

ABINGDON PRESBYTERY MINUTES
(*SYNOD OF THE MID-ATLANTIC*)
Presbyterian Church (U.S.A.)



115th STATED MEETING
GREEN SPRING PRESBYTERIAN CHURCH
ABINGDON, VA
November 14, 2013

NEXT STATED MEETING OF ABINGDON PRESBYTERY
March 13, 2014
Location: Lebanon Presbyterian Church
Lebanon, Virginia

REGISTRATION: 9:00 AM
MORNING WORSHIP: 9:30 AM
PRESBYTERY: 10:00 AM

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
115th STATED MEETING – NOVEMBER 14, 2013
GREEN SPRING PRESBYTERIAN CHURCH
ABINGDON, VA

PRESBYTERY CONVENED

The 115th Stated Meeting of Abingdon Presbytery met at Green Spring Presbyterian Church in Abingdon, VA on November 14, 2013.

PRESBYTERY IN WORSHIP

Morning worship began at 9:30 a.m., which was led by Ruling Elder Grace Bradshaw.

ROLL OF MINISTERS

(E) Aichel, O. George
(E) Baldwin, C.W. Eugene
(P) Bird, Timothy E.
(E) Campbell, Kevin M.
(E) Carlisle, Chris
(E) Carpenter, Catherine Y.
(P) Davis, Mary
(P) Gipe, William C.
(P) Gray, Frederick A.
(E) Guthrie, Weston B.
(E) Haga, Nancy Katherine
(E) Hagen, Ted, II
(E) Heintzleman, Jack W.
(P) Hendrickson, James D.
(A) Hoffman, Dennis J.
(E) Humphreys, Levi H., Jr.
(E) Kronk, Ronald W.
(E) Lacy, L. Edwin
(E) Liston, J. Miller

P = PRESENT; E = EXCUSED; A = ABSENT

(P) Markel, John E.
(P) Martin, Jon E.
(P) Martin, Susanne S.
(E) Mayo, Wiley E.
(E) McChesney, Charles
(P) Muncie, II, Donald R.
(E) Murray, Curtis A.
(E) Nash, Charles E., Jr.
(P) Palubicki, Tony R.
(E) Parker, Donald G.
(P) Parkey, Andrew
(P) Privette, Cynthia E.
(P) Reynolds, Tim
(P) Simpson, Joseph Bradford, IV
(E) Thornton, Robert S.
(E) Tolar, Robert R., Sr.
(E) Weller, Michael S.
(P) Whartenby, Thomas J., Jr.
(E) Wood, D. Greg

ROLL OF COMMISSIONED RULING ELDERS

(P) Barnett, Madge
(P) Canter, Phyllis
(P) Cundiff, Andrew C.
(A) Hutton, Cathy
(A) Inazu, Donald
(P) Kester, David L.
(A) Litton, Darlene
(P) Parish, Bill

(P) Riley, Michael P.
(P) Talbert, Stephen

ROLL OF ELDER COMMISSIONERS IN ATTENDANCE

ANCHOR OF HOPE – Clyde Watson	JEWELL RIDGE –
ANDERSON MEMORIAL –Reba Crawford	LEBANON – Jeff Sword
BETHEL –	LOCUST COVE –
BIG STONE GAP – Grace Bradshaw	MAPLE GROVE -
BLAND-LEYBURN –	MARY MARTIN MEMORIAL -
BUCHANAN FIRST –	McCALL’S GAP –
BUFFALO MOUNTAIN – Myrna McGlamery	McIVER MEMORIAL – Mary Ann Blevins
CASTLEWOOD –	OAKWOOD –
CENTRAL – Grace Himstedt	POUND -
DAMASCUS – Doug Canody	POWELL VALLEY – Walter Rollins
DINWIDDIE – Guydell Slate	RICHLANDS – Perry Gilbert
FAIRVIEW – A.L. Noblett	RICH VALLEY –
FINCASTLE – Dwight Speeks	RIVERVIEW – Betty Griffiths
GALAX FIRST –	ROCK SPRING – R.G. Preston, Jr.
GALENA –	ROYAL OAK – Jeff Jones
GATE CITY – Terry Smith	SEVEN MILE FORD –
GLADE SPRING – Alice Freeman	SINKING SPRING –
GLADEVILLE – Jere Blackburn	SPRING CREEK -
GRACE – Jackie Ratcliffe	STONE MEMORIAL –
GRAHAM –	TAZEWELL – Ward Lester
HIGH POINT -	GREEN SPRING – Linda Childers
HILLSVILLE – Ron Doerschug	VANSANT – Mary Yates
	WALNUT GROVE – Beth Patterson
	WHITETOP -
	WEST FORK – Anita Short
	WYTHEVILLE – Jim Gearhart

VISITORS IN ATTENDANCE

Edna Nopblett, Fariview
Bob Button, Tazewell
Mike Chamberlain, Central
Mary Ruth Spencer, Vansant
Bill Rice, Children’s Home
Alice Blanton, Central

Order of Worship

Abingdon Presbytery

November 14, 2013

Prelude (Gathering Music)

Call to Worship:

One: Surely God is my salvation; I will trust, and will not be afraid, for the Lord God is my strength and my might; he has become my salvation.

All: With joy we will draw water from the wells of salvation.

One: Give thanks to the Lord, call on his name; make known his deeds among the nations; proclaim that his name is exalted.

All: Sing praises to the Lord, for he has done gloriously; let this be known in all the earth. Shout aloud and sing for joy, O royal Zion, for great in your midst is the Holy One of Israel. (Isaiah 12:2-6)

Opening Hymn: Let Us Build a House

Call to Confession:

One: For we do not have a high priest who is unable to sympathize with our weaknesses, but we have one who in every respect has been tested as we are, yet was without sin.

All: Let us therefore approach the throne of grace with boldness, so that we may receive mercy and find grace to help in time of need.

Prayer of Confession: Merciful God, we confess that we have not always been obedient to the words and example of your son Jesus Christ. We have followed the Christ we wanted to follow rather than the Christ who demands our all. We have grown idle in the work of discipleship and weary in the work of living out the good news. We resist trusting you completely, preferring to trust ourselves and our man-made traditions. Forgive us, we pray, and strengthen us to endure as faithful disciples of Jesus Christ through whom we pray. Amen

One: The mercy of the Lord is from everlasting to everlasting. I declare to you, in the name of Jesus Christ, we are forgiven..

All: May the God of mercy, who forgives us all our sins, strengthen us in all goodness, and by the power of the Holy Spirit, keep us in eternal life. Amen.

Response: Glory to God Whose Goodness Shines on Me

Prayer for Illumination

Scripture: Luke 21:5-19

Sermon: Endurance

Solo: Break the Bread, Pour the Wine
Kevin Flannagan

Mark Hayes

Invitation to the Table

Lord's Prayer

Holy Communion

Communion Hymns: Eat This Bread, Feed Us, Lord

Closing Hymn: Rise, O Church, Like Christ Arisen

Blessing:

One: Let us remember the words of Paul to the Romans: Be not conformed to this world: but be transformed by the renewing of your mind, that you may discern what is the will of God—what is good, acceptable and perfect.

