in its financial statements

Note 12. Subsequent Events

In accordance with ASC 855, AP evaluated subsequent events through May 22, 2019, the issue date of the financial statements, and concluded that no material subsequent events have occurred that would require recognition in the Financial Statements or disclosure in the Notes to the Financial Statements.

ACCOMPANYING INFORMATION

ABINGDON PRESBYTERY

COMBINING SCHEDULE OF FINANCIAL POSITION
December 31, 2018

	Without Donor Restrictions						With Donor Restrictions				
		Internally Designated									
	General and Operating Fund	Reserve	Minister's Discretionary Ministry	New Church Development	Other Designations	Manse Equity	Nellie Preston Scholarship	Five Cents a Meal Fund	Allison-Ewing Loan Fund	General Fund	Totals
ASSETS											
CURRENT ASSETS											
Cash and cash equivalents	$ 43,291	$ -	$ -	$ -	$ -	$ -	$ 36	$ 36,025	$ 17,173	$ -	$ 96,525
Receivables - pledges	23,035	-	-	-	-	-	-	-	-	8,165	31,200
Investments	-	-	-	-	-	-	-	-	112,430	-	112,430
Total current assets	66,326	-	-	-	-	-	36	36,025	129,603	8,165	240,155
PROPERTY AND EQUIPMENT, net	5,901	-	-	-	-	-	-	-	-	-	5,901
ASSETS WHOSE USE IS LIMITED	-	440,566	7,447	1,179,978	47,498	2,729	-	-	-	-	1,678,218
Total assets	$ 72,227	$ 440,566	$ 7,447	$ 1,179,978	$ 47,498	$ 2,729	$ 36	$ 36,025	$ 129,603	$ 8,165	$ 1,924,274
LIABILITIES AND NET ASSETS											
CURRENT LIABILITIES											
Bank overdraft	$ 89,142	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 89,142
Accounts payable and accrued expenses	4,178	-	-	-	-	-	-	-	-	8,165	12,343
Current maturity of capital lease obligation	2,164	-	-	-	-	-	-	-	-	-	2,164
Deferred revenue	2,500	-	-	-	-	-	-	-	-	-	2,500
Total current liabilities	97,984	-	-	-	-	-	-	-	-	8,165	106,149
LONG-TERM LIABILITIES											
Capital lease obligation	3,499	-	-	-	-	-	-	-	-	-	3,499
Total liabilities	101,483	-	-	-	-	-	-	-	-	8,165	109,648
NET ASSETS											
Without donor restrictions											
Undesignated	(29,256)	-	-	-	-	-	-	-	-	-	(29,256)
Board-designated	-	440,566	7,447	1,179,978	47,498	2,729	-	-	-	-	1,678,218
Total without donor-restrictions	(29,256)	440,566	7,447	1,179,978	47,498	2,729	-	-	-	-	1,648,962
With donor restrictions											
Restricted by purpose or time	-	-	-	-	-	-	36	36,025	129,603	-	165,664
Restricted in perpetuity	-	-	-	-	-	-	-	-	-	-	-
Total with donor-restrictions	-	-	-	-	-	-	36	36,025	129,603	-	165,664
Total net assets	(29,256)	440,566	7,447	1,179,978	47,498	2,729	36	36,025	129,603	-	1,814,626
Total liabilities and net assets	$ 72,227	$ 440,566	$ 7,447	$ 1,179,978	$ 47,498	$ 2,729	$ 36	$ 36,025	$ 129,603	$ 8,165	$ 1,924,274

See Independent Accountant's Review Report

ABINGDON PRESBYTERY

COMBINING SCHEDULE OF ACTIVITIES
Year Ended December 31, 2018

	Without Donor Restrictions						With Donor Restrictions				
		Internally Designated									
	General and Operating Fund	Reserve	Minister's Discretionary Ministry	New Church Development	Other Designations	Manse Equity	Nellie Preston Scholarship	Five Cents a Meal Fund	Allison-Ewing Loan Fund	General Fund	Totals
Support and revenue:											
Contributions, pledges, offerings, and miscellaneous	$ 257,672	$ -	$ -	$ -	$ 13,241	$ -	$ -	$ 24,474	$ -	$ (12,305)	$ 283,082
Net assets released from restrictions	10,727	-	-	-	-	-	-	(23,032)	-	12,305	-
Net Investment loss	-	(26,099)	(470)	(25,473)	-	-	-	-	(8,218)	-	(60,260)
Total support and revenue	268,399	(26,099)	(470)	(25,473)	13,241	-	-	1,442	(8,218)	-	222,822
Expenses:											
Program services and donations	185,170	-	-	18,153	28,698	-	-	-	-	-	232,021
Operating expenses	148,801	-	-	-	-	-	-	-	-	-	148,801
Total expenses	333,971	-	-	18,153	28,698	-	-	-	-	-	380,822
Excess (deficit) of support and revenue over (under) expenses	(65,572)	(26,099)	(470)	(43,626)	(15,457)	-	-	1,442	(8,218)	-	(158,000)
Other changes in net assets:											
Transfers (to) from other funds	-	5,990	-	(30,990)	25,000	-	-	-	-	-	-
Total other changes in net assets	-	5,990	-	(30,990)	25,000	-	-	-	-	-	-
Change in net assets	(65,572)	(20,109)	(470)	(74,616)	9,543	-	-	1,442	(8,218)	-	(158,000)
Net assets:											
Net assets, beginning of year	36,316	460,675	7,917	1,254,594	37,955	2,729	36	34,583	137,821	-	1,972,626
Net assets, end of year	$ (29,256)	$ 440,566	$ 7,447	$ 1,179,978	$ 47,498	$ 2,729	$ 36	$ 36,025	$ 129,603	$ -	$ 1,814,626

See Independent Accountant's Review Report.

ABINGDON PRESBYTERY

COMBINING SCHEDULE OF CASH FLOWS
Year Ended December 31, 2018

	Without Donor Restrictions						With Donor Restrictions				
		Internally Designated									
	General and Operating Fund	Reserve	Minister's Discretionary Ministry	New Church Development	Other Designations	Manse Equity	Nellie Preston Scholarship	Five Cents a Meal Fund	Allison-Ewing Loan Fund	General Fund	Totals
OPERATING ACTIVITIES											
Change in net assets	$ (65,572)	$ (20,109)	$ (470)	$ (74,616)	$ 9,543	$ -	$ -	$ 1,442	$ (8,218)	$ -	$ (158,000)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:											
Depreciation	1,635	-	-	-	-	-	-	-	-	-	1,635
Change in unrealized gains on investments	-	30,103	540	44,905	-	-	-	-	9,433	-	84,981
Realized and unrealized loss on disposition of assets	-	-	-	-	-	-	-	-	-	-	-
In kind property acquired	-	-	-	-	-	-	-	-	-	-	-
(Increase) decrease in:											
Receivables	(10,934)	-	-	-	-	-	-	-	-	1,261	(9,673)
Increase (decrease) in:											
Bank overdraft	89,142	-	-	-	-	-	-	-	-	-	89,142
Accounts payable, accrued expenses, and deferred revenue	2,874	-	-	-	-	-	-	-	-	(1,261)	1,613
Net cash provided by (used in) operating activities	17,145	9,994	70	(29,711)	9,543	-	-	1,442	1,215	-	9,698
INVESTING ACTIVITIES											
Change in assets whose use is limited	-	(9,994)	(70)	29,711	(9,543)	-	-	-	-	-	10,104
Purchase of investments	-	-	-	-	-	-	-	-	(1,215)	-	(1,215)
Proceeds from sale of property	-	-	-	-	-	-	-	-	-	-	-
Purchase of property and equipment	-	-	-	-	-	-	-	-	-	-	-
Capital lease obligation payments	(1,722)	-	-	-	-	-	-	-	-	-	(1,722)
Loans to churches	-	-	-	-	-	-	-	-	-	-	-
Notes receivable principal payments received	-	-	-	-	-	-	-	-	-	-	-
Net cash provided by (used in) investing activities	(1,722)	(9,994)	(70)	29,711	(9,543)	-	-	-	(1,215)	-	7,167
NET INCREASE IN CASH AND CASH EQUIVALENTS	15,423	-	-	-	-	-	-	1,442	-	-	16,865
CASH AND CASH EQUIVALENTS, beginning	27,868	-	-	-	-	-	36	34,583	17,173	-	79,660
CASH AND CASH EQUIVALENTS, ending	$ 43,291	$ -	$ -	$ -	$ -	$ -	$ 36	$ 36,025	$ 17,173	$ -	$ 96,525
SUPPLEMENTAL DISCLOSURES											
Cash paid during the year for:											
Interest	$ 1,608	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,608

See Independent Accountant's Review Report.

Nominating Committee Report
Sue White, Chair

Items for Information:

The Nominating Committee met on March 28 to fill a few vacancies that had been held by two of our pastors that have moved outside the Presbytery.

We also had a discussion on the Way Forward Report and possible changes to the Presbytery manual.

Items for Action:

1. Council:

   Ann Manley – Galena, Class of 2019

   ___✓____Motion Made ___✓___Approved _____Disapproved

2. Committee on Nominations:

   Alan Gray – Royal Oak, Class of 2021

   ___✓____Motion Made ___✓___Approved _____Disapproved

3. Church Development Committee:

   Ron Gilmer, Sinking Spring, Class of 2020

   ___✓____Motion Made ___✓___Approved _____Disapproved

Council Report
Jon Martin, Chair

Items for Information:

1. The council met three times since the March stated meeting of Presbytery: May 2, 2019, June 10, 2019, and July 11, 2019.
2. On May 2, 2019, the Council made preparations for the June Presbytery meeting.
    a. Planned an outline of the meeting to include ample time for discussion of the Way Forward Report. Other Presbytery business will be completed early in the meeting, so that Way Forward Report can be the focus of the Presbytery's attention. The meeting will be continued to August 10 at which time motions to perfect the Way Forward Report and the report itself will be considered. Authorized the Stated Clerk and Way Forward Vision Team to lay out the docket.
    b. Approved a mission offering for the June meeting to be received for the *Boys and Girls Club* of Buchanan County and the toiletries/hygiene items for *The Connections*.
    c. Appointed Jon Martin, Ann Aichinger, and Bill Parish to write a letter to accompany the docket explaining the intent and structure of the meeting.
    d. The Council approved a called meeting for July 11, 2019 at 10:00am at the Presbytery office. The purpose of the meeting will be to review the June meeting and prepare the docket for its continuation on August 10, 2019 at Glade Spring Presbyterian Church at 10:00am.
3. On June 10, 2019, the Council met to postpone the stated meeting of the Presbytery to August 10, 2019. The decision to postpone was given much consideration. The council wanted to direct the pastoral care and efforts of the Presbytery toward Ann Aichinger and the congregation of Central Presbyterian Church following the death and resurrection of Frank Aichinger the week prior to the meeting.
4. On July, 11, 2019, the Council met to review the agenda from the (postponed) June 13 meeting to determine what changes would be required for the August 10 meeting. The council decided to receive the Way Forward Report over three consecutive meetings. The August 2019 meeting would consider Presbytery Leadership with the intention of deciding on a leadership model. The November 2019 meeting would consider a Presbytery Leader nominating committee and receive the proposed revision of the Manual of Operation as a first reading. The March 2020 meeting would consider the proposed revisions of the Manual of Operation. The Council recognizes the dedicated and prayerfully discerning work of the Way Forward Committee and is counting on them to guide the Presbytery through its report over the next three meetings.
5. Approved to extend the contract with Jim Moseley and to keep the Way Forward Vision Team in place until the March 2020 meeting.

Items for Action:

1. That the first recommendation of the Way Forward Report (*V. "Way Forward" Recommendations: A. Leadership Structure Realignment, on page 28 of the Report*), be tabled until the November meeting and be received as a first reading. (This recommendation is about revising the Manual of Operations.)

    ____✓___Motion Made ___✓___Approved _____Disapproved

2. That the second recommendation of the Way Forward Report (*V. "Way Forward" Recommendations: B. Presbytery Staffing Configuration, on page 28 of the Report*) be considered at this meeting. (This recommendation is for a Presbytery Leader.)

____✓___Motion Made ___✓___Approved _____Disapproved

3. If the way be clear, that the Nominating Committee bring a report to the November meeting to elect a Presbytery Leader Nominating Committee of five to seven people.

___✓____Motion Made ___✓___Approved _____Disapproved

Committee on Ministry
Dave Gilbert & Kevin Campbell, Co-Chairs

Items for Information:

1. We continue our support and oversight of those congregations seeking a Teaching Elder
    a. Rich Valley/Locust Cove Moderator: Bill Charles
    b. Wytheville Moderator: John DiYorio
    c. Buchanan First/Vansant Moderator: Dave Gilbert
    d. Gladeville/Pound Moderator: Scott Bunting

2. Approved the Stated Supply Contract between Susanne Martin (TE) and the Damascus and Rock Spring Churches.

3. There was a Connectional Consultation with Bland-Leyburn Church by Dave Gilbert.

4. Meet with Randy Webb. His work in Shenandoah Presbytery will end in August. He continues to supply the Gate City Church and Moderate their Session.