All: **The grace of the Lord Jesus Christ, and the love of God, and the communion of the Holy Spirit, be with you all. Amen**

**DOCKET OF ABINGDON PRESBYTERY
115TH STATED MEETING
NOVEMBER 14, 2013**

9:00 am	Registration-Fellowship-Refreshments	
9:30 am	Morning Worship Service	
10:15 am	Call to Order and Prayer by Moderator of Presbytery	Phyllis Canter
	Declaration of Quorum	
	Appointment of Standing Committees	
	Welcome and Announcements	
	Introduction of Guests and Recognition of First-time Elders	
	Introduction of New Business	
	Adoption of the Docket	
10:25 am	Stated Clerk's Report	John DiYorio
10:35 am	<u>Council Report</u>	Guydell Slate
10:50 am	<u>Committee on Ministry</u>	Bill Parish
11:20 am	<u>Children's Home Report</u>	Billy Rice
11:30 am	<u>Executive/Stated Clerk Search Team Report</u>	Tim Reynolds
12:00 pm	Announcements and Lunch Blessing	
12:05 pm	Lunch	
1:05 pm	Reconvene with Prayer	
1:10 pm	<u>Report of Hospitality Committee</u>	
1:25 pm	<u>Budget Committee Report</u>	Ron Doerschug
1:35 pm	<u>Preparation for Ministry Report</u>	Susanne Martin
1:50 pm	<u>Nominating Committee Report</u>	Jon Martin
2:00 pm	<u>Church Development Committee Report</u>	Tony Palubicki
2:15pm	<u>Education Committee Report</u>	Mary Davis
	Written Reports	
	<u>Personnel Committee Report</u>	
	<u>Presbyterian Women Report</u>	
	<u>Compassion Committee & Hunger Report</u>	
	<u>Synod Meeting Report</u>	
2:25 pm	Closing Prayer	
2:30 pm	Anticipated Adjournment	

PRESBYTERY IN MISSION & DECLARATION OF QUORUM

The moderator of Presbytery, Elder Phyllis Canter, called the meeting to order with prayer. The Elder John DiYorio, Temporary 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:	Elder Alice Freeman, Glade Spring Church Elder Beth Patterson, Walnut Grove Church Elder Mary Yates, Vansant Church
Temporary Clerks:	The Reverend John Markel, Walnut Grove Church Elder A.L. Noblett, Fairview Memorial Church Elder Ron Doerschug, Hillsville Church
Bills & Overtures:	The Reverend Brad Simpson, Wytheville Church The Reverend Tony Palubicki, Big Stone Gap/Powell Valley Churches Elder Bill Parish, Castlewood/Mary Martin Churches

WELCOME

The Reverend Jon Martin welcomed Presbytery to Green Spring Presbyterian Church, Abingdon, VA.

Elders attending Presbytery for the first time and visitors were recognized and introduced to Presbytery.

ADOPTION OF THE DOCKET

With no new business being introduced to the Presbytery, the stated clerk moved the adoption of the docket. After the motion was properly seconded, the docket was unanimously adopted and approved.

STATED CLERK'S REPORT & APPROVAL OF MINUTES

Ruling Elder John DiYorio presented the Stated Clerk's Report.

With approval by Presbytery of the agreement with Thompson Valley EPC all negotiations with all dismissed churches will be completed.

The commissioners will be seated according to clusters in order to:

1. Determine if each cluster wishes to continue working together.
2. Determine time and place in which clusters will meet.
- 3.

The Presbytery approved that all ministers requesting to be excused from all or a part of this Stated Meeting of Presbytery be granted their excuse, and all Honorably Retired ministers not in attendance be excused; all clergy serving in temporary pastoral relationships with Abingdon Presbytery congregations, as well as representatives from Presbyterian Church (U. S. A.) governing bodies and institutions, were granted the privilege of the floor, without vote.

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

COUNCIL

Elder Guydell Slate gave this report on behalf of the committee to the Presbytery.

The following persons were nominated and elected to serve on the Nominating Committee: Rev. Jon Martin, Class of 2016, Elder Alisa Moore, Class of 2016, and Elder Ron Walters, Class of 2016. The following persons to serve on the Committee on Representation: Reverend Kathy Haga, Class of 2016 and Elder John Roberts, Class of 2016.

The first reading of changes to The Manual of Operations was approved.

The second reading of “Draft policy of Abingdon Presbytery for Churches Requesting Disaffiliation and Dismissal with Property to another Reformed Denomination in Communion with the Presbyterian Church (USA)” was approved.

Please see the Council Report in the following minutes.

COMMITTEE ON MINISTRY REPORT

Elder Bill Parish presented this report.

The pastoral relationship between the Rev. Dennis Hoffman and the Richlands Presbyterian Church was dissolved effective November 18, 2013 and Reverend Hoffman was granted honorable retirement effective the same date.

The following motion was voted on by secret ballot and was approved with a vote of 45 yes and 1 no:

That the former Thompson Valley Presbyterian Church compensate Abingdon Presbytery \$200,000.00 plus settlement fees for the property and assets and that the trustees of Abingdon Presbytery be authorized to act on the presbytery’s behalf.

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

CHILDREN’S HOME REPORT

Ruling Elder Billy Rice presented the report. Elder Rice reported that the Children’s Home will celebrate its 100th anniversary in 2019. In conjunction with that anniversary the Children’s Home will conduct a major fund drive to support its mission.

Please see the Children’s Home Report in the following minutes.

EXECUTIVE/STATED CLERK SEARCH COMMITTEE REPORT

Teaching Elder Tim Reynolds presented the committee report.

Reverend Reynolds presented a slide presentation summarizing the findings of the committee.

Please see the Executive/Stated Clerk Search Committee Report in the following minutes.

COMMITTEE ON PREPARATION FOR MINISTRY REPORT

Teaching Elder Susanne Martin presented the committee report.

The Committee conducted a final assessment of candidate Sarah Bird's, readiness to receive a call. Motion was approved to certify Sarah Bird as ready, pending a call, to be examined for ordination and approval was also granted for Sarah to enter into negotiation for service as a teaching elder.

Please see the Committee on Preparation for Ministry Report in the following minutes.

The Presbytery adjourned for lunch following the blessing by Moderator Phyllis Canter.

LUNCH

Presbytery reconvened with prayer by Teaching Elder John Markel.

The following Hospitality Committee report was given during lunch by Elder Alice Freeman.

*In Southwest Virginia this beautiful fall –
What a wonderful luncheon with hot, homemade soups, sandwiches and a delightful array of desserts;
It was a perfect meal for a perfect fall day;
We want to thank the men and women of Green Spring Presbyterian Church for providing such
wonderful hospitality from the time we left our vehicles to entering the church.*

BUDGET COMMITTEE

The Budget Committee Report was given by Ruling Elder Ron Doerschug.

The adoption of the 2014 Budget and the Unified Mission Request of \$63.50 per church member as reported in the 2013 Statistical Reports were both approved.

Please see the Budget Committee Report in the following minutes.

NOMINATING COMMITTEE REPORT

Teaching Elder Jon Martin presented the report. The nominations presented by the committee were approved.

Please see the Nominating Committee Report in the following minutes.

CHURCH DEVELOPMENT COMMITTEE REPORT

Teaching Elder Tony Palubicki presented the report.

Please see the Church Development Committee Report in the following minutes.