5. The Rev. Dr. Ron Gilmer discussed with the Committee on Ministry about his pastoral transition to Sinking Spring Presbyterian Church and to Abingdon Presbytery. In sharing his experience and story with the Committee, Dr. Gilmer made several insightful recommendations to the Committee about how to make the transition process more collegial, effective, and welcoming for both new pastors and the Presbytery.

6. The Committee approved an Interim Pastor Covenant/Contract between the Wytheville Presbyterian Church and the Rev. Robert (Bob) Button, effective July 1, 2019. The covenant between the Wytheville congregation and Rev. Button is for a term of twelve months. The Committee also granted Rev. Button permission to labor within the bounds of Abingdon Presbytery.

7. Rev. John Markel was appointed as the liaison and moderator of McIver Memorial Presbyterian Church.

8. John Markel (TE) and Sue White (RE) conducted exit interviews with Rev. Tony Palubicki and Powell Valley Presbyterian Church.

9. The Committee appointed Ann Aichinger (TE) and Grace Kim (TE) to conduct exit interviews with Cindy Privette (TE) and the Anchor of Hope and Galena Presbyterian Churches on its behalf.

10. The Committee formed a task force for the purpose of reviewing its function, purpose, responsibilities, and structure. The members of the task force are: John Barker (RE), Tim Bird (TE), Kevin Campbell (TE), Jim Gearhart (RE), Dave Gilbert (TE), Jon Martin (TE), Bill Parish (RE), and Sue White (RE).

11. The Bio and Statement of Faith for Candidate Don Hudson are attached. The Committee approved and endorsed his application and request for ordination to a Validated Ministry of Higher Education. Because of the length of Abingdon Presbytery's validated ministry application, it is not attached or included in the docket materials that have been provided for this meeting of Presbytery.

Recommendations to Presbytery:

1. That Presbytery dissolves the pastoral relationship between the Rev. Dr. Cindy Privette and the congregations of Anchor of Hope PC and the Galena PC, effective September 1, 2019.

   ____✓___Motion Made ___✓___Approved _____Disapproved

2. That Presbytery approves the request of the Rev. Dr. Cindy Privette to be honorably retired, effective September 1, 2019.

   ____✓___Motion Made ___✓___Approved _____Disapproved

3. That Presbytery dissolves the pastoral relationship between the Rev. Tony Palubicki and the congregations of Big Stone Gap PC and the Powell PC, effective October 1, 2019.

   ____✓___Motion Made ___✓___Approved _____Disapproved

4. That Presbytery approves the request of the Rev. Tony Palubicki to be honorably retired, effective October 1, 2019.

   ____✓___Motion Made ___✓___Approved _____Disapproved

5. That Presbytery, in accordance with G-3.0306 of the Book of Order and Presbytery's own Validated Ministries Handbook and Criteria, approve a Validated Ministry of Higher Education and Teaching, so Candidate Don Hudson may be admitted to the floor of Presbytery for the purpose of being examined for ordination and call to such a validated ministry.

   ____✓___Motion Made ___✓___Approved _____Disapproved

6. That Presbytery admits Candidate Don Hudson to the floor of Presbytery to be examined for ordination and a call to a Validated Ministry of Higher Education and Teaching at King University.

   ____✓___Motion Made ___✓___Approved _____Disapproved

7. That Presbytery sustains the examination of Candidate Don Hudson, and that he sign the Book of Obligation and be enrolled as a member of Abingdon Presbytery.

   ____✓___Motion Made ___✓___Approved _____Disapproved

8. That Presbytery approve the following Administrative Commission to ordain and install Candidate Don Hudson to a Validated Ministry of Higher Education Teaching: Ann Aichinger (TE), Dave Gilbert (TE), Bill Parish (RE), Linda DiYorio (RE), and Joan Flynn (RE). (The service of ordination and installation is scheduled for Monday, September 23, 2019, at 9:30am, at King University.

   ___✓____Motion Made ___✓___Approved _____Disapproved

Don Michael Hudson Bio

Let me begin in the middle of my faith journey. After all my travels and all my nomadic wanderings, it is strange to think that I began my preaching-teaching ministry in Bristol. My lovely wife teasingly calls me the "preacher-teacher." She prefers the preacher; I prefer the teacher. In some strange Midrashic manner, I think the truth is somewhere in the between.

As a child of the Western mindset, I have this deeply rooted predilection for the linear. But my life has been anything but, and as a result, I have questioned this "linear" notion deeply. I think that is one reason why I love the book of Judges and don't care much for the book of Joshua. It's too easy, too tidy, in Joshua. In fact, too linear to reflect the true nature of life in this world. Judges—that's different and true to life. In Joshua, life is linear moving from beginning to end with great success. Judges in contrast, cycles back and forth between obedience and disobedience, success and setback, insight and blindness, belief and disbelief. In case you are alarmed—yes, I believe that Joshua is Scripture, but that doesn't mean I like the book or agree completely.

I began my preaching ministry at the age of 14 preaching my first sermon in the Bristol Rescue Mission in 1973. My youth minister took our youth group from Buffalo Ridge Baptist Church in Gray, TN, and he wrote my first sermon: Blind Bartimaeus, Mark 10. I preached my first sermon in seven minutes absolutely terrified and shaking, and my most vivid memory is the sweat running down the middle of my back. Afterwards, my youth minister and others told me I did a good job. In my mind, I promised myself that I would never do that again.

But a few months after that I had an opportunity to preach at the Kingsport Rescue Mission. I didn't want to make the mistake before of too short a sermon, so this time I covered the entire Bible in 11 minutes. There were two people in attendance, the director of the Mission, Mrs. Williams, and the song leader. Afterwards, Mrs. Williams asked if I would preach every Tuesday night at the Mission. So I said yes, and did that for four years. In my work with Mrs. Williams, my faith was challenged to see the powerful work of God, especially in her life. She impacted my life and my ministry.

When I left for Bob Jones University in the summer of 1977, immediately after my last sermon, Mrs. Williams and her son and a few others, presented a $500 "scholarship" for me to go to college. I still have the photo in my new 3-piece suit receiving the check. They even wrote up a formal letter honoring me: me, a proud son of East Tennessee in southern Appalachia from a broken home and raised by a single mother. I was flabbergasted. Crazy faith, right? Even though I didn't think I was smart enough for college and didn't come from the *right* home, this small moment became a fierce catalyst for my education.

I went to college that fall with great anticipation. Call me naïve, but I could not wait to study the Bible in a serious way. While preaching at the Kingsport Mission I also wanted to learn Greek. At 15, I took Greek at Graham Bible College. The other students found me amusing especially since I didn't have a driver's license, and my mom drove me to class. This class was taught by an elderly Presbyterian pastor who had a small mountain church near Bristol. This man, this Greek course, made a significant impact on my life which flamed the fire in my heart more intensely.

I got my Bachelors in biblical studies, fell madly in love with Greek, and was hired to teach Beginning Greek on the college level right after I graduated. I would study for my MAR, teach three courses, and they would pay my tuition, room and board, and a $50 monthly stipend. At the age of twenty-one, I also fell madly in love with teaching. I found my calling. But I thought that this was cross-purpose with my calling as a minister. I continued to teach, gain my MAR, and then eventually earned my MDiv all the while teaching Greek Exegesis. It is interesting to note also that, in my graduate studies at Bob Jones University I was fortunate to have three excellent professors in Old Testament and Hebrew exegesis, and all three were Presbyterian and Reformed in their theology. When I tell this, people are quite shocked at this fact because they think Bob Jones University was dispensational and non-Reformed. I have no idea what they are now, but I was taught a Reformed view of the Scriptures all the way back to my fundamentalist days of training.

I loved the academy but at the time thought I was destined for ministry. During my years in graduate school I also worked as an assistant pastor and adult Sunday school teacher for a young married class in Boones Creek, TN. Though I did not realize it at the time, this was perfect for me: the academy full-time during the

week and the local church on the weekends. I thought it then, and I think it even more passionately and clearly today that what we learn in the academy—deep, serious study—should be relevant, edifying, and encouraging for people in the church and community.

But I could not shake the academy. After earning my MDiv I continued studying the Old Testament and earned a ThM in Ancient Near Eastern Semitics. Then I earned my MA in Counseling at Colorado Christian University under Larry Crabb and Dan Allender. I studied with them because I considered them to be Christian leaders teaching the Scriptures in a meaningful, relevant way-and to learn their hermeneutic. In 1991, I began teaching Old Testament full time in their graduate school.

In one conversation with my counseling supervisor, I mentioned how torn I was over pastoring and teaching. He didn't blink. "Oh, I know. You're not going to pastor—you will be fired every six months. You're a prophet, and they kill prophets. Besides, you love the academy. You're going to get your doctorate, teach in the academy where you can teach the Bible in truth, and not worry about your job." I was relieved to hear someone tell me the truth. I then moved toward finishing my education and earned my PhD in Ancient Near Eastern Literature and Languages in 1999 from Westminster Theological Seminary in Philadelphia.

I see the realm of the academy as my ministry, which I have enjoyed for almost 40 years now. I hope to have at least another decade serving at King. From my youth, church-wise, I have moved from fundamentalist Baptist to "Bible Fellowship" something to evangelical Episcopal (over 20 years). Obviously, now I place myself squarely within the Presbyterian, Reformed tradition and only in the PCUSA.

I love the fact that I can train students in a Christian worldview (I have developed a course called *Foundations of Christian Thought and Practice* that all King students are required to take). I also have the opportunity to train students for ministry. In particular, a good number of my students are from Appalachia, and I am honored to be able to do work in this way and in this locale. As I teach at King, I know this is where I need to be, but even more, want to be.

I never saw myself back in the pulpit, but I began again three years ago at the invitation by Will Gipe in Wise, VA and then the good folks at Grundy. Ever since then, I have been filling pulpits throughout the Abingdon Presbytery. I can safely say that teaching in the church and serving local people have grown on me exponentially. There is a great need here in the Abingdon Presbytery, and I have a deep desire to be a part of filling this need. I have found myself at home with the people in the churches and the leaders in this Presbytery.

So, as I said, I've come full circle. I love teaching students during the week in Bristol, and I am thrilled to work in the church on the weekends. My goal is to move into the role of "teacher-preacher" in Abingdon Presbytery and attempt to fulfill that storied Presbyterian tradition of the pastor-scholar.

Don Hudson Faith Statement

Credo

Let me start, now that I am in some of the final chapters of my life, at the beginning. Not the very beginning but the start of my formal education. Fortunately and unfortunately I attended Bob Jones University for both undergraduate and graduate work (BAR, MAR, MDiv). In my graduate work I also taught Greek and Exegesis while taking courses. I had the astounding good fortune of teaching students while being a student myself.

For nine years I recited this statement almost daily in chapels, Sunday worship, and student meetings:
We believe in the inspiration of the Bible (both the Old and the New Testaments); the creation of humans by the direct act of God; the incarnation and virgin birth of our Lord and Savior, Jesus Christ; His identification as the Son of God; His vicarious atonement for the sins of mankind by the shedding of His blood on the cross; the resurrection of His body from the tomb; His power to save humans from sin; the new birth through the regeneration by the Holy Spirit; and the gift of eternal life by the grace of God.

There have been seasons in my life where I have deeply questioned these seminal statements of the Christian faith. In fact and more honestly, I went through a season of rejecting every single proposition in this statement. Along the same lines in the Jewish story of the Seder, I could no longer say "we believe" but *you* believe. This is *your* story and no longer mine. I lost my way.

But I have learned that this *in credo* is as important as my *credo*. Moreover, as a result of not believing I have learned to believe deeply, and this faith, this "we" faith is now mine. Truly. I tell my friends and students, "My faith is hard-won."

Today, I believe. Or better said, we believe—my brothers and sisters of King University, Tazewell Presbyterian, Abingdon Presbytery, PCUSA—we believe.

In the magnificent inspiration of the Christian Scriptures meaning that God has communicated to human beings and thus we can understand better our human condition and many of the solutions to our deepest needs and questions. God's word is relevant to all human beings.

In the Old and New Testaments. Especially the Old Testament. This deep and abiding belief in the Old Testament is slipping away from American Christianity and is almost nonexistent in Mideast Christianity. If we lose the OT we are no longer rooted in our richest tradition. If we lose Abraham; we lose Paul.

In the incarnation. That ultimate scandal that God would become human—that God would die for the human.

In Jesus Christ—he is the Son of God. More importantly, he is God. In my belief system now, without this central belief, we are no longer talking about Christianity.

In his death and resurrection. Without Christ humans are hopeless. Their "problem" is so serious that they cannot do anything for themselves. With Christ humans have all hope because the death and resurrection satisfies the demands of God and restores the divine image. Only he can forgive our sins and transform our minds and selfish thinking.

In the wild and mysterious work of the Spirit of the untamed God. The Spirit brings new life to broken ways and old bones. And this Spirit witnesses and testifies and reminds us of Christ—John's *Paraclete*.

In the life to come. I think this is the point I am most focused on in the last few years. In Christianity, death is life. To use George Steiner's phrase, in Christ death is not an ultimate tragedy. It is an ironic tragedy. In Christ, life leads to death, but death, in the end, is life. With Christ. And one of the most remarkable elements to the Christian faith is that Christ has tasted death. Even more so and most astonishing, Christ has experienced hell on our behalf. The Apostles' Creed, which I repeat almost weekly, tells us the "Christ descended into hell." My God. This statement has haunted me now for 2 years. No matter our demons and our hells—our Lord has been there. We are not alone in our most insistent darknesses. Moltmann puts it best, "but in his death on the cross (he) also enters into the situation of man's godforsakenness." This is my hope.

My faith has journeyed from the confident arrogance of a young man to the broken places of unbelief in mid-life to a quiet, searching assurance of an older man. I say with the young Jewish son, “Father, tell me *our* story.”

We believe.
Credimus in Deum.

ACCT.	DESCRIPTION	2019 Proposed Amt.	Actual YTD	% of Budget Used
COUNCIL				
PRESBYTERY LEADER				
1-50010	SALARY 2019 WAY FORWARD	80,000.00	3,000.00	3.75%
1-50011	SECA			#DIV/0!
1-50012	HOUSING			#DIV/0!
1-50013	PENSIONS/INSURANCE			#DIV/0!
1-50014	TRAVEL EXPENSE			#DIV/0!
1-50015	BOOKS/EDUCATION/PROF. EXP.			#DIV/0!
1-50019				#DIV/0!
	TOTAL:	**80,000.00**	**$3,000.00**	3.75%
STATED CLERK				
1-50025	SALARY	8,925.00	$2,975.04	33.33%
1-50027	HOUSING	8,925.00	$2,974.96	33.33%
1-50026	EXPENSES	2,500.00	$1,331.05	53.24%
	TOTAL:	**20,350.00**	**$7,281.05**	35.78%
OFFICE MANAGER/APRIL				
1-50020	SALARY	40,513.78	13,489.92	33.30%
1-50022	PENSION/INSURANCE	25,953.64	8,634.08	33.27%
1-50023	TRAVEL	300.00	37.82	12.61%
	TOTAL:	**66,767.42**	**$22,161.82**	33.19%
HUNGER ACTION ENABLER				
1-50033	EXPENSE	2,500.00	42.00	1.68%
	TOTAL:	**2,500.00**	**$42.00**	1.68%
OFFICE/OPERATION				
1-50051	TELEPHONE	3,379.00	1,132.32	33.51%
1-50054	PRESBYTERY AUDIT	6,200.00		0.00%
1-50055	POSTAGE	800.00	39.95	4.99%
1-50056	OFFICE SUPPLIES	1,000.00	133.63	13.36%
1-50057	EQUIPMENT MAINTENANCE	3,750.00	1,167.66	31.14%
1-50059	ACS/SUPPORT	2,500.00	767.75	30.71%
1-50065	RENT-WYTHEVILLE PRESBYTERIAN	7,500.00	2,500.00	33.33%
	TOTAL:	**25,129.00**	**$5,741.31**	22.85%
GOVERNING BODY FUNCTION				
1-50070	COMMITTEE MEETINGS	3,500.00	996.43	28.47%
1-50071	STAFF-COURT FUNCTIONS	6,000.00	115.00	1.92%
	TOTAL:	**9,500.00**	**$1,111.43**	11.70%
CORPORATION				
1-50060	WORKMAN'S COMPENSATION	800.00	610.00	76.25%
1-50061	FICA-EMPLOYER'S SHARE	4,098.00	1,256.24	30.65%
1-50062	SCC ANNUAL REG. FEE	25.00		0.00%
1-50063	OFFICE INSURANCE & BOND	800.00	803.39	100.42%
	TOTAL:	**5,723.00**	**$2,669.63**	46.65%

ACCT.	DESCRIPTION	2019 Proposed Amt.	Actual YTD	% of Budget
PASTORAL SUPPORT/COMMITTEE ON MINISTRY				
1-50080	SHARED MINISTRY	500.00		0.00%
1-50081	CONT.ED. & COUNSELING	1,000.00		0.00%
1-50083	MISSIONARY MANSE EQUITY	1,050.00		0.00%
1-50084	COMMISSIONED LAY PASTOR	1,500.00		0.00%
	TOTAL:	**$4,050.00**	**$0.00**	0.00%
PASTORAL SUPPORT/PREPARATION FOR MINISTRY				
1-50090	CANDIDATE EXPENSES	900.00		0.00%
1-50091	SCHOLARSHIPS	5,500.00	5,500.00	100.00%
	TOTAL:	**$6,400.00**	**$5,500.00**	85.94%
CHURCH DEVELOPMENT COMMITTEE				
1-50097	COMMITTEE USE	3,750.00	403.00	10.75%
	TOTAL:	**$3,750.00**	**$403.00**	10.75%
EDUCATION COMMITTEE				
1-50100	MOUNTAIN TOP LEADERSHIP EVENT	5,500.00		0.00%
1-50103	CAMP SCHOLARSHIPS	500.00		0.00%
	TOTAL:	**$6,000.00**	**$0.00**	0.00%
SUPPORT				
1-50110	CHILDREN'S HOME	22,800.00	7,600.00	33.33%
1-50119	CHILDREN'S HOME PLEDGE	11,049.97		0.00%
1-50112	PRESBYTERIAN WOMEN	2,000.00	666.68	33.33%
1-50118	PRESBYTERIAN MEN	2,000.00		0.00%
	TOTAL:	**$37,849.97**	**$8,266.68**	21.84%
PER CAPITA				
1-50002	GENERAL ASSEMBLY	$27,727.10	$6,931.77	25.00%
1-50003	SYNOD	$2,633.30	$658.32	25.00%
	TOTAL:	**$30,360.40**	**$7,590.09**	25.00%
	TOTAL:	**$298,379.79**	**$63,767.01**	21.37%
1-40009	Mission Request (Accepted)	90,435.23	34,340.17	37.97%
				#DIV/0!
				#DIV/0!
	TOTAL:	**$90,435.23**	**$34,340.17**	37.97%
	4/30/2019		**-$29,426.84**	

Church Development Committee

Jerry Manning, Chair

It is the express intention of this Committee to serve and support the congregations of Abingdon Presbytery by seeking and developing programs and strategies to promote spiritual, educational, and practical revitalization and renewal.

Your Committee has met twice since the 131st Presbytery Meeting of March 2018, and has taken the following important action:

Approved a grant of $6,000 to the Wytheville Presbyterian Church for upgrading the technology requirements of the Church.

*****SPECIAL REMINDER*****

HOSANNA GRANTS! O sing a new song to the LORD, sing to the LORD all the earth! Is your church experiencing a new excitement or growth in the area of its music ministry? Is there a creative spark among the congregation with respect to a choir or new instruments or children making a joyful noise that would enhance and develop your worship and mission? Have you not started because of lack of funds? Consider making an application for a HOSANNA GRANT with the Church Development Committee to supplement what you are already accomplishing. We would love to partner with you in your good work!

++

The Committee also serves as the Administrative Commission charged with the oversight of the Wild Goose Christian Community, our 1001 NWC mission effort in Floyd County. As such the Commission has taken the following actions since the last meeting of Presbytery.

Grace Kim's report on the Wild Goose Christian Community was accepted, with gratitude for her diligence in the pursuit of excellence in carrying on the traditions of Wild Goose.

Participation has increased to 20-25 individuals, as the 'snow birds' return to the area.

Grace's report included a discussion of the work of 'Vision Casting' now being done by the Leadership Team.

Upcoming events include four Wild Goose participants attending the Big Tent, August 1-3, participation in an Appalachian Churches Revival, Tuesday, July 23 and a Wild Goose 'a Palooza', a summer gathering with the date to be determined.

The Church Development Committee reminds our congregations and congregational leaders that Church Development Grants can also be requested to help educate, train, and equip our leaders. This includes education in areas that cover outreach, worship, development, and leadership strategies. The Apostle Paul admonished Timothy to "equip the saints" for their ministry and the Church Development Committee stands ready to assist in that effort if at all possible.

Communications Committee
Jim Walker, Chair

The Communication Committee continues its work on improving communication and a sense of community within our Presbytery. At our last meeting we discussed the importance of our churches taking part in the discussion of the Way Forward Committee and how important what we decide as a body is to the future of our Presbytery.

Bill Parish, a member of our committee spoke about preparing the next bulletin insert which would give a brief review of what happened at the meeting we had in Hillsville. We believe it is important for the members of our churches to know what is happening within our Presbytery and if they see what is going on at our Presbytery meetings, they will be encouraged to attend our meetings.

Another member, Beth Patterson, is preparing an article to be submitted to the periodical, Presbyterian Today. This article will contain information about our Mountaintop Event which will be held later this year.

Also we plan on contacting certain churches who have not been sending anyone to our meetings and encourage them to send a commissioner to our meeting in Grundy.

Going forward, we hope to continue improved communication and a sense of community among the members of our Presbytery.

Compassion Ministries Report
Jerry Manning, Chair

Your COMPASSION MINISTRIES COMMITTEE has met once since our last Presbytery meeting. The primary topic of the meeting was HOW DO WE GET CHURCHES INVOLVED in the work of your committee. The following ideas were approved:

*** Send a reminder memo with an attached request form about twice a year from the Presbytery Office to churches, particularly the stated clerks of each session.**

*** Consider requests from any organization that has the support of one of the Presbyterian churches in our Presbytery.**

*** Make members of the committee available to "mission fairs" and other events to explain the work of the Compassion Committee encourage applications for funding.**

*** Offer Churches the opportunity to request a visit from one of the Committee members to discuss the work of the Compassion Committee including information about application for funds.**

As of this date, we have the following moneys for which we are responsible:

5 cents a meal, for local use:	$17,321.27
5 cents a meal for National/International use:	$ 7,353.62

Our next stated meeting is August 6, 2019 at Galax Presbyterian Church.

THANK YOU

Abingdon Presbytery

FOR HELPING US GIVE CHILDREN HOPE AND PURPOSE FOR THE FUTURE

FORMER RESIDENT GRADUATES FROM UVA WISE

Sean Valerga, who lived at the Children's Home from 2013 through 2017, graduated with honors from UVA Wise on May 11th. Sean was inducted into the Darden Society, which is a very prestigious honor at UVA Wise. He also received the Joseph M. Scolnick Jr. Excellence in Government and Public Service Award from his professors. Sean will be continuing his education in Prague, Czechoslovakia at the Cervo Institut, where he received a scholarship covering his full tuition. He will be working on his Master's Degree in Philosophy, Politics and Economics.

Sean graduated from George Wythe High School and attended Wytheville Community College while living in our Independent Living Program. He transferred to UVA Wise in 2017 and has been receiving both emotional and financial support from the Children's Home. We are very proud of Sean and his accomplishments, and he is grateful for the support he has received from the Children's Home. All of the hard work has been Sean's, but the opportunities for him would not have existed with the generosity of the Children's Home's supporters. On behalf of Sean and our staff, we want to thank you for your love and generosity. This could not have happened without you!

100TH ANNIVERSARY CAMPAIGN CONTINUES AS WE ENTER OUR CENTENNIAL YEAR

We kicked off the 100th Anniversary campaign in 2017 and we are moving into the home stretch. As we begin our 100th year of service to children, we are excited to report that we have received almost $900,000 in funds for the campaign. We have received some major gifts since our last report, and the support of Abingdon Presbytery has been strong as well. The congregations of Stone Memorial,

Vansant, Bethel, McIver, Big Stone Gap, Fairview, Central, Dinwiddie, Hillsville, Wytheville, Lebanon, Bland Leyburn and Galena have already made contributions to the campaign, while other congregations have made pledges to the cause. That is in addition to the lead gift of $50,000 from Abingdon Presbytery. There have also been several gifts from churches outside of our Presbytery. We ask that each of the churches in our Presbytery prayerfully consider making a contribution to the campaign that will be memorialized in our Sarah Ellen Harless Garden of Hope. We have set a goal of $1,000,000 for the campaign, and hope to reach it by the end of this year. It will be a blessing for the children who will need a safe and loving home in the future.

I also have two dates that I would like for you to put on your calendar. On Thursday, September 19th, 2019 we will be holding a worship service and an ice cream social at Foster Falls, the original home of our ministry. The celebration of 100 years of our Children's Home will be held on Saturday, September 21st on our campus. Further details will be forthcoming, but please reserve these dates – we want to see you there!

COVENANT CHURCHES AND CHURCH LIAISONS

I want to take this opportunity to remind our congregations about our Covenant Church program. Many of the congregations in Abingdon Presbytery are being honored for their support of the Children's Home, but we want all of our churches to be listed on the wall in our Board Room. If your church has faithfully supported our ministry over the years, then you already meet the qualifications for membership. We recently sent out letters to churches who are not currently members. There has been some response, but there is still room for growth. Please call the Children's Home and let us know if your church would like to be a member – we want to honor your support!