EDUCATION COMMITTEE REPORT

The report was presented by Teaching Elder Mary Davis.

Please see the Education Committee Report in the following minutes.

ADJOURNMENT

The presbytery adjourned at 1:40 pm with prayer by Teaching Elder Alan Gray. The next stated meeting of Abingdon Presbytery is scheduled for March 13, 2013.

Phyllis Canter

Phyllis Canter, Moderator

John S. DiYorio

John S. DiYorio, Acting Stated Clerk

SEE ADDITIONAL WRITTEN REPORTS IN MINUTES AS FOLLOWS:

STATED CLERK, COUNCIL, COMMITTEE ON MINISTRY, CHILDREN'S HOME OF THE HIGHLANDS, EXECUTIVE PRESBYTER & STATED CLERK SEARCH COMMITTEE, BUDGET COMMITTEE, COMMITTEE ON PREPARATION FOR MINISTRY, NOMINATING COMMITTEE, CHURCH DEVELOPMENT COMMITTEE REPORT, EDUCATION COMMITTEE REPORT, PERSONNEL COMMITTEE REPORT, PRESBYTERIAN WOMEN, HUNGER AND COMPASSION, AND SYNOD OF THE MID-ATLANTIC SUMMARY DIGEST OF THE 232ND STATED MEETING.

COMMITTEES THAT DID NOT REPORT AT THIS MEETING OF THE PRESBYTERY ARE AS FOLLOWS:

COMMITTEE ON REPRESENTATION AND PERMANENT JUDICIAL COMMITTEE

Stated Clerk's Report
John DiYorio, Acting Stated Clerk

Items for Information:

1. This meeting of Abingdon Presbytery will be conducted in the sanctuary of the Green Spring Presbyterian Church. At lunch we will be seated at tables by cluster in an attempt to facilitate conversation and relationships. The clusters are as follows:

Cluster 1: Buchanan First, Fincastle, Graham, Jewell Ridge, Oakwood, Richlands, Tazewell, Vansant, West Fork

Cluster 2: Big Stone Gap, Castlewood, Gate City, Gladeville, Lebanon, Mary Martin, Pound, Powell Valley

Cluster 3: Bethel, Central, Damascus, Green Spring, High Point, McIver Memorial, Riverview, Sinking Spring, Spring Creek, Walnut Grove, Maple Grove, Rock Spring

Cluster 4: Glade Spring, Grace, Locust Cove, McCall's Gap, Rich Valley, Royal Oak, Seven Mile Ford, Stone Memorial, Riverview

Cluster 5: Anchor of Hope, Anderson Memorial, Bland-Leyburn, Buffalo Mountain, Dinwiddie, Fairview, Galax, Galena, Hillsville, Whitetop, Wytheville

2. *Who are the members of the governing body?* The members of the governing body are the forty-two teaching elders who are members of Abingdon Presbytery, the 13 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.
3. If you are wearing a clear 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.
4. Thank you goes to the Session and members of the Green Spring Presbyterian Church for their willingness and faithful work in hosting this Presbytery meeting.
5. The 2012 minutes of Abingdon Presbytery were reviewed and approved with exception by the Synod Assembly at its stated meeting, September 17-18, 2012.

Items for Action:

1. That the Minutes of the June 13, 2013 stated meeting of Abingdon Presbytery at the Galax Presbyterian Church be approved.

Motion Made Approved Disapproved

2. That the ministers properly requesting to be excused from all or a part of the 115th Stated Meeting of Presbytery be granted their excuse, and all Honorably Retired ministers not in attendance be excused.

Motion Made Approved Disapproved

3. That all nonmember clergy serving in temporary pastoral relationships with Abingdon Presbytery congregations, as well as representatives from PC(USA) governing bodies and institutions, be granted the privilege of the floor, without vote.

Motion Made Approved Disapproved

4. That visitors to this meeting of Presbytery be granted the privilege of participating in round table discussions, but not be granted the privilege of the plenary floor nor be granted the privilege of a vote.

Motion Made Approved Disapproved

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

Motion Made Approved Disapproved

Council Report
Guydell Slate

Items for Information:

1. Council accepted an invitation from the Lebanon Presbyterian Church to host the March 2014 meeting of presbytery.
2. Council accepted an invitation from the Wild Goose Christian Community to host the June 2013 meeting of presbytery. Council approved holding this meeting on Saturday, June 7, 2014.
3. Council accepted an invitation from the Wytheville Presbyterian Church to host the November 2014 meeting of presbytery. Council approved holding this meeting in the evening.
4. Council recommends acceptance of the Presbytery budget for 2014 to be presented by the Budget and Finance Committee.
5. Council approved the Unified Mission Request of \$63.50 per church member.
6. Funds from the sale of the office building:
 - a. On September 13, 2012, Abingdon Presbytery set aside \$50,000 from the sale of the office for relocation related expenses. An accounting of how that money was spent follows the Personnel Committee report. The balance of \$23,329.95 will be transferred to the Compassion Committee.
 - b. The remaining balance of \$100,000, from the sale of the office was held in reserve for one year to be used if needed for the following:
 1. A. Presbytery's share of closing costs: \$500.00
 2. B. Executive Presbyter search expenses: \$10,000.00
 3. C. Executive Presbyter moving expenses: \$5,000.00
 4. To date the only expense that has been used is \$150.00 for closing costs. In accordance with the actions of Presbytery, all remaining funds will be transferred to the Compassion Committee at the beginning of 2014.
7. Churches and Committees are encouraged to apply for mission grants from the money received from the sale of the office. Possible uses include: support for food pantries, homeless shelters, battered women support, children's homes, or other mission activities approved by the Compassion Committee. Please contact Phyllis Canter for applications.

Items for Action:

1. That Presbytery nominate (per the Book of Order and Presbytery Manual) the following persons to serve on:

Nominating Committee: Rev. Jon Martin, Class of 2016
Elder Alisa Moore, Class of 2016
Elder Ron Walters, Class of 2016

Motion Made Approved Disapproved

2. That Presbytery nominate (per the Book of Order and Presbytery Manual) the following persons to serve on:

Committee on Representation: Reverend Kathy Haga, Class of 2016
Elder John Roberts, Class of 2016

Motion Made Approved Disapproved

3. To approve the first reading of changes to The Manual of Operations.

Motion Made Approved Disapproved

4. That Presbytery approve the second reading of “Draft policy of Abingdon Presbytery for Churches Requesting Disaffiliation and Dismissal with Property to another Reformed Denomination in Communion with the Presbyterian Church(USA)”

Motion Made Approved Disapproved

- 1.0101 LEFT-COLUMN REFERENCES in the Manual denote: Part Number; Major Heading; Sub-Section. Example: in the reference at left: 1: denotes Part 1; first 01 denotes DEFINITIONS; second 01 denotes LEFT-COLUMN REFERENCES.
- 1.0102 THE MANUAL – is used hereafter to refer to Abingdon Presbytery’s Manual of Operation.
- 1.0103 EX-OFFICIO – is defined in the dictionary as, “by virtue or because of an office,” and is used hereafter to identify council and committee memberships which are ex officio with vote, or, ex officio without vote.
- 1.0104 BOOK OF ORDER REFERENCES in the Manual will be by paragraph numbers and text.
- 1.0200 THE MANUAL OF OPERATION:
- 1.0201 SETS FORTH GUIDELINES, STRUCTURE, PURPOSES, AND/OR DUTIES OF trustees, officers, staff, members, commissions, council, and committees; and identifies related organizations and individuals that have been approved by the Presbytery to assist in carrying out the mission of the Presbytery; and, shall be used by them in conjunction with the Book of Order, to carry out their respective responsibilities to and for the Presbytery. The requirements of the Book of Order will take precedence over any part of the Manual which is not in accordance with the Book of Order.
- 1.0202 MAY BE REVISED, AMENDED, OR REPLACED:
- A. By a simple majority vote of the Presbytery on the first reading of a proposed change which has been submitted in writing by any member of the Presbytery; AND,
 - B. By a **simple majority** ~~two-thirds~~ vote of the Presbytery on the second reading of the proposed change at the next Stated Meeting of the Presbytery.
 - C. The change shall take effect upon approval of the second reading by the Presbytery.
 - ~~D. Before the first reading of a proposed change to the Manual, the Council of the Presbytery shall review the proposed change to determine that it is consistent with the structure, function, and goals of the Presbytery.~~
 - ~~E. The Council shall report the results of its review as a part of the scheduled first reading, with one of the following recommendations:~~
 - ~~1. to approve;~~
 - ~~2. to approve, with changes in format but not in substance;~~
 - ~~3. to disapprove, with the reason(s) for this recommendation.~~
- 1.0203 MAY BE PUBLISHED IN LOOSE-LEAF, so revisions or amendments may be made available by page(s) as necessary, to maintain an updated edition.
- 1.0204 TEMPORARY SUSPENSION of a specific provision of the Manual for not more than one year may be authorized by a three-fourths vote of the Presbytery. The duration of the suspension will be stated in the minutes of that meeting of Presbytery.

- 1.0205 A REVIEW OF THE MANUAL shall be made by the Council, or its designee, in January of every odd-numbered year. The Council shall make a report of its review to the next Stated Meeting of the Presbytery.
- 1.0300 INFORMATION ABOUT THE PRESBYTERY
- 1.0301 History: Abingdon Presbytery was established by action of the Synod of the Virginias on January 1, 1980 (Seventh Stated Meeting Minutes of the Synod, Page 28; and, Eighth Stated Meeting, Minutes of the Synod, Pages 17-21). The Presbytery resulted from the division of Highlands Presbytery and is basically the same geographical area that was formerly Abingdon Presbytery prior to 1974. It consists of Bland, Buchanan, Carroll, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise, Wythe, and parts of Pulaski and Floyd Counties-; **as well as the cities of Bristol, Galax and Norton.**
- 1.0302 LOCATION OF OFFICE: **285 Church Street, 890 West Spiller Street,** Wytheville, VA
- 1.0303 MAILING ADDRESS: P.O. Box 317, Wytheville, VA 24382
- 1.0304 TELEPHONE NUMBER: **276-378-7688**~~228-5588~~
- 1.0305 FAX NUMBER: **276-378-7689**~~228-6679~~
- 1.0306 A. PRESBYTERY'S FEDERAL EMPLOYER'S IDENTIFICATION NO: 54-0682966
B. PRESBYTERY'S STATE EMPLOYER'S ACCOUNT NO: 0010878942
- 1.0307 GIFTS AND BEQUESTS to the work of Abingdon Presbytery should be mailed to the above address, to the attention of:
- Abingdon Presbytery Properties, Inc.
- 1.0308 ABINGDON PRESBYTERY PROPERTIES, INC.: an incorporated agency which serves the Presbytery in matters requiring incorporated status. The elected members of Council shall serve as the Board of Directors and the Trustees of Abingdon Presbytery Properties, Inc.
- 1.0309 Personal Identification Numbers and Employee Identification Numbers of MEMBER CHURCHES are on file in the Presbytery's Office.
- 1.0310 THE PRESBYTERY DIRECTORY, published annually by the Presbytery's Office, contains information about the Presbytery not found in the Manual, such as:
- A. Names and addresses of Trustees, Officers, Staff, Commission, Committees and Council members, Ministers, Commissioned **Ruling Elders,** ~~Lay Pastors~~ Churches, Clerks of Sessions, Directors of Christian Education, Inquirers and Candidates, approved Pulpit Supplies, Presbyteries of the Synod.
 - B. Classes of Trustees, Commissions, Committees, Council, etc.
 - C. The Districts of Presbytery, with churches listed.
- 1.0311 CHURCHES MAY BE INCORPORATED IN THE COMMONWEALTH OF VIRGINIA.

Therefore, the local churches of the Presbytery shall be incorporated in accordance with the Book of Order (G-4.01017.0401-.0404). Laws of the Commonwealth of Virginia have changed to permit local churches to be incorporated.

~~G-7.0401 ——— Incorporation and Trustees~~

~~Whenever permitted by civil law, each particular church shall cause a corporation to be formed and maintained. Only members on the active roll of the particular church shall be members of the corporation and eligible for election as trustees. The elders in active service in a church who are eligible under the civil law shall, by reason of their office, be the trustees of such corporation, unless the corporation shall determine another method for electing its trustees. Any such alternate method shall provide for a nominating committee elected by the corporation, and for terms for trustees the same as are provided for elders. Any particular church which is not incorporated may select trustees from the members on the active roll of the church. The power and duties of such trustees shall not infringe upon the powers and duties of the session or of the board of deacons.~~

~~G-7.0402 ——— Powers~~

~~The corporation so formed, or the individual trustees, shall have the following powers: to receive, hold, encumber, manage, and transfer property, real or personal, for the church; to accept and execute deeds of title to such property; to hold and defend title to such property; to manage any permanent special funds for the furtherance of the purposes of the church, all subject to the authority of the session and under the provisions of the Constitution of the Presbyterian Church (U.S.A.), provided further that in buying, selling, and mortgaging real property, the trustees shall act only after the approval of the congregation granted in a duly constituted meeting.~~

~~G-7.0403 ——— Separate Corporate Meetings~~

~~Where civil law requires that corporate business be conducted in a separate corporate meeting of the congregation, the provisions of G-7.0300 shall apply, except:~~

~~G-7.0403a. Such a meeting shall be called by the trustees at their discretion, or when directed by the session or by the presbytery.~~

~~G-7.0403b. Unless the civil law provides otherwise, the trustees shall designate from among members on the active roll of the particular church a presiding officer and a secretary for such meeting.~~

~~G-7.0403c. The minutes of each such meeting shall be attested by the presiding officer and the secretary and shall be entered in the minute book of the trustees.~~

~~G-7.0404 ——— Vote by Proxy~~

~~Voting by proxy shall be permitted with respect to a corporate matter only where civil law specifically requires that voting by proxy shall be permitted as to that particular corporate matter.~~

- 1.0312 MINISTERS MUST BE REGISTERED with the Clerk of the Circuit Court in the county in which they reside as a prerequisite to signing a marriage license in the Commonwealth of Virginia.
- 1.0400 STRUCTURE, FUNCTION AND GOALS OF THE PRESBYTERY
- 1.0401 Abingdon Presbytery consists of all the Presbyterian Church (U.S.A.) churches, **teaching elders, and commissioned ruling elders** and ~~member ministers of the Word and Sacrament~~ within its bounds.
- 1.0402 The Presbytery meets and conducts its business through the Elder representatives of each member church, **commissioned ruling elders and teaching elders** and ~~the member ministers of the Word and Sacrament~~ deliberating in collective decision-making under the guidance of the Holy Spirit, the Word of God, and the Constitution of the PC (U.S.A.).