We are also starting a church liaison program. We are looking for a member from each congregation who we can contact to pass on information and relay it to their congregation. We hope this will allow us to keep our churches up to date on the things going on at the Children's Home. Please let us know if you are interested in serving your church and our ministry in this capacity.

CHILDREN'S HOME VIDEO AVAILABLE FOR USE

I am pleased to report that our Children's Home video is now available for viewing on our website. The video continues to be available on CD for the use of your congregations and church groups. Produced in-house by our former Development Director, E.C. Hill, the video recounts the history and current status of our ministry through video footage and interviews with staff and former residents. The video runs just over 18 minutes, which makes it a perfect length for a group presentation or a Sunday night supper. You can call our office or contact one of Board Members and we will make sure you get one. We will also be glad to have a staff member come to your meeting to help with the presentation if you wish. It is also a great way to introduce us to someone who may not be familiar with our ministry. Our website also includes short videos produced by our current Development Director, Dale Yontz, that I think you will enjoy. Thanks for your help!

NEW DAWN SOCIETY

We are searching for supporters who wish to become members of the New Dawn Society. The New Dawn Society consists of friends of the Children's Home who include PCHH in their estate planning, regardless of the amount. Members of the New Dawn Society receive a certificate and an engraved leaf will be placed on our donor tree, which is located in our conference room. Gifts such as these provide the funds to ensure that the Children's Home will be here to serve children long past our lifetimes. Members of the New Dawn Society who have passed away recently have made a tremendous contribution to the financial health of the Children's Home. Please consider how your gift can impact the lives of our children as you enter into your estate planning.

If you would like for one of our staff members to visit your church or civic group so you can learn more about the Children's Home, please let us know. It is a pleasure to share with you what your support means to us as we watch over the children God has blessed to our care.

Thank You for Your Support!

Personnel and Facility Oversight Committee
Andy Cundiff, Chair

Information Item:

At the March 14, 2019 meeting of Abingdon Presbytery, the Presbytery voted to approve the sale of a piece of property in Lee County, VA to Maranatha Bible Fellowship of Rose Hill, VA. The property is located at 139 Giles Hollow Road in Rose Hill, VA and is the former home of Mt. Carmel Presbyterian Church. The Maranatha Church has been leasing the property from Abingdon Presbytery Properties, Inc. since 2006 and they made an offer to purchase the property. The offer was accepted, and the Trustees were authorized to execute the necessary documents to complete the sale. A Lee County attorney, Ms. Damie Carter, has been preparing the necessary paperwork to complete this sale.

On May 8, 2019, Ms. Carter advised us that, ***"Since the sale of church property in Virginia requires a signed and dated copy of the minutes of the meeting of the body that approved the sale"***, she cannot process the sale until she has a copy of our March 14 presbytery meeting minutes. Since those minutes will not be approved until the June 13, 2019 presbytery meeting, the minutes will not be available until that time.

We will rush a copy of those minutes to Ms. Carter on June 14th so she can hopefully complete the sale by the end of June.

Moderators Report

Abingdon Presbyterian Women

May 2019

Since our last report in October 2018, our circles have been meeting regularly. Our spring Coordinating Team meeting was in February 2019 and plans were made for our Spring Gathering in Tazewell.

On Saturday April 27, 2019 Abingdon Presbyterian Women met in Tazewell, Virginia for our Spring Gathering. We were met in the parking lot by a member of the church who helped with parking and directions.

We had a pretty good turnout for the meeting including about 25 women plus some guests. I think nine churches were represented. Our Secretary, Nicole Reasor and our Missions Coordinator were absent, but the rest of the Coordinating team was present.

Registration was from 9:30 to 10:00 and snacks and drinks were available. At 10:00 Donna Tepoel, our Spiritual Nurture member gave a devotional and lit the Christ Candle. The Moderator called the meeting to order and led the assembly in reading the PW Purpose. Dora Barnes the Moderator of Tazewell Presbyterian Women welcomed us and went over the important points of navigating the church.

The Coodinating team was introduced and the Moderator appointed Alice Freemen from Glade Spring as the Courtesy committee. Eunice Lester from Tazewell was in charge of credentials.

Zac Carter from the Childrens Home of the HIghlands spoke about the 100dth anniversary. Pam Irvin, Director of A Child Shall Lead Them Food Pantry talked about it's mission to the community and how it was begun. Our offering was divided between the two offering recipients and each received over $200.

The Moderators report was included in the packet as were the minutes of the last Coordinating team meeting. The Treasurers report was given by Edna Noblett and the budget was approved. The Missions report was in the packet because the Missions Coodinator was not able to attend due to work.

After a Hymn, Called As Partners, Donna Tepoel of Tazewell closed with prayer and a blessing of the luncheon prepared by the ladies of Tazewell.

After a nice luncheon, we reconvened our meeting. At that time we heard from the credentials committee the number of women present and the number of churches represented. The

courtesy committee thanked the women of Tazewell Presbyterian for a lovely meeting place and excellent lunch.

The Memorial gift was split between Dinwiddie Presbyterian for a new security system and Tazewell Presbyterian Day Care.

Four Honarary life memberships were recognized. From Central Presbyterian: Joan Bussart and Thais Booth Sicora. From Galax: Susan O'Connor. Billy Rice received the fourth Honorary Life Membership.

The Moderator invited all the women to the Fall 2019 Gathering to be held the end of September or the first of October at Central Presbyterian.

The Necrology was read and the women of Abingdon Presbytery brought Carnations for each women who had passed in 2018.

Betty Galliher gave the search committee report. She has called many Presbyterain women to fill the offices of Historian and Moderator but has been unable to find someone for the job. As the current Moderator, I have agreed to continue to serve until the Fall Meeting. If no one is found we may have to go without a Moderator of Abingdon Presbyterian Women. We had no new officers to elect or install.

After the communion Hymn Dr Dave Gilbert of Tazewell Presbyterian Church served communion by intinction.

Donna Tepoel closed the meeting with prayer.

Submitted by Mary Kay Stanberry, Moderator of Abingdon Presbyterian Women.

WAY FORWARD VISION TEAM REPORT FOR ABINGDON PRESBYTERY

June 13, 2019

Abingdon Presbytery seeks by the grace of God to nurture its congregations and pastors and to foster Christian unity among them, and to offer and develop leadership in order that congregations will grow in faith and in numbers, and to exhibit the Kingdom of God, thereby witnessing to the Lordship of Jesus Christ throughout Southwest Virginia and the world.

Report of the Strategic Task Force, 2004

Way Forward Vision Team Members

Mr. Billy Rice, Chairperson

Dr. Brenda Lawson, Secretary
Ms. Linda DiYorio
Rev. Dr. Alan Gray
Mr. Andy Cundiff
Rev. Dr. David Gilbert

I. Charge to the Way Forward Vision Team

In the fall of 2016, Abingdon Presbytery recognized that it was entering a time of great transition. This reality brought with it stress, uncertainty and fear, but also provided unique opportunities for deep reflection, creative planning and even "sea-change" ---- proposed in hope and faith under the grace and guidance of our Lord and Savior Jesus Christ:[1]

[1] At the October 13, 2016 Presbytery Council meeting the Rev. Edwin Lacy made the motion that a Way Forward Vision Team be appointed. At the November 2016 meeting the Presbytery approved the following to serve on the Nominating Committee for the Way Forward Vision Team: ---Rev. Jon Martin, Chairman, Rev. Edwin Lacy, Grace Bradshaw, Linda DiYorio, and Jerry Manning.

- That the Council of Abingdon Presbytery select and appoint seven leaders of our presbytery as a Vision Team charged with the twofold duty of: 1) engaging in an honest and thorough assessment of our presbytery's current structure and process and 2) based on the findings of the assessment, creating models for a leadership structure for Abingdon Presbytery.

- That the Council research and employ a qualified professional consultant to aid the Vision Team in their duties.

- That the Consultant and Vision Team work together for a period of no less than six months.

- That at the close of the Consultant's and Vision Team's work a written "Way Forward Report" be presented to Council for review and comment.

- That a final version of the "Way Forward Report" and any subsequent restructuring plan(s) and leadership model(s) be presented to presbytery for approval.

- That information be sent to individual Sessions.

In February 2017, the Council began faithfully assembling the Way Forward Vision Team, and completed this work at the meeting of March 23. The following people were elected to serve on the Way Forward Vision Team:

Rev. Ben Behrendt (TE) – Pastor at Fairview Presbyterian Church at Hillsville
Mr. Andy Cundiff (RE) - Commissioned Lay Pastor at Stone Memorial Presbyterian Church in Marion
Ms. Linda DiYorio (RE) - Ruling elder at Wytheville Presbyterian Church in Wytheville
Rev. Dr. Dave Gilbert (TE) - Pastor at Tazewell Presbyterian Church in Tazewell
Dr. Brenda Lawson - Ruling Elder at Richlands Presbyterian Church in Richlands
Rev. Edwin Lacey (TE) - Presbytery Evangelist and Pastor of Wild Goose Christian Community in Indian Valley
Ms. Lindsay Pratt - Youth Advisory Delegate to the 222nd General Assembly and Member of Rich Valley Presbyterian Church in Saltville
Mr. Billy Rice (RE) - Presbytery Treasurer and Executive Director of Presbyterian Children's Home of the Highlands in Wytheville

The Council selected Numbers 13:17-18 as a fitting verse for the Vision Team: *Moses sent them to spy out the land of Canaan, and said to them, "Go up there to the Negeb, and go up into the hill country and see what the land is like….".*

The Rev. Jon Martin, Chair of Council, convened the Way Forward Vision Team on April 18, 2017 at Wytheville Presbyterian Church. The vision team thereupon entered upon the work of "spying out" the future of Abingdon Presbytery with the goal of regularly reporting back to the presbytery.

II. Vision Team Process

At its first meeting on April 18, 2017 the team elected Billy Rice as its Chairman. At the following meeting Brenda Lawson was appointed Secretary. Early on Ben Berendt left the team to enter the Armed Forces and Edwin Lacey left because of a move out of state to take another pastoral call. The Rev. Alan Gray, pastor at Royal Oak Presbyterian Church in Marion, shortly thereafter joined the team. Lindsay Pratt was able to meet with the team only sporadically due to college schedule conflicts and ultimately regretfully resigned from the team.

Throughout this two-year process, the Vision Team went about its work in a manner that may be described as collaborative and collegial. The team met bi-monthly on the second and fourth Thursdays at Wytheville Presbyterian Church. The team began each meeting with a opening devotion and prayer. And each meeting was adjourned with prayer. Between meetings, the team's members read independently and kept the business of the team's work a subject of personal prayer.

Early on, after preliminary discussions concerning its purposes and procedures under the above charge, members engaged in several exercises designed to increase their understanding of the presbytery's history over the last decade or more. As part of this process, members met with the following:

- former presbytery executives of Abingdon Presbytery including the former Shepherd.
- the Stated Clerk and the Administrative Assistant of the presbytery;
- members of the presbytery's 2014 Shepherd Search Team;
- members of the 2003-2004 Strategic Task Force;
- the chairman of the Budget and Finance Committee;
- members of the presbytery who expressed a desire to speak with team members.

As indicated above, the vision team reviewed the Report of the Strategic Task Force of Abingdon Presbytery (2003-2004) and the Report of the Executive Presbyter Search Team of Abingdon Presbytery (2014), as well as respective supporting documents. The team conducted seven break-out sessions at the June 7, 2018 Presbytery meeting to receive input from presbytery members on their perceptions about the state of the presbytery and suggestions for going forward. The team prepared a survey which was sent out to all Teachers Elders and Commissioned Ruling Elders requesting input about the qualities and characteristics most needed in a future "Presbytery Leader." The Way Forward Team scheduled three regional meetings throughout the presbytery to hear ideas and concerns from Teaching Elders. The team

gathered information from the Budget and Finance Committee about the finances of Abingdon Presbytery and what the presbytery can reasonably be expected to support in staff position compensation package(s) and for how long. The team also, with the approval of the Council, retained the consultant services of the Rev. Jim Moseley. They met with Rev. Moseley by phone, by Skype, and in person several times for extended work sessions.

Throughout its work the vision team has regularly at presbytery meetings, as well as at other times, invited and encouraged anyone in the presbytery to speak about the state of the presbytery and ideas for effectively and efficiently moving forward in the future.

III. Proposed Uses of the Vision Team Report

After reviewing, processing, and discussion of all comments and data that was presented, the Vision Team sets forth the recommendations in this report for consideration and action of the presbytery in regards to a restructuring plan and leadership model for the presbytery and for the benefit of the presbytery's congregations; (specifically, study by respective sessions).