~~1.0403 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. [Adopted Vision Statement March 2004]~~

1.04034 The Presbytery, as a spiritual body under the Lordship of Christ, shall give leadership through programs of nurture, education, and witness that will enable its members to grow in faith and in support of the total mission of Christ's church.

1.04045 The Presbytery shall keep its organizational structure and staff to the minimum necessary to carry out its ministry and mission; yet, shall involve as many members as possible in its work, emphasizing the ministry and mission of every church as an integral part of its ministry and mission.

1.04056 The Presbytery shall work in a spirit of unity, for excellence in service, and is to be an efficient and effective Presbytery, to the glory of God.

1.0500 MEMBERS OF THE PRESBYTERY

1.0501 LOCAL CHURCHES [Through Elected Elder Commissioners]

1.0502 Sessions are responsible to elect Elder Commissioners to attend each meeting of the Presbytery (Book of Order G-3.0202a-10.0102p1). [Attendance at a Presbytery meeting is to be reported to the Session by the elected Elder Commissioner]. The Session is the body that excuses its elected Elder Commissioner for not attending Presbytery meetings.

G-10.0102p.(1) electing commissioners to presbytery and receiving their reports; sessions are encouraged to elect commissioners to the presbytery for at least one year, preferably two or three.

1.0503 ~~TEACHING ELDERS~~ ~~MINISTERS OF THE WORD AND SACRAMENT~~

1.0504 All **teaching elders** ~~ministers~~ are responsible to attend meetings of Presbytery, or to request to be excused. [EXCEPTION: Retired ministers are not required to request to be excused and are automatically excused when absent.]

1.0505 COMMISSIONED RULING ELDER

1.0506 All **commissioned ruling elders** are responsible to attend meetings of Presbytery, or to request to be excused. [EXCEPTION: Retired commissioned ruling elders are not required to request to be excused and are automatically excused when absent.]

1.0600 DUTIES AND MEETINGS OF THE PRESBYTERY

1.0601 The duties of the Presbytery shall be in accordance with the Book of Order (G-3.0311-0403).

The presbytery is responsible for the mission and government of the church throughout its geographical district. It therefore has the responsibility and power.

G-11.0103a. to develop strategy for the mission of the church in its area consistent with G-3.0000;

~~G-11.0103b. to coordinate the work of its member churches, guiding them and mobilizing their strength for the most effective witness to the broader community for which it has responsibility;~~

~~G-11.0103c. to initiate mission through a variety of forms in light of the larger strategy of the synod and the General Assembly;~~

~~G-11.0103d. to implement, consistent with G-9.0104, the principles of participation, inclusiveness, and affirmative action in employing its personnel and in establishing the membership of its committees, councils, boards, and other policy-making and policy-recommending bodies, in order to assure fair representation in its decision making and in the election of commissioners to synod and the General Assembly. Its committee on representation shall report directly to the presbytery, and shall be empowered to make recommendations to correct situations of unbalanced representation, including the recommendation that the nominating committee reconsider its nominations;~~

~~G-11.0103e. to counsel with a particular church where the various constituencies of the congregation are not represented on a session;~~

~~G-11.0103f. to provide encouragement, guidance, and resources to its member churches in the areas of leadership development, church officer training, worship, nurture, witness, service, stewardship, equitable compensation, personnel policies, and fair employment practices;~~

~~G-11.0103g. to provide pastoral care for the churches and members of presbytery, visiting sessions and ministers on a regular basis~~

~~G-11.0103h. to organize new churches and to receive and unite churches in consultation with their members. When two or more churches of a presbytery unite, the pastor or pastors of the former churches may continue as or become pastor or pastors of the united church if the uniting churches agree and specify those relationships in the plan of union, with the concurrence of the presbytery;~~

~~G-11.0103i. to divide, dismiss, or dissolve churches in consultation with their members;~~

~~G-11.0103j. to control the location of new churches and of churches desiring to move;~~

~~G-11.0103k. to take special oversight of churches without pastors, including the authority to select, train, examine, and commission lay pastors and may authorize them to administer the Lord's Supper~~

~~G-11.0103l. to enter into covenant relationship with those preparing to become ministers of the Word and Sacrament by enrolling them as inquirers, to receive inquirers as candidates, and to certify candidates as ready for examination for ordination;~~

~~G-11.0103m. to elect elder and minister readers of examinations for candidates for ordination at the request of the Presbyteries' Cooperative Committee on Examinations for Candidates;~~

~~G-11.0103n. to ordain, receive, dismiss, install, remove, and discipline ministers, to plan for the integration of new ministers into the life and work of presbytery, to establish minimum compensation and benefit requirements for all pastoral calls (G-14.0506e) and for all calls to Certified Christian Educators and guidelines for compensation and benefits for Certified Associate Christian Educators employed by the churches of the presbytery [G-14.0705b(2)], to provide services of recognition for Certified Christian Educators and Certified Associate Christian Educators [G-14.0705b(1)], and to find in order, approve, and record in the presbytery minutes the full terms of all calls, and changes of calls approved by the presbytery;~~

~~G-11.0103o. to establish the pastoral relationship and to dissolve it at the request of one or both of the parties, or when it finds that the church's mission under the Word imperatively demands it;~~

~~G-11.0103p. to designate ministers to work as teachers, evangelists, administrators, chaplains, and in other forms of ministry recognized as appropriate by the presbytery. Such ministers may administer the Sacraments at times and places approved by a governing body, or in conformity to other conditions~~

~~specified by a governing body. The applicable provisions of W-2.3000, W-2.4000, and W-3.3600 shall be followed;~~

~~G-11.0103q. to receive under its care persons preparing for professional service in the church, and to commission them when appropriate (G-14.0102);~~

~~G-11.0103r. to serve in judicial matters in accordance with the Rules of Discipline;~~

~~G-11.0103s. to assume original jurisdiction in any case in which it determines that a session cannot exercise its authority. Whenever, after a thorough investigation, and after full opportunity to be heard has been accorded to the session in question, the presbytery of jurisdiction shall determine that the session of a particular church is unable or unwilling to manage wisely the affairs of its church, the presbytery may appoint an administrative commission (G-9.0503) with the full power of a session. This commission shall assume original jurisdiction of the existing session, if any, which shall cease to act until such time as the presbytery shall otherwise direct;~~

~~G-11.0103t. to maintain regular and continuing relationship to the higher governing bodies of the church, including~~

~~G-11.0103t.(1) electing commissioners to the synod and to the General Assembly and receiving their reports;~~

~~G-11.0103t.(2) seeing that the orders of higher governing bodies are observed and carried out;~~

~~G-11.0103t.(3) proposing to the synod or the General Assembly such measures as may be of common concern to the mission of the whole church;~~

~~G-11.0103u. to establish and maintain those ecumenical relationships which will enlarge the life and mission of the church in its district;~~

~~G-11.0103v. to establish and superintend the agencies necessary for its work, including a presbytery council, providing for the regular review of the functional relationship between presbytery's structure and its mission. The presbytery may, by its own established rules, assign to its council responsibility for action between meetings of presbytery on such specific areas of its responsibilities as it shall deem appropriate, assign to its committee on ministry those powers specified in G-11.0502h, and assign to its committee on preparation for ministry authority to dismiss candidates, enroll inquirers, and certify candidates as ready for examination for ordination; with the provision that all such actions be reported to the next stated meeting of the presbytery (G-9.0403, G-14.0310a, G-14.0507);~~

~~G-11.0103w. to establish a nominating committee composed of equal numbers of ministers, laymen, and laywomen (i.e., one third each);~~

~~G-11.0103x. to review session minutes and records at least once each year;~~

~~G-11.0103y. to consider and act upon requests from congregations for permission to take the actions regarding real property as described in G-8.0000;~~

~~G-11.0103z. to authorize specific elders for periods not exceeding one year at a time, to administer or preside at the Lord's Supper in specific circumstances and with proper instruction by presbytery in the doctrine and administration of the Lord's Supper, when it deems it necessary to meet the needs for the administration of the Sacrament of the Lord's Supper that cannot otherwise be met;~~

~~G-11.0103aa. to deal with prevailing, emerging, and emergency issues of racism, racial violence, and racial injustices, as well as with any ideology that promotes racial oppression in the church and in the surrounding political and social contexts.~~

1.0602

The Presbytery shall hold **at least** three stated meetings a year: **usually** on the second Thursday of March, June, and November.

- 1.0603 The meetings shall ~~open eonvene~~ at 9:30 a.m. **with worship**, unless otherwise stated.
- 1.0604 When deemed necessary and with sufficient notice, the Council of Presbytery may change meeting times and/or dates of stated meetings of Presbytery for the Presbytery to carry out its duties.
- 1.0605 Special meetings shall be called in accordance with the Book of Order (G-3.030411.0204).

G-11.0201 — Meetings

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

- 1.0606 A quorum for all meetings of Abingdon Presbytery shall be three (3) teaching elders who are members of the Presbytery and three (3) ruling elder commissioners from three (3) different congregations. (Book of Order G-3.0304)**
- 1.06076 A session may invite the Presbytery to meet in its church by writing to the Stated Clerk, who will convey the invitation to the Council for recommendation to the Presbytery. The Presbytery may request a Session to hold a meeting of the Presbytery in its church, as the need arises.
- 1.06087 A sermon is to be preached at every meeting of the Presbytery. The Council, in consultation with the **Stated Clerk** ~~Executive Presbyter~~, will designate the preacher for each meeting.
- 1.06098 The Council will ensure that the Sacrament of the Lord's Supper is celebrated annually, ordinarily at the November meeting of Presbytery.
- 1.06109 The Presbytery Executive **and/or the Stated Clerk** will give a State of Presbytery address annually, ordinarily at the June meeting of Presbytery.
- 1.0700 PARLIAMENTARY STANDARDS AND THE PARLIAMENTARIAN OF THE PRESBYTERY
- 1.0701 The Presbytery, its commissions, committees, and council shall conduct their meetings in accordance with recent editions of: the Constitution of the Presbyterian Church (U.S.A); Abingdon Presbytery's Manual of Operation; and Robert's Rules of Order.
- 1.0702 The Stated Clerk will ordinarily serve as the Parliamentarian for meetings of the Presbytery. In the absence of the Stated Clerk, the Moderator of the Presbytery may appoint a Parliamentarian to assist the Moderator.
- 1.0800 STANDING COMMITTEES OF THE PRESBYTERY
- 1.0801 There are three standing committees of the Presbytery: Temporary Clerks, Hospitality Committee, and the Bills and Overtures Committee. The membership of these committees is appointed by the Presbytery Moderator at each meeting of the Presbytery.

- A. Temporary **Clerks Calls**: There shall be three temporary clerks, appointed by the Moderator, to assist the Stated Clerk and recording clerk at each meeting of Presbytery.
- B. Hospitality Committee: Shall consist of three members of the Presbytery, appointed by the Moderator, to thank the church hosting that meeting of Presbytery for their hospitality. The Hospitality Committee shall give its report before that meeting of Presbytery adjourns.
- C. Bills and Overtures Committee: Shall consist of three members of the Presbytery appointed by the Moderator, to consider any new business before the Presbytery. Any commissioner to the Presbytery, who wishes to submit new business for that meeting of Presbytery to **be considered** ~~consider~~, shall submit in writing to the Stated Clerk the new business item before the Presbytery Docket and Agenda is adopted. The Bills and Overtures Committee shall give its report before that meeting of Presbytery adjourns.

1.0900 THE TRUSTEES OF THE PRESBYTERY

1.0901 TITLE: The Trustees of the Presbytery of Abingdon

1.0902 FUNCTION AND RESPONSIBILITIES:

- A. Shall be in accordance with the Book of Order (G-4.01018.0202) and shall include any other duties assigned by the Presbytery. Always, in fulfilling their duties, the trustees shall be subject to the authority, and shall act solely under the directions of the Presbytery.

*~~G-8.0202 ——— Incorporation and Trustees
Whenever permitted by civil law, each presbytery, synod, and the General Assembly shall cause a corporation to be formed and maintained. The council of the governing body shall constitute the Board of Trustees of the corporation unless the governing body shall determine an alternative method to constitute the Board of Trustees.~~*

- B. Shall be responsible for seeing that all deeds to the property, and all other important records of the Presbytery, are placed in a central location for safekeeping.
- C. Shall make a report to the Presbytery, usually at the June meeting to disclose the results of the annual financial audit. This report is to be received as information and admitted to record.

1.0902 MEMBERSHIP

- A. Shall consist of the six elected members of Council in three classes, with a term of three years each; and, upon nomination by the Nominating Committee, are eligible for re-election by the Presbytery for one additional three-year term.
- B. Both men and women who are active members of any church within the Presbytery shall be eligible to be elected.
- C. A vacancy in the term of office of a trustee shall occur on the date of any of the following: 1) the death of the trustee; 2) the trustee moves outside the bounds of the

Presbytery; 3) the trustee submits a written resignation to the Stated Clerk; or, 4) the Presbytery votes to declare the vacancy.

2.0000

** PART 2 **

2.0100 THE OFFICERS AND THE STAFF OF THE PRESBYTERY

2.0101 THE OFFICERS: The Moderator; the Stated Clerk.

2.0102 THE STAFF: The Executive Presbyter; Stated Clerk; Treasurer; the Office Personnel; the Hunger Action Enabler; and others who are hired to serve the Presbytery as the need may arise.

2.0103 THE RESPONSIBILITIES of the Stated Clerk, the Executive Presbyter, and the Treasurer may be assigned to the same person.