IV. Analysis: The "Spying Out of the Land"

Areas of Attention:

A. "Who we are" and "what we are to do" (Abingdon Presbytery)
B. The stated mission/ vision of the presbytery
C. The "core values" of the presbytery
D. The Transformational Challenge
E. The state of our "connectional ties" one to another
F. Presbytery Communication
G. Leadership Development
H. Development and Redevelopment of Churches
I. Supportive Ministry to Pastors and Families
J. The response in the past to "change recommendations"
K. Types and Styles of Presbyteries
L. The resources at hand (financial, staff, volunteer)
M. The current structure of leadership
N. The potential merger with another presbytery
O. Possible staff configurations
P. Identify qualities desired in the next "Presbytery Leader"
Q. Identify strategies for organizing for Transformational Work: the next "Presbytery Leader"

A. *"Who Are We?"* and ***"What Are We to Do?"*** (Abingdon Presbytery)

We are:

According to our church's Constitution, we (the presbytery) are "the council serving as a corporate expression of the church within a certain district and composed of all the congregations and ministers of the Word and Sacrament within that district." *(F-3.0301)* (Ruling elders elected as officers of the presbytery are also enrolled as members during the period of their service. *Ibid.)*

This definition, while not exactly inspirational, does give us an important orientation as a presbytery.

As of the date of this report Abingdon Presbytery consists of:

- 47 congregations and 1 worshipping community (= 1 church)
- 14 teaching elders (ministers of the Word and Sacrament),
- 20 commissioned lay pastors, 15 active (= 1 church)
- 3,098 members, composing **one church**

Our presbytery is made up of mostly small, aging, and shrinking congregations of primarily Caucasian and European descent. While small and growing smaller, our congregations (most of them!) are open to change and the call of the Spirit. We know that our life and mission are, and will continue to be, a "joyful participation in Christ's ongoing life and work." Specifically, we (Abingdon Presbytery) claim the truth that "Christ has called us into being, giving us all that is necessary for [our] mission in the world, for [our] sanctification, and for [our] service to God." In a word, "Christ is present with us in both Spirit and Word. Christ alone rules, calls, teaches, and uses us [Abingdon Presbytery] as He wills." *(F-1.0202).*

What we are to do:

Under our PC(USA) Constitution, we (the presbytery) are collectively responsible for the government of the church throughout the district (southwestern Virginia) and for assisting and supporting the witness of our congregations to the sovereign activity of God in the world. As we lead and guide the witness of our congregations, we (the presbytery) are to keep before us the marks of the Church (*F-1.0302)*, the notes by which Presbyterian and Reformed communities have identified themselves through history (*F-1.0303)* and the six Great Ends of the Church *(F-1.0304)." (F-3.0301).*

In light of this charge, our Constitution entrusts us with responsibility and power in nine broad areas: *(See G-3.0301-G-3.0303; G-3.0306; G-3.0307).* We are to:

- *provide that the Word of God may be truly preached and heard.*

- *provide that the Sacraments may be rightly administered and received.*
- *nurture the covenant community of disciples of Christ.*
- *maintain regular and continuing relationship to the larger Presbyterian Church (U.S.A.).*
- *coordinate, guide, encourage, support, and resource the work of our congregations for the most effective witness to the broader community.*
- *hold stated and called meetings.*
- *review and preserve the minutes, records, and rolls of the presbytery.*
- *determine the ministers of the Word and Sacrament who are its members and validate the ministries in which they are engaged; and guide, nurture and oversee the process for those preparing to become a minister of the Word and Sacrament.*
- *serve as pastor, counselor, and advisor to our pastors and congregations.*

a. ***Provide that the Word of God may be truly preached and heard.*** This responsibility includes organizing, receiving, merging, dismissing, and dissolving congregations in consultation with their members, overseeing congregations without pastors, establishing pastoral relationships and dissolving them; guiding the preparation of those preparing to become ministers of the Word and Sacrament; establishing and maintaining those ecumenical relationships that will enlarge the life and mission of the church in our district; providing encouragement, guidance, and resources to congregations in the areas of mission, prophetic witness, leadership development, worship, evangelism, and responsible administration to the end that the church's witness to the love and grace of God may be heard in the world. *(G-3.0301)*

b. ***Provide that the Sacraments may be rightly administered and received***. This responsibility includes authorizing the celebration of the Lord's Supper at presbytery meetings at least annually and for fellowship groups, new church developments, and other non-congregational entities meeting within the presbytery's bounds; authorizing and training specific ruling elders to administer or preside at the Lord's Supper when it is deemed necessary to meet the needs for the administration of the Sacrament; and exercising pastoral care for congregations and members of the presbytery in order that the Sacrament may be received as a means of grace, and that we (the presbytery) may live in the unity represented in the Sacraments. *(G-3.0301)*

c. ***Nurture the covenant community of disciples of Christ***. This responsibility includes ordaining, receiving, dismissing, installing, removing, and

disciplining the presbytery's members who are ministers of Word and Sacrament; commissioning ruling elders to limited pastoral service; promoting the peace and harmony of congregations and inquiring into the sources of congregational discord; supporting congregations in developing the graces of generosity, stewardship, and service; assisting congregations in developing mission and participating in the mission of the whole church; taking jurisdiction over the members of dissolved congregations and granting transfers of their membership to other congregations; warning and bearing witness against error in doctrine and immorality in practice within our bounds and serving in judicial matters in accordance with the Rules of Discipline in the church's Constitution. *(G-3.0301)*

d. ***Maintain regular and continuing relationship to the synod and General Assembly of the Presbyterian Church (U.S.A.)*** This responsibility includes electing commissioners to synod and General Assembly and receiving their reports; electing ruling elders and ministers of Word and Sacrament to be readers of standard ordination examinations; seeing that the guidance and communication of synod and General Assembly are considered and that any binding actions are observed and carried out; proposing to synod such measures as may be of common concern to the mission of the church, and/or proposing to General Assembly overtures that have received a concurrence from at least one other presbytery; and sending annually to synod and General Assembly statistical and other information according to the requirements of those bodies. *(G-3.0302)*

e. ***Coordinate, guide, encourage, support, and resource the work of our congregations for the most effective witness to the broader community***. We (the presbytery), being composed of the ministers of Word and Sacrament and commissioners elected by the session of congregation within our district, have a particular responsibility to coordinate, guide, encourage, support, and resource the work of congregations for the most effective witness to the broader community. In order to accomplish this responsibility, our Constitution entrusts us (the presbytery) with authority to: develop strategy for the mission of the church in our district; control the location of new congregations and of congregations desiring to move as well as to divide, dismiss, or dissolve congregations in consultation with their members; establish minimum compensation standards for pastoral calls and Certified Christian Educators within our bounds; counsel with a session concerning reported difficulties within a congregation; assume original jurisdiction in any situation in which we (the presbytery) determine that a session cannot exercise its authority (i.e. is unable or unwilling to manage wisely its affairs); and consider and act upon requests from congregations

for permission to take the actions regarding real property as described in *G-4.0206*. *(G-3.0303)*

f. ***Hold stated and called meetings.*** We are required by the Constitution to hold stated meetings "at least twice each year." We are also to meet "at the direction of synod" [Synod of the Mid-Atlantic]. We may also call special meetings in accordance with our own rules. We (Abingdon Presbytery) may set our own quorum, "but it shall be not fewer than three ministers of the Word and Sacrament who are members of the presbytery and three ruling elder commissioners from three different congregations." *(G-3.0304)*

g. ***Review and preserve the minutes, records, and rolls of the presbytery.*** Minutes and other official records of the presbytery are the property of the presbytery and are subject to the review specified in *G-3.0108.* The stated clerk is responsible for the preservation of the presbytery's minutes and records. These records shall include the rolls of the presbytery's membership and registers of all Certified Christian Educators, Certified Associate Christian Educators, and ruling elders commissioned to particular pastoral service." *(G-3.0305)*

h. ***Determine the ministers of the Word and Sacrament who are its members and validate the ministries in which they are engaged; and guide, nurture, and oversee the process of those preparing to become a minister of the Word and Sacrament.*** This responsibility includes examining each minister of the Word and Sacrament or candidate who seeks membership in the presbytery on his or her Christian faith and views in theology, the Sacraments, and the government of this church. *(G-3.0306)*

i. ***Serve as pastor, counselor, and advisor to our pastors and congregations.*** This responsibility requires us as a presbytery to develop and maintain mechanisms and processes to serve as pastor and counselor to pastors, both ministers of the Word and Sacrament and ruling elders commissioned to pastoral service (also called commissioned lay pastors, as well as any Certified Christian Educators to facilitate the relations between the presbytery and our congregations, pastors, and certified Christian Educators and to settle difficulties on behalf of the presbytery where possible and expedient. *(G-3.0307)*

The above, in outline, is "***who we are,"*** and ***"what we are to do."*** Knowing our who we are (our identity) and what we are to do (our purpose/mission/general job description) grounds and orients us. Our purpose is stated succinctly in our presbytery vision statement below:

B. ***Our stated mission/ vision as a presbytery***

Abingdon Presbytery seeks by the grace of God to nurture its congregations and pastors and to foster Christian unity among them, and to offer and develop leadership in order that congregations will grow in faith and in numbers, and to exhibit the Kingdom of God, thereby witnessing to the Lordship of Jesus Christ throughout Southwest Virginia and the world.

(Report of the Strategic Task Force, 2004)

C. ***Our "core values" as a presbytery***

"Brethren, I do not regard myself as having laid hold of it yet; but one thing I do: forgetting what lies behind and reaching ***forward*** *to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus." (Philippians 3:13-14)*

The Presbyterian Church has modeled its life and ministry on the biblical image of the body of Christ. It is this understanding of the church as the body of Christ that has led the Reformed tradition and the PC(USA) to develop some of its core values which we, as a presbytery, share:

The lordship of Christ *--- Everything that we do is centered on Jesus Christ, who is our Lord and Savior and the Head of the church.*

Honoring diversity *--- Just as the body celebrates its diversity, we celebrate, affirm, and welcome the rich diversity of all of God's people in our common life.*

Shared leadership *--- There can be no authoritarian leadership in a Presbyterian church because all parts of the body have gifts that must be honored. That is the basis of the Reformed conviction that the spiritual leaders (deacons, ruling elders, and teaching elders) are to be elected by the people of God.*

Being one church *--- Just as there is only one body of Christ, there is only one church. Each of our congregations is an organic part of the broader PC(USA), and the PC(USA) is just one part of the church ecumenical. To be Presbyterian is to be ecumenical!*

A holistic ministry *--- Our mission in the world --- our ministry --- is the ministry of Christ. Just as Christ was called "to bring good news to the poor . . . to proclaim release to the captives and . . . to let the oppressed go free" (Luke 4:18), so are we.*

Discerning the mind of Christ *--- The purpose of our governance, which on the surface has many parallels to US political institutions, is not to balance political*

interests in the church, but to enable elected spiritual leaders, together in prayer, dialogue, and reflection on God's Word to best discern the mind of Christ.
** (Source: May/June 2016 issue of Presbyterians Today)*

D. *The Transformational Challenge*

Through listening, reading, digesting information and impressions from both inside and outside the presbytery, as well as its own times of discussion and prayer, the Vision Team sees the Transformational Challenge for Abingdon Presbytery. The "way forward" means "transforming for mission."

Strategies for going forward include:

- "having a compelling vision of how to adapt and do effective ministry in a rapidly changing world"
- "focusing on the values of Connection, Devotion, and Engagement." *(Search Team, 2014).*
- "having a leader who will be visible and accessible to all congregations, as well as to presbytery staff and elected leaders within the presbytery"
- "moving the presbytery from a focus of inward desires to a focus on the needs of others"
- "building community"
- "believing in shared leadership"
- "advancing a culture of evangelism"
- "assessing the presbytery's ministry direction, context, organizational structure, and staffing in light of changing ministry, financial needs, and resources"
- "committing to staff development to enhance the knowledge, skills, and competencies of Teaching Elders, CLPs, and staff"
- "implementing strategies to ensure that youth are accepted and have a sense of belonging"….."changing to accommodate the needs of our youth."
- celebrate the work of Presbyterian Women
- "the greater use of technology to strengthen church communications, engage in Christian Education (e.g. distance learning for professional skills), worship in new ways, and help people grow in their Christian identity"

Obviously, there are **many needs**.
How do we move forward as a presbytery in our mission?

The Vision Team cannot possibly in this report address all of these issues, nor is that its purpose. However, the above listing gives us sense of the nature and scope of the Transformational Challenge before us.

E. *The state of our "connectional ties" one to another*

Stephen Covey, in his book *The 7 Habits of Highly Effective People*, shares a wonderful schema of how an effective manager will utilize his/her time. Covey diagrams this in the form of a window with four quadrants.

Quadrant I	URGENT & IMPORTANT
Quadrant II	IMPORTANT, NON-URGENT
Quadrant III	URGENT, NOT IMPORTANT
Quadrant IV	NOT IMPORTANT & NON-URGENT

Covey asserts that ineffective managers/leaders spend most of their time in the URGENT—IMPORTANT quadrant. They sometimes get compulsive and spend the rest of their time in the URGENT-NOT IMPORTANT quadrant. All managers will, of course, need to spend a significant amount of time in the URGENT-IMPORTANT quadrant. Effective managers/leaders, however, will be spending at least 20-30 percent of their time in the IMPORTANT-NOT URGENT quadrant. This has to do with such things as planning, preparation, personnel development, building team cohesion, research, strategic thinking with others, leadership training, and so forth. When the IMPORTANT-NOT URGENT tasks are ignored, we have a type of frenzy that envelops the whole system as it responds to one crisis after another.

Parish clergy have this same challenge. Clergy who, in addition to preparing and conducting worship, spend most of their time responding to crises among congregants can end up exhausted and ineffective. From the perspective of concerned lay leaders, little of significance is happening within the congregation. Many of these leaders are unaware of all the urgent, important things their pastor is doing because 90 percent of what clergy do is invisible to 90 percent of lay members 90 percent of the time. Clergy, on the other hand, feel like they must be doing a good job --- why else would they find themselves so exhausted most of the time? Little foresight is given to training lay leaders to take on some of the more urgent needs of the congregation. Little effort is put into exploring ways the congregation could reach out to the unchurched within its area. In fact, the pastor is so overwhelmed managing all the crises of congregants that he or she does not have room or energy to take on additional members.

Similarly, congregations and clergy within a presbytery feel that little of significance is taking place within it, as most crisis intervention activity on the part of presbytery staff and leadership is invisible to 90 percent of them 90 percent of the time.

What would it take to move beyond simply "managing the presbytery" and "putting out fires"? Developing a strategic vision where a variety of skilled individuals, not just the presbytery staff or committee heads, manage crisis situations will allow time for all to address more of the IMPORTANT, NON-URGENT needs facing us.

One of the primary foci for our attention in the IMPORTANT, NON-URGENT category has to do with *the state of our "connectional ties" one to another*. There is considerable room for growth in this area as evidenced by:

- The infrequent attendance at meetings of the presbytery and participation in the presbytery's life by some of our congregations.
- The disparity between the attendance of clergy and commissioned ruling elders at meetings of the presbytery.
- The infrequency, or irregularity, of consultations with churches of the presbytery.
- The resistance of some congregations to having members of the Committee on Ministry visit them on a consultation basis.
- The expressed desire by at least some of the presbytery's members for more engaging presbytery meetings.
- The "silo existence" of most congregations, one to another, within the presbytery in terms of the awareness of each other's ministries, challenges, and celebrations
- The infrequency of cooperative mission ventures amongst and between congregations of the presbytery.

POSSIBLE WAYS OF IMPROVING OUR "CONNECTIONAL TIES" ONE TO ANOTHER:

Based on what the Vision Team has heard and discovered, the following are offered as strategies for the presbytery and its congregations to pursue. The list is by no means exhaustive.

- Joint training (geographically) for ruling elders of sessions among neighboring congregations, sponsored by the presbytery
- Joint mission projects amongst and between congregations of the presbytery (and of other congregations, presbyteries, denominations)

- Establish a new mission project every year for the next 10 years for the presbytery
- Adopt and promote one central orienting mission focus (e.g. The Presbyterian Children's Home of the Highlands) as the presbytery's primary mission and actively advertising the involvement of congregations in the mission
- Plan presbytery meetings to be more engaging ("business meeting less than 1 hour;" rest of each meeting for training or exploring a topic of interest to all)
- Hold presbytery meetings more often than 3 times per year (and Mountaintop): and thereby increasing times of interaction between members.
- Encourage "pulpit exchanges" between congregations
- Organize a retreat once a year for pastors and CLPs
- Plan a "teaching elders and spouses" gathering once a year.
- Encourage youth groups to join together (e.g. mission projects, Resurrection, Montreat, King College programs)
- Explore various models for uniting congregations in ministry

A number of people within the presbytery have suggested that a "parish model" be considered for churches without pastoral leadership. Under a parish model, each congregation continues to implement its own programs and work, but the parish provides pastoral leadership, activities, resources and options.

In the past, Abingdon Presbytery has utilized such a parish model. *(The Presbyterian Parish of Southwest Virginia).*[2] The design provided for a full-time parish pastor, three parish associates and a part-time administrative assistant. The parish council, composed of an Elder and a representative from each church, had oversight of programming and planning, administration and finances, personnel and staff. The council met regularly with a carefully prepared agenda including the work of several committees. Continuing education and maximum participation were promoted in each meeting. The parish worked to provide the fullest programs to meet the needs of each congregation. Special joint worship events took place at Pentecost and during Advent and other times. Bible study and prayer groups met regularly, fellowship dinners and youth groups, choirs and drama groups, mission trips and women's organizations were spread through the parish. A fall "Lord's Acre Sale" provided fellowship and hard

[2] The Presbyterian Parish of Southwest Virginia was made of up of the following congregations: Lebanon Presbyterian Church, Cedar Bluff Presbyterian Church, Mary's Presbyterian Church, Thompson Valley Presbyterian Church, Litz Presbyterian Church, and Fincastle Presbyterian Church.

work and important financial support. In September through November a parish-wide officer/ leadership school provided first rank training for the parish leaders.

The Vision Team believes that a "parish model" might serve the presbytery well in some areas with some churches, but there are other models that may be advantageous too. This is a subject for further exploration.

F. *Presbytery Communication*

The Vision Team has heard in presbytery break-out sessions and in interviews that communication dissemination across the presbytery needs improvement. Currently the minutes of presbytery meetings are posted on the presbytery's website for congregations and members to review. All the congregations of Abingdon Presbytery and the presbytery staff are posted there also. The calendar on the presbytery's website only includes information forwarded to the Presbytery Office. The dates of stated meetings and called meetings are listed there. There has been a perception by some that only a few people are "in the know." We (the presbytery) may very well need to engage a social media/ communications consultant to help with this important dimension of our life.

- Encourage churches to send to the Presbytery Office information concerning their work for posting on the presbytery's website in order to celebrate their accomplishments.
- Encourage committee meetings by conference call where appropriate.
- Post minutes of committee meetings on the presbytery website.
- For administrative purposes, have a "members only" section of the website.
- Promote to congregations and members the existence of the website and social media related to the presbytery.

G. *Leadership Development*

As stated earlier under "our core values," *There can be no authoritarian leadership in a Presbyterian church because all parts of the body have gifts that must be honored. That is the basis of the Reformed conviction that the spiritual leaders (deacons, ruling elders, and teaching elders) are to be elected by the people of God.*

- Provide opportunities for individual and organizational growth.

- Offer training for elders on church polity (articulating, embracing and practicing a clear sense of Presbyterian identity).
- Offer training for presbytery committee members at the first presbytery meeting of the year. (Every committee member needs to be trained on what their responsibilities are).
- Provide pastoral retreats on issues germane to being a pastor.
- Continue to hold "Mountaintop" annually
- Provide "leadership training sessions" at presbytery meetings
- Provide continuing training for CLPs.
- Provide opportunities to help congregations over a six- month process to develop a specific, measurable, attainable set of strategic goals that can be used to focus a congregation's energy over the course of four or five years.[3]

H. *Development and Redevelopment of Churches*

As our vision/mission statement says, "*Abingdon Presbytery seeks . . . to offer and develop leadership that will enable congregations to grow in faith and in numbers. . . . thereby witnessing to the Lordship of Jesus Christ throughout Southwest Virginia and the world.*"

The Vision Team sees the need to stabilize and invigorate existing churches, and believes that hiring a "Presbyterian Leader" is part of the development and redevelopment process. The PC(USA) is congregation driven. This should be an important focus of the Presbytery Leader and of the presbytery as a whole. Church development funding may be needed to help support the hiring of the Presbytery Leader and the Vision Teams believes this would be an appropriate use of such funds.

- Commit to seek out, engage, and recruit the kind of transformational leaders needed for today's churches.
- Work with 3 to 4 congregations to turn them from decline to outreach and growth by providing leadership training seminars for the church's leadership.
- As mentioned in the last section, provide opportunities to help congregations over a six-month process to develop a specific, measurable, attainable set of strategic goals that can be used to focus a congregation's energy over the course of four or five years.[4]

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[3] See, for example, Roy M. Oswald and Robert F. Friedrich, Jr., *Discerning Your Congregation's Future: A Strategic and Spiritual Approach* (Bethesda, Md: The Alban Institute, 1996).
[4] Ibid.

- Highlight, support, and celebrate the achievements of those congregations experiencing growth in worship attendance, and enlist their aid to offer consultations for other congregations.

I. *Supportive Ministry to Pastors and Families*

"Abingdon Presbytery seeks . . . to nurture . . . pastors and to foster Christian unity among them."

The Vision Team has heard a crying need for a "pastor to pastors." In fact, the team believes that an appropriate title for the next Presbytery Leader would be **"Pastor to the Presbytery."** This pastoral relationship is a central need not only for pastors (teaching elders), but also for CLPs, for members of the presbytery, and for the health of the presbytery.

- Offer opportunities for social and educational interactions.
- Regularly call and visit with pastors (teaching elders and CLPs) to connect with them and their families and to develop a relationship with them --- to "know their hearts".
- Pray for and express appreciation to pastors and lay leaders.
- Work to strengthen the clusters of the presbytery to build relationships.

J. *The Presbytery's Response in the Past to "Change Recommendations"*

Many of the issues reported in the "Report of the Strategic Task Force" in 2003 and in "The Report of the Shepherd Search Team" in 2014 still remain the same. Portions of those were adopted, but much in them languished on the shelf. The in-built homeostasis in any organizational system will resist change. This has happened among us. Much time and effort has been expended *(the Vision Team has had over 40 meetings throughout the past two years)* to hear the concerns and suggestions of "stakeholders" of our presbytery's membership. Careful consideration and discussion provided the insights included in this report. The Vision Team believes that the future of Abingdon Presbytery depends on how the report is embraced and implemented. We have all heard the definition of insanity: *"Doing the same thing over and over again and expecting different results."* It is time for us to move forward.

K. *Types and Styles of Presbyteries*

While the winds of change continue to work in the PC(USA), most presbyteries organize themselves around one of five primary functions. The following are some examples of those five functions. Item six is one that is

currently emerging with mixed reviews. *(Source: Douglas A. Kelly, April 30, 2000 – Adapted from "The American Presbytery in the Twentieth Century," by Lewis Witkins).*

Stated Clerk (Constitutional)
Organized to do constitutional work of the clerk/presbytery.
Staff generally is made up of a stated clerk and moderator.

Program Presbytery
Organized to conduct programs and education for local congregations.
Program staff/clerk/executive presbyter.

Mission Presbytery
Organized for specific mission generally in the bounds of the presbytery.
Specialized Staff (staff with special skills/ abilities to help with mission)./ Clerk/ executive presbyter

Ministry Center Type
Organized as geographic parish (larger parish or ministry center) with minimal staff and only local programming as negotiated with local congregations. Presbytery tends to become a broker for resources, programs, or other things as negotiated with particular congregations.
Staff varies / Staff is designed to enable local programming needs within the geographic area.

Create your own
Each presbytery is given the power in our Constitution to organize itself in any way it may see fit to do the mission and ministry in a particular area with particular congregations. The Book of Order of our Constitution previously required that a presbytery have at least the following committees: Council, Committee on Ministry, Committee on Preparation for Ministry, Committee on Representation, Nominating Committee, and Permanent Judicial Committee. The present Book of Order now provides more flexibility. Abingdon Presbytery's current Manual of Operations is a bit of a hybrid --- Program, Mission, and Congregational Mission Support.

L. ***The resources at hand (financial, staff, volunteer)***

The budget
Synod financial support
The staff
The number of volunteers serving on committees

M.*Our current structure of leadership*

Stated Clerk (part-time)
Office Manager (full-time)
Volunteer Treasurer (part-time)
Leadership coming from the committees of the presbytery to the Presbytery Council

The Vision Team has concluded that the present structure of leadership is not adequate for our needs. It has heard and seen the need for a Presbytery Leader who can be "the face of the presbytery."

N. *The potential merger with another presbytery*

The Vision Team has explored the possibility of merging with another presbytery. It has found little support for this option during its meetings with members of the presbytery and outside sources the Team interviewed during the process. Many respondents have said that Abingdon Presbytery would lose its identity and uniqueness if it has to merge with another presbytery. If the recommendations of the present report prove unsuccessful, we may have no other option in the future than to merge with another presbytery.

O. *Possible staff configurations*

The Vision Team has discussed models for staffing the presbytery. The three possible models identified are as follows:

1. Stated Clerk/Presbytery Leader (1 person -full time)
   Office Manager (full-time)
   Volunteer Treasurer (part-time)

2. Presbytery Leader (full-time)
   Office Manager/ Associate Stated Clerk (full-time)
   Volunteer Clerk (part-time)
   Volunteer Treasurer (part-time)

3. Stated Clerk (part-time)
   Presbytery Leader (part-time)
   Office Manager (full-time)
   Volunteer Treasurer (part-time)

The Vision Team has consistently heard from members of Abingdon Presbytery that, for the health of the presbytery, we need a Presbytery

Leader who can engage everyone in the adaptive work required for moving from "maintenance" to "transforming mission."