2.0200 THE MODERATOR [and the Moderator-in-Nomination]

2.0201 TITLE: The Moderator of the Presbytery of Abingdon.

2.0202 PURPOSE AND RESPONSIBILITIES:

A. Shall be in accordance with the Book of Order (~~G-3.01 G-9.0202; G-9.0301; G-11.0101~~).

~~G-9.0202~~ ——— *Moderator and Meeting*

~~*Preserves Order and Conducts Business Efficiently*~~

~~G-9.0202a. The moderator possesses the authority necessary for preserving order and for conducting efficiently the business of the governing body. He or she shall convene and adjourn the governing body in accordance with its own action. The moderator may, in an emergency, convene the governing body by written notice at a time and place different from that previously designated by the body.~~

~~*Moderator of Congregation and Governing Bodies*~~

~~G-9.0202b. The pastor of a particular church shall be the moderator of the session of that church. In congregations where there are co-pastors, they shall, when present, alternately preside in the session. The moderator of a presbytery shall be elected for such term as the presbytery may determine, not exceeding one year. The moderator of a synod shall be elected for such term as the synod may determine, not less than one year and not exceeding two years. The Moderator of the General Assembly shall be elected at each stated meeting. At the time of election, the moderator of a presbytery, a synod, or the General Assembly must be a continuing member of, or a commissioner to, the governing body over which he or she is elected to preside~~

~~G-9.0301~~ ——— *Opening of Meetings*

~~*Moderator Presides*~~

~~G-9.0301a. The moderator of a governing body beyond the session shall open all stated meetings during his or her term of office and shall preside until a new moderator is elected. Governing bodies beyond the session may provide by rule who shall preside in the absence of the moderator.~~

~~*Opened and Closed With Prayer*~~

~~G-9.0301b. All meetings of governing bodies shall be opened and closed with prayer. b Presbyteries and synods that meet more often than annually shall designate one stated meeting each year, which shall~~

include preaching the Word and sharing the Lord's Supper. Stated meetings of synods that meet annually or biennially and the General Assembly shall include a time for the preaching of the Word and the celebration of the Lord's Supper.

G-11.0101c. Each elder elected moderator shall be enrolled as a member of the presbytery for the term of office, whether or not commissioned by his or her session. Each elder elected an officer (other than moderator), a chairperson of a standing committee, or a member of the council of presbytery may be enrolled as a member of

the presbytery for the term of office, whether or not commissioned by his or her session. Each elder elected by a presbytery as executive presbyter, associate executive presbyter, or other exempt staff position, may be enrolled as a member of the presbytery for the duration of service in such staff position, whether or not commissioned by his or her session.

- B. Shall attend the Council meeting, ex officio with vote; immediately following the election as Presbytery Moderator, and will serve in that capacity until a new Moderator of Presbytery is elected.

2.0203 ELECTION AND ACCOUNTABILITY:

- A. Shall be elected by the Presbytery upon nomination by the Nominating Committee and/or upon nomination from the floor of the Presbytery.
- B. Shall be a member of the Presbytery, either an Elder or a Minister.
- C. Shall be accountable to the Presbytery.
- D. Shall appoint the members of the Standing Committee at each meeting of the Presbytery.

2.0204 TERM OF SERVICE: The moderator shall be elected for a term of one year. Ordinarily, the moderator shall be elected at the March meeting of Abingdon Presbytery, and shall serve until the next March meeting of Presbytery; or until a new moderator is elected. The Moderator-elect may be called on to serve in the absence of the current moderator.

2.0205 THE MODERATOR-ELECT:

- A. Ordinarily, shall be nominated by the Nominating Committee at the March meeting of Abingdon Presbytery, and shall serve a term of one year. At the conclusion of the term of service, the Moderator-elect shall be nominated by the nominating committee to serve as Moderator of the Presbytery.
- B. Shall be an ex-officio member of Council with vote.

2.0300 THE STATED CLERK [and the Recording Clerk]

2.0301 TITLE: The Stated Clerk for the Presbytery of Abingdon.

2.0302 PURPOSE: To function in accordance with the Book of Order (**G-3.0104G-9.0201; G-9.0203; G-11.0305b**);

G-9.0201 Officers

Officers of each of the governing bodies shall be a moderator and a clerk. Governing bodies may provide additional officers as required.

~~G-9.0203 Clerk and Meeting~~

~~Records Transactions of Governing Body~~

~~G-9.0203a. The clerk shall record the transactions of the governing body, keep its rolls of membership and attendance, preserve its records carefully, and furnish extracts from them when required by another governing body of the church. Such extracts, verified by the clerk, shall be evidence in any governing body of the church.~~

~~Clerk and Stated Clerk of Congregations and Governing Bodies~~

~~G-9.0203b. The clerk of the session shall be an elder elected by the session for such term as it may determine. The clerk of a presbytery, a synod, and the General Assembly shall be called stated clerk, shall be elected by~~

~~the governing body for a definite term as it may determine, and must be eligible for membership in the governing body.~~

~~Property of Presbytery~~

~~G-11.0305b. Minutes and other official records of the presbytery are the property of the presbytery, and the stated clerk is responsible for their preservation.~~

- 2.0303 RESPONSIBILITIES:
- A. Shall fulfill the duties prescribed in the Book of Order and by the Presbytery.
 - B. Shall serve as the Parliamentarian for meetings of the Presbytery.
 - C. Shall appoint an individual within the Presbytery to serve as the Recording Clerk for each meeting of the Presbytery.
 - D. Shall serve on Council, ex officio, without vote.
- 2.0304 ELECTION AND ACCOUNTABILITY: Shall be elected by the Presbytery; and shall be accountable to the Presbytery through the Council.
- 2.0305 EVALUATION:
- A. An annual performance review and evaluation shall be made by the Personnel Committee, and reported to Council and Presbytery **for the fall Presbytery meeting**.
 - B. A comprehensive review and evaluation at the end of the three-year term shall be made by the Personnel Committee, and reported to Council and Presbytery.
- 2.0306 COMPENSATION: Shall be compensated from budgeted funds. Compensation shall be reviewed annually by the Personnel Committee, and approved by the Presbytery.
- 2.0307 TERM OF SERVICE: The person is called for a term of three (3) years, renewable on recommendation of the Personnel Committee, the Council and with the approval of the Presbytery for another three-year term.
- 2.0308 TERMINATION:

- A. By the request of the Stated Clerk and the consent of the Presbytery, with a minimum of thirty (30) days notice by the Stated Clerk; OR,
- B. By action of the Presbytery, upon the recommendation of the Personnel Committee, after fair and adequate consultation with the Stated Clerk, with a minimum of thirty days' notice of termination by the Presbytery.

2.0400 THE EXECUTIVE PRESBYTER

2.0401 TITLE: The Executive Presbyter for the Presbytery of Abingdon.

2.0402 PURPOSE:

- A. To facilitate, challenge, and encourage ministry, mission, and people.
- B. To be the administrator of the Presbytery and fulfill the responsibilities outlined in the Book of Order (G-3.0110G-9.0701).

~~G-9.0701 — Executives~~

~~Administrators of Governing Bodies~~

~~G-9.0701a. The executives of the presbyteries and synods shall be the administrators of those governing bodies, accountable to the governing bodies, through their councils, for the implementation of decisions and matters of strategy, program, and resources. They shall also provide staff services for the agencies and committees of the governing bodies. Additional responsibilities, along with the process of calling, the method of annual review of work, and the matter of reelection or termination of employment, shall be set forth clearly in the manuals called for in G-9.0405, above.~~

~~Election of Executives~~

~~G-9.0701b. Each presbytery may elect an executive presbyter in consultation with synod council, or other unit designated by the synod when there is no council, and may do so jointly with other presbyteries if program and resources make that necessary. Each synod may elect an executive in consultation with the General Assembly Council.~~

- C. To be head of staff; to develop, supervise, motivate, and coordinate the staff team to provide the needed ministries to carry out the mission of the Presbytery.