P. ***Qualities desired in the next "Presbytery Leader" (actual title TBD)***

The Vision Team surveyed Teaching Elders and CLPs asking for their opinions of the qualities needed in the next Presbytery Leader. Beneath are the surveyed qualities and their accompanying descriptions:

- **Committed Christ Follower:** Maintain a vital Christian faith and an enthusiastic commitment to Jesus Christ as Lord through the work of the Presbytery and the Presbyterian Church (USA).

- **Strategist with a Record of Innovative Leadership:** Lead and resource organizations to function in creative new ways to accomplish their mission in a changing environment.

- **Communicator:** Possess above-average communication skills, both orally and written, conflict resolution and relational skills, including the gift of humor and a unifying, non-anxious presence. Our leader will assist the Presbytery in articulating the strengths and gifts of the PCUSA to its churches and members, as well as those outside the church.

- **Resource:** Provide Teaching Elders, church leaders, and congregations with resources for developing a plan for increasing the involvement of racial/ethnic persons, multicultural groups, and young adults in their faith communities.

- **Visionary:** Provide consultative services in creating, improving, and evaluating programs to better accomplish the mission of the PCUSA within a congregation's geographic area. Actively participate in the national Church's continued visioning process for the Presbyterian denomination.

- **Creative Executive:** Identify new areas and new means where the Presbytery and its churches have greater opportunities to fulfill the mission of the Church.

- **Constitutional Officer:** As the official interpreter and chief spokesperson for Abingdon Presbytery, possess a thorough knowledge of the latest versions of the Book of Confessions, Book of Order, and Robert's Rules of Order (Newly Revised). As the Stated Clerk, serve as

the secretary of the Presbytery Council (an ex-officio member of Council with voice but no vote).

- **Advisor:** Provide advisory services with Abingdon Presbytery and for assigned committee/commissions (e.g., Administration, Personnel, Committee on Ministry, New Church Development, Permanent Judicial Commission, Bills Overtures Minutes Committee, Sexual Misconduct Response Committee, Gracious Dismissal Resolution Team, etc.)

- **Pastor:** Support the network of area Teaching Elders/CRE's and demonstrate the Presbytery's care for its churches and ministers by cultivating a healthy respect for discretion/boundaries and avoiding favoritism/cliques.

- **Ecumenist:** Represent Abingdon Presbytery in its relationships with higher governing councils, other denominations, ecumenical/interfaith groups, and community agencies.

- **Supervisor:** Encourage and guide the Presbytery staff as the Head of Staff in consultation with the Personnel Committee.

The Vision Team received 15 responses to its survey, 12 from Teaching Elders and 3 from CLPs. Beneath are the average scores for each category. The lower the score the more important the category was deemed by the responders:

Committed Christ Follower	2.0
Communicator	3.4
Pastor	4.1
Strategist	5.3
Visionary	5.4
Creative Executive	6.5
Advisor	7.0
Resource	7.5
Constitutional Officer	7.7
Supervisor	8.2
Ecumenist	8.7

Seven of the respondents offered additional comments. All of them felt that we needed someone to be the Presbytery Leader. One stated specifically that the person should be part-time, with the feeling that we could not afford a full-time person and that the presbytery would react negatively to the

suggestion. Another person felt that we should hire a full-time person if we can find a way to make it work financially. There was a strong feeling that Teaching Elders need a Pastor to help guide and encourage them. A suggestion that the presbytery consider a parish type of model was also brought forth.

The Way Forward Vision Team is very grateful to everyone that took the time to complete the survey. It has taken all of the information into account when making its recommendations.

Q. ***Organizing for Transformational Work: the next "Presbytery Leader"***

After consultation with our consultant and receiving input from *many* people, the Vision Team expects that a reasonable allocation of the new "Presbytery Leader's" time would be as follows:

1. **Management** 15 percent
   Working with presbytery staff and lay leadership; finances; meetings; liaison with synod and General Assembly; telephone time; answering mail; congregational meetings; ecumenical meetings; communication of Constitution; presbytery standards; out-placement; reference checks of ministers of Word and Sacrament being considered for calls.

2. **Pastoral Care** 25 percent
   Calling and visiting with teaching elders and their families to show care and support; visiting sessions and congregations; nurture in time of crisis; crisis management; assisting with transitions; oversight of the presbytery.

3. **Training** 15 percent
   Leadership development training for teaching elders and commissioned lay pastors; training teams for crisis management; working with committee leaders to see that appropriate training/ orientation is given to new committee members relative to the work of their committee.

4. **Denominational Representative** 5 percent
   This is the "symbolic representation" function akin to the symbolic function a mayor is called to perform at public events and occasions: being present for significant moments in the life of congregations (ordinations, installations, 100 year anniversaries, etc.); preaching/public speaking; ecumenical relations.

5. **Transformational Leader** 40 percent

Meeting with pastors and congregations to hear concerns, celebrate good things, and to spur visioning and strategic planning; visioning and strategic thinking with the presbytery and its committees/ teams; training teams for redevelopment of congregations; mission starts; challenging clergy and presbytery leaders.

V. "Way Forward" Recommendations:

A. *Leadership Structure Realignment* *(Revised Manual of Operations)*

The Vision Team has been charged with the twofold duty of: 1) engaging in an honest and thorough assessment of the presbytery's current structure and process, and 2) based on the findings of the assessment, creating models for a leadership structure for Abingdon Presbytery.

The Vision Team has reviewed the Manual of Operations and has recommended the changes that are indicated in the "Working Redraft" of the Manual of Operations appended hereto.

B. *Implement Strategies for Strengthening Connectional Ties*

Refer to page 16.

C. *Presbytery Staffing Configuration* *(Revised Manual of Operations)*

Based on its findings, the Vision Team recommends to the presbytery the following staffing structure:

- Presbytery Leader (full-time)
  (contingent upon development of job description)
- Office Manager/ Associate Stated Clerk (full-time)
- Volunteer Stated Clerk
- Volunteer Treasurer

After much discussion, the Vision Team recommends the title of **"Pastor to the Presbytery"** for the Presbytery Leader position.

The Vision Team strongly recommends that an advisory team to the "Pastor to the Presbytery" be appointed for an initial period or as long as deemed necessary and appropriate.

D. The Presbytery's commitment to the vision

The Vision Team recommends that Council use the analysis and recommendations of this report, and monitor and evaluate its implementation by the Presbytery. Without its being actively "monitored" the report may suffer neglect and oversight and end up on the shelf. To that end the Vision Team recommends that there be established under the Manual of Operations a standing committee called **"The Way Forward Advisory Committee."**

VI. Conclusion

The challenges before us are daunting to be sure. God's people from the earliest of times have been faced with daunting challenges. When those who were charged with "spying out the land" returned to Moses and Aaron and the congregation of the Israelites in the wilderness, some of them said, "The people who live in the land are strong, and the towns are fortified and very large; and besides, we saw the descendants of Anak there." (Note: *Anakites,* race of fearful giants descended from Anak). But we are told that Caleb and Joshua quieted the people before Moses, and said, *'Let us go up at once and occupy it, for we are well able to overcome it……The land that we went through as spies is an exceedingly good land. If the Lord is pleased with us, he will bring us into this land and give it to us, a land that flows with milk and honey."*

Similarly, Paul expressed the courageous and heartening conviction for all when he said: *"I know what it is to have little, and I know what it is to have plenty. In any and all circumstances I have learned the secret of being well-fed and of going hungry, of having plenty and of being in need. I can do all things through Christ who strengthens me" (Phil. 4:12-14).* We are not without the Lord's resources. As noted earlier, "Christ has called us into being, giving us all that is necessary for [our] mission in the world, for [our] sanctification, and for [our] service to God." In a word, "Christ is present with us in both Spirit and Word. Christ alone rules, calls, teaches, and uses us [Abingdon Presbytery] as he wills." *(F-1.0202).*

The Vision Team, accordingly, in the faith that God will see us through into the new land that lies ahead of us, offers its analyses and recommendations for the good of the presbytery and to the service of Christ, the Head of the Church.

Mr. Billy Rice, Chairperson
Dr. Brenda Lawson, Secretary
Ms. Linda DiYorio
Rev. Alan Gray
Mr. Andy Cundiff

Rev. Dr. David Gilbert

June 13, 2019

Appendices:

A. Manual of Operations (Redraft by Way Forward Vision Team)

B. Page for Comments

Budget Committee statement to Abingdon Presbytery

August 10, 2019

The budget committee was asked by the Way Forward Committee if, in light of recent budget deficits, it was feasible to hire a full time Presbytery Leader.

Let me begin by saying that the committee has been aware of these deficits, brought about because congregations have not been able to meet the asking by Presbytery for several years in spite of the fact that our annual budget has been just enough to meet our needs. The budget deficits have been met using Reserved Operating Funds. We have informed Presbytery over the years of the situation and have explored ways to alleviate the matter.

> The number and size of our congregations has been declining over time, so we sought to see if it was possible to use income from our investments with the Presbyterian Foundation to reduce the asking from congregations. We met with a representative of the Foundation and learned about the details of the investment and how to increase the yield on them. Based on this information, we asked Presbytery to make some changes regarding these investments.
>
> At June 30, 2019 the fair value of those investments was a little over $1 million. A $30,000 income line item has been added in the 2019 budget. This reflects a conservative estimate of 3% average annual income from our invested funds. So while the 2018 budget asked for $288,789.32 from congregations this decreased to $268,379.79 in 2019. The 2019 budget includes an $80,000 line item for use of the Way Forward committee. This line item can be used in the future for a Presbytery Leader.

We can continue with these deficits for a few years, but eventually the practice becomes unsustainable. Abingdon Presbytery must increase its revenues in the near future.

CHRONOLOGICAL LISTING OF PAST MODERATORS OF ABINGDON PRESBYTERY MEETINGS
JANUARY 1, 1980 – AUGUST 10, 2019

MEETING	MODERATOR	DATE	CHURCH
FIRST	STUART B. CAMPBELL, JR. (E)	1-29-80	GLADE SPRING
SECOND	CHARLES S. McCHESNEY	4-15-80	BUCHANAN
THIRD	JACK B. McCARTY (E)	6-24-80	CHILDREN'S HOME
FOURTH	HUGH D. BOWERS	10-09-80	GLADEVILLE
FIFTH	HUGH D. BOWERS	1-22-81	CENTRAL
SIXTH	ACIE E. BRYANT	5-12-81	RICHLANDS
SEVENTH	FRANK E. WHITE (E)	10-08-81	SINKING SPRING
ADJOURN.MTG.	FRANK E. WHITE (E)	10-22-81	SINKING SPRING
CALLED MTG.	FRANK E. WHITE (E)	1-19-82	SINKING SPRING
EIGHTH	BRYAN C. CHILDRESS	2-08-82	TAZEWELL
NINTH	JOSEPH C. KELLEY (E)	5-13-82	GREEN SPRING
TENTH	ELMON H. BROWN, JR.	9-23-82	ROYAL OAK
ELEVENTH	JACK KIBLER (E)	12-02-82	GLADE SPRING
TWELFTH	PAUL E. CORBETT, JR.	2-17-83	CENTRAL
THIRTEENTH	PAUL E. CORBETT, JR.	5-17-83	McIVER MEMORIAL
FOURTEENTH	BARBARA HOOPER (E)	6-30-83	FAIRVIEW
FIFTEENTH	CHARLES STEVENS CATHCART	9-29-83	BUCHANAN FIRST
SIXTEENTH	ERNEST O. MARTIN (E)	12-08-83	WYTHEVILLE
SEVENTEENTH	WILLIAM O. MOORE, JR.	2-09-84	ANDERSON MEMORIAL
EIGHTEENTH	GARREN McGLOTHLIN (E)	5-10-84	GRAHAM
NINETEENTH	GARREN McGLOTHLIN (E)	7-19-84	CHILDREN'S HOME
TWENTIETH	MURPHY D. MILLER	9-13-84	ROCK SPRING
TWENTY-FIRST	DAPHNE McCORD (E)	12-13-84	SINKING SPRING
TWENTY-SECOND	CLAUDE DAVIS (E)	1-19-85	GATE CITY
TWENTY-THIRD	MURPHY D. MILLER	3-30-85	EMORY & HENRY
TWENTY-FOURTH	HELEN NAPPS (E)	5-09-85	RICHLANDS
TWENTY-FIFTH	JAMES G. CARPENTER	9-12-85	NORTON
TWENTY-SIXTH	JOHN LEWIS SANDERFORD	12-12-85	TAZEWELL
TWENTY-SEVENTH	CHRISTOPHER E. MEYER, 111	2-13-86	KING COLLEGE
TWENTY-EIGHTH	CHRISTOPHER E. MEYER, 111	4-01-86	SINKING SPRING
TWENTY-NINTH	MARY RUPKE (E)	5-08-86	CENTRAL
CALLED MTG.	CHRISTOPHER E. MEYER, 111	7-26-86	GLADE SPRING
THIRTIETH	DELACY A. ANDREWS, JR.	9-11-86	GALAX
THIRTY-FIRST	FRANCES M. HOGE (E)	12-11-86	GLADE SPRING
THIRTY-SECOND	ROBERT N. LOMINACK, JR.	2-11-87	ROYAL OAK
THIRTY-THIRD	MAUDE L. SMITH (E)	5-21-87	HILLSVILLE
THIRTY-FOURTH	THOMAS J. WHARTENBY, JR.	10-17-87	CENTRAL
THIRTY-FIFTH	MILLARD FARMER (E)	12-10-87	WYTHEVILLE
THIRTY-SIXTH	JAMES B. HOLLENHEAD	2-20-88	CHILDREN'S HOME
THIRTY-SEVENTH	JAMES B. HOLLENHEAD	5-13 & 14-88	KING COLLEGE
CALLED MTG	JAMES B. HOLLENHEAD	7-21-88	WYTHEVILLE
THIRTY-EIGHTH	JESSE M. BRATTON	9-15-88	TAZEWELL
THIRTY-NINTH	PETA PATTON (E)	12-8-88	GALENA
FORTIETH	CURTIS A. MURRAY	2-16-89	GLADE SPRING
CALLED MTG	CURTIS A. MURRAY	3-11-89	ROYAL OAK
CALLED MTG	CURTIS A. MURRAY	3-28-89	WYTHEVILLE
NON-BUSINESS MTG	PETA PATTON (E)	4-15-89	SINKING SPRING
FORTY-FIRST	CURTIS A. MURRAY	5-18-89	KING COLLEGE
FORTY-SECOND	PETER N. SMITH	9-14-89	FAIRVIEW
FORTY-THIRD	THOMAS SPROULE	2-15-90	WYTHEVILLE
NON-BUSINESS MTG.	THIAS SIKORA (E)	4-28-90	ROYAL OAK
FORTY-FOURTH	MARGARET DICKSON (E)	6-14-90	GALAX
FORTY-FIFTH	JAMES A. DAUGHERTY	9-13-90	BIG STONE GAP
FORTY-SIXTH	RHEA F. MOORE, JR. (E)	12-01-90	LEBANON

FORTY-SEVENTH	REV. ROCKWELL SMITH	3-21-91	HILLSVILLE
FORTY-EIGHTH	WILLIAM PARISH, 111 (E)	6-15-91	BUCHANAN
FORTY-NINTH	RAYMOND RIDDLEBERGER	11-14-91	ANDERSON MEMORIAL
FIFTIETH	JEFFREY L. LOWRANCE	3-19-92	TAZEWELL
FIFTY-FIRST	MAY JOE CRAIG (E)	6-20-92	BETHEL
FIFTY-SECOND	VAUGHN EARL HARTSELL	11-21-92	ANCHOR OF HOPE
FIFTY-THIRD	VAUGHN EARL HARTSELL	3-23-93	WYTHEVILLE
FIFTY-FOURTH	RICHARD P. STONE	6-19-93	JEWELL RIDGE
CALLED MTG	RICHARD P. STONE	9-11-93	ROYAL OAK
FIFTY-FIFTH	LINDA MORRIS (E)	11-18-93	GRACE/McCALL'S GAP
FIFTY-SIXTH	EUGENE BALDWIN	3-17-94	ROYAL OAK
FIFTY-SEVENTH	JOHN PERRY ALDERMAN (E)	6-04-94	CHILDREN'S HOME
CALLED MTG	MARGARET DICKSON (E)	10-01-94	GLADE SPRING
FIFTY-EIGHTH	WILLIAM J. YOUMANS	11-18-94	GREEN SPRING
FIFTY-NINTH	DWIGHT SPEEKS (E)	3-16-95	CHILDREN'S HOME
SIXTIETH	TOM HAY	6-10-95	GLADE SPRING
SIXTY-FIRST	BARBARA HOOPER (E)	11-16-95	LEBANON & PARISH
SIXTY-SECOND	MICHAEL G. WINGARD	3-14-96	CENTRAL
SIXTY-THIRD	EDGAR WHITEHEAD (E)	6-08-96	INDIAN VALLEY
SIXTY-FOURTH	LINDA DiYORIO (E)	11-14-96	RICHLANDS
SIXTY-FIFTH	TEMPE FUSSELL	3-06-97	ROYAL OAK
SIXTY-SIXTH	SHELDON SORGE	6-07-97	DINWIDDIE
SIXTY-SEVENTH	JOE BOWEN (E)	11-13-97	TAZEWELL
SIXTY-EIGHTH	MARY GUYNN (E)	3-12-98	GALAX
SIXTY-NINTH	CURTIS FUSSELL	6-06-98	RICH VALLEY
SEVENTIETH	TOM McCONNELL (E)	11-12-98	SINKING SPRING
SEVENTY-FIRST	MARION ALDERMAN (E)	3-11-99	WALNUT GROVE
SEVENTY-SECOND	GEORGE W. ALEXANDER	6-05-99	BUCHANAN FIRST
SEVENTY-THIRD	JAMES H. GRANT	11-06-99	GLADE SPRING
SEVENTY-FOURTH	ELEANOR REID (E)	3-09-2000	WYTHEVILLE
SEVENTY-FIFTH	MIKE SHORTRIDGE (E)	6-10-2000	BUFFALO MOUNTAIN
SEVENTY-SIXTH	ROBERT THORNTON	11-09-2000	CHILDREN'S HOME
SEVENTY-SEVENTH	TIM BIRD	3-15-2001	HILLSVILLE
SEVENTY-EIGHTH	PHYLLIS CANTER (E)	6-02-2001	RIVERVIEW
SEVENTY-NINTH	ROBERT TOLAR, JR.	11-15-2001	FAIRVIEW
EIGHTIETH	GUY RICHARD CARDOT	3-14-2002	RICHLANDS
EIGHTY-FIRST	JOHN E. MARKEL	6-08-2002	RICH VALLEY
EIGHTY-SECOND	ALICE FREEMAN (E)	11-14-02	GREEN SPRING
EIGHTY-THIRD	ALAN GRAY	3-13-03	ROYAL OAK
EIGHTY-FOURTH	RACHEL VAUGHN (E)	6-14-03	SEVEN MILE FORD
EIGHTY-FIFTH	ALAN BALDWIN (E)	11-12-03	GALAX FIRST
EIGHTY-SIXTH	WYTHE HULL (E)	3-11-04	GLADE SPRING
EIGHTY-SEVENTH	JONATHAN SMITH	6-12-04	HILLSVILLE
EIGHTY-EIGHTH	ALAN GRAY	11-11-04	CHILDREN'S HOME
EIGHTY-NINTH	JOE BOWEN (E)	3-10-05	SINKING SPRING
NINETIETH	GEORGE AICHEL	6-11-05	FINCASTLE
NINETY-FIRST	FRANK PRESTON	11-10-05	WYTHEVILLE
NINTEY-SECOND	BRAD SIMPSON	3-09-06	BUCHANAN FIRST
NINETY-THIRD	MIKE SHORTRIDGE (E)	6-08-2006	BIG STONE GAP/POWELL VALLEY
NINETY-FOURTH	WILLIAM WING	11-9-06	GATE CITY
NINETY-FIFTH	GRACE BRADSHAW (E)	3-8-07	CENTRAL
NINETY-SIXTH	CINDY PRIVETTE	6-21-07	GALENA
CALLED MEETING	CINDY PRIVETTE	9-23-07	GLADE SPRING
NINETY-SEVENTH	TERRY MORRIS (E)	11-9-07	RICHLANDS
NINETY-EIGHTH	CATHY CARPENTER	3-13-08	MARY'S
NINETY-NINTH	GUYDELL SLATE (E)	6-19-08	DINWIDDIE
ONE-HUNDREDTH	DAVID WADSWORTH	11-13-08	SINKING SPRING
ONE-HUNDRED FIRST	BILL PARISH (E)	3-19-09	HILLSVILLE

ONE-HUNDRED SECOND	KAREN LONG	6-11-09	TAZEWELL
CALLED MEETING	BILL PARISH (E)	9-1-09	SINKING SPRING
ONE-HUNDRED THIRD	MAVA VASS (E)	11-12-09	BUCHANAN FIRST
ONE-HUNDRED FOURTH	JOHN MARKEL	3-11-10	VANSANT
ONE-HUNDRED FIFTH	JOHN MARKEL	6-10-10	WYTHEVILLE
ONE-HUNDRED SIXTH	JOHN MARKEL	11-11-10	GREEN SPRING
ONE-HUNDRED SEVENTH	FRANK BLANTON (E)	3-10-11	ROYAL OAK
ONE-HUNDRED EIGHTH	TONY PALUBICKI	6-09-11	CENTRAL
CALLED MEETING	FRANK BLANTON (E)	7-28-11	GALENA
CALLED MEETING	FRANK BLANTON (E)	9-29-11	SINKING SPRING
ONE-HUNDRED NINTH	FRANK BLANTON (E)	11-10-11	GLADE SPRING
ONE-HUNDRED TENTH	TONY PALUBICKI	03-08-12	WALNUT GROVE
ONE-HUNDRED ELEVENTH	TONY PALUBICKI	06-14-12	GALAX
CALLED MEETING	TONY PALUBICKI	09-13-12	GLADE SPRING
ONE-HUNDRED TWELFTH	TONY PALUBICKI	11-08-12	HILLSVILLE
ONE-HUNDRED THIRTEENTH	PHYLLIS CANTER	3-14-13	TAZEWELL
ONE-HUNDRED FOURTEENTH	PHYLLIS CANTER	6-13-13	ANDERSON MEMORIAL
ONE-HUNDRED FIFTEENTH	PHYLLIS CANTER	11-14-13	GREEN SPRING
ONE-HUNDRED SIXTEENTH	ALAN GRAY	03-13-14	LEBANON
ONE-HUNDRED SEVENTEENTH	ALAN GRAY	06-07-14	WILD GOOSE
ONE-HUNDRED EIGHTEENTH	ALAN GRAY	11-13-14	WYTHEVILLE
ONE-HUNDRED NINETEENTH	BILL PARISH	03-12-15	CENTRAL
CALLED MEETING	BILL PARISH	04-23-15	ROYAL OAK
ONE-HUNDRED TWENTIETH	BILL PARISH	06-11-15	BUCHANAN FIRST
ONE-HUNDRED TWENTY-FIRST	JON MARTIN	11-12-15	GREEN SPRING
ONE-HUNDRED TWENTY-SECOND	JON MARTIN	03-10-16	CENTRAL
ONE-HUNDRED TWENTY-THIRD	JON MARTIN	06-11-16	FINCASTLE
ONE-HUNDRED TWENTY-FOURTH	JON MARTIN	11-12-16	SINKING SPRING
ONE-HUNDRED TWENTY-FIFTH	GRACE BRADSHAW	03-09-17	CENTRAL
ONE-HUNDRED TWENTY-SIXTH	GRACE BRADSHAW	06-08-17	CHILDREN'S HOME
ONE-HUNDRED TWENTY-SEVENTH	GRACE BRADSHAW	11-04-17	RICHLANDS
ONE-HUNDRED TWENTY-EIGHTH	KEVIN CAMPBELL	03-08-18	CENTRAL
ONE-HUNDRED TWENTY-NINTH	KEVIN CAMPBELL	06-07-18	GREEN SPRING
ONE-HUNDRED THIRTIETH	KEVIN CAMPBELL	11-08-18	KING UNIVERSITY
ONE-HUNDRED THIRTY-FIRST	ANN AICHINGER	03-14-19	FAIRVIEW
ONE-HUNDRED THIRTY-SECOND	ANN AICHINGER	08-10-19	GLADE SPRING

Abingdon Presbytery PJC Roster

Last Name	*First Name*	*(M) inister/ (E) lder*	*Class of*
Whartenby	Tom	M	2019
Freeman	Isaac	E	2019
Altizer	David	E	2021
Martin	Jon	M	2021
Fowlkes	Rachel	E	2021
Noblett	Edna	E	2023
Jones	Jeff	E	2023

Abingdon Presbytery Former PJC Members

Last Name	*First Name*	*(M) inister/ (E) lder*	*Class of*
Elyea	Mary Ann	E	2005
Bowen	Joe	E	2005
Humphreys, Jr.	Levi	M	2005
McAfee	Julia	E	2007
Chapin	Larry	M	2007
McGlothlin	Sandy	E	2009
Whartenby, Jr.	Tom	M	2009
Lacy	Chuck	E	2011
Aust	Glen	E	2011
Fowlkes	Rachel	E	2011
Bowen	Joe	E	2013
Kronk	Ron	M	2013
Campbell	Kevin	M	2015
Bagwell	John	E	2015
Legg	Gale	E	2015
Bradshaw	Grace	E	2017
Phillips	Helen	E	2017