2.0403 RESPONSIBILITIES:

- A. Shall be the chief administrator, accountable to the Presbytery through Council for the implementation of the Presbytery's decisions and matters of mission, strategy, program, and resources, and shall provide staff services for the Presbytery's committees.
- B. Shall interpret the interests of the Presbytery to the Synod and to the whole church, and the interests of Synod and of the whole church to the Presbytery.
- C. Shall interpret the decisions, programs, and policies of the Presbytery to the **councils sessions**, congregations and membership of the Presbytery.
- D. Shall oversee and lead the staff of the Presbytery in the implementation of the Presbytery's policies and decisions.

- E. Shall represent the Presbytery in relationships in the ecumenical community.
- F. Shall serve as a resource advisor to the Presbytery's committees, and shall be available to counsel with pastors as needed.
- G. Shall serve as the pastor to pastors and commissioned **ruling elders** ~~lay pastors~~.
- H. Shall serve as ex officio without vote, on the Council; and as a member, ex officio without vote, on the committees of the Presbytery.
- I. Shall help the Presbytery remain faithful to its vision and sense of direction.
- J. Shall communicate to pastors, **councils sessions**, committees, elected leadership, and staff, the validity and value of their ministry, and shall express the caring of the Presbytery for its servants.
- K. Shall participate in the life and/or worship of congregations throughout the Presbytery on a regular basis.
- L. Shall implement the Church's commitment to inclusiveness and diversity.

2.0404 ELECTION AND ACCOUNTABILITY: Shall be elected by the Presbytery; and, shall be accountable to the Presbytery through the Council.

2.0405 EVALUATION:

- A. An annual performance review and evaluation shall be made by the Personnel Committee and reported to Council and Presbytery **for the fall Presbytery meeting**.
- B. A comprehensive review and evaluation at the end of three-year term shall be made by the Personnel Committee and reported to **the fall Council and Presbytery meeting**.

2.0406 COMPENSATION: Defined in the Terms of Call; reviewed annually by the Personnel committee; and approved by the Presbytery.

2.0407 TERM OF SERVICE: The person is called for a term of three (3) years, and is renewable upon the recommendation of the Personnel Committee and the approval of the Presbytery for another three-year term.

2.0408 TERMINATION:

- A. By the request of the Executive Presbyter and the consent of the Presbytery, with a minimum of thirty (30) days notice by the Executive Presbyter; OR,
- B. By action of the Presbytery, upon the recommendation of the Personnel Committee, after fair and adequate consultation with the Executive Presbyter, with a minimum or thirty days notice of termination by the Presbytery.

2.0500 THE TREASURER

- 2.0501 TITLE: The Treasurer for the Presbytery of Abingdon.
- 2.0502 PURPOSE: To be responsible to the Presbytery for all funds received, held, and disbursed on behalf of the Presbytery.
- 2.0503 RESPONSIBILITIES:
- A. Shall oversee the receiving, managing, and disbursing of the Presbytery's finances in accordance with the guidelines and instructions of the Council and the Presbytery.
- B. Ensure that accurate and adequate records of Presbytery's finances are maintained.
- C. Shall oversee the work of Presbytery's bookkeeper.
- D. Shall ensure that financial reports are prepared and submitted to Council and to Presbytery.
- E. Shall assist the Budget and Finance Committee in fulfilling the responsibilities of the Committee as stated in the Manual.
- F. Shall keep each committee aware of the budgeted funds available for its area of mission.
- G. Shall serve on the Council, ex officio without vote.
- 2.0504 ELECTION AND ACCOUNTABILITY: Shall be elected **at the fall meeting of** by the Presbytery; and, shall be accountable to the Presbytery through the Council.
- 2.0505 EVALUATION:
- A. An annual performance review and evaluation shall be made by the Personnel Committee and reported to the **fall Presbytery meeting**.
- B. A comprehensive review and evaluation at the end of the three-year term shall be made by the Personnel Committee and reported to the **fall Presbytery meeting**.
- 2.0506 COMPENSATION: Defined in the Terms of Employment; reviewed annually by the Personnel Committee, and approved by the Presbytery. **The Treasurer is currently a bonded volunteer position.**
- 2.0507 TERM OF SERVICE: Shall serve for a term of three years, and is renewable upon the recommendation of the Personnel Committee and the approval of Presbytery for another three-year term.
- 2.0508 TERMINATION:
- A. By the request of the Treasurer and the consent of the Presbytery, with a minimum of thirty (30) days notice by the Treasurer; OR,
- B. By action of the Presbytery, upon the recommendation of the Personnel Committee, after fair and adequate consultation with the Treasurer, with a minimum of thirty (30) days notice of termination by the Presbytery.

- 2.0600 OFFICE PERSONNEL
- 2.0601 TITLE: [Will vary according to the particular responsibilities.]
- 2.0602 PURPOSE: To assist the Executive Presbyter in implementing the ministries of the Presbytery.
- 2.0603 EMPLOYMENT AND ACCOUNTABILITY:
- A. Employed by the Presbytery, upon recommendation of the Personnel Committee in consultation with the Executive Presbyter and the approval of the Council.
 - B. Shall be under the supervision of the Executive Presbyter; and, shall be accountable to the Presbytery through the Executive Presbyter, and the Council.
- 2.0604 EVALUATION: An annual performance review and evaluation shall be made by the Executive Presbyter and the Personnel Committee.
- 2.0605 COMPENSATION: Defined in the Terms of Employment; reviewed annually by the Personnel Committee; and approved by the Presbytery.
- 2.0606 TERMS OF SERVICE: Defined in the Terms of Employment for each individual.
- 2.0607 TERMINATION:
- A. By the request of the individual and the consent of the Presbytery, with a minimum of thirty (30) days notice by the individual.
 - B. By action of the Council, or upon the recommendation of the Personnel Committee after a fair and adequate consultation with the individual, with a minimum of thirty (30) days' notice of termination by the Council, this action shall be reported to the Presbytery at its next Stated Meeting.
- 2.0700 THE HUNGER ACTION ENABLER
- 2.0701 TITLE: The Hunger Action Enabler for the Presbytery of Abingdon.
- 2.0702 A PART-TIME **VOLUNTEER** STAFF POSITION: The work of the HAE is to be done on an **as-needed** ~~20-hour a week~~ basis.
- 2.0703 PURPOSE:
- A. To educate the Presbytery about the five areas of the Presbyterian Hunger Program [PHP]: (1) Direct Food Relief; (2) Development Assistance; (3) Influencing Public Policy; (4) Life-style Integrity; (5) Education and Interpretation.
 - B. To motivate members and congregations to become involved in the fight against hunger.
 - C. To facilitate that involvement by empowering congregations to gain the knowledge and skill to sustain a commitment to hunger action.
- 2.0704 RESPONSIBILITIES:

- A. Shall be a resource to the congregations of the Presbytery addressing hunger on all levels of PHP concern.
- B. Shall encourage participation in “52 -A-Meal” and “One Great Hour of Sharing” offerings (specifically, to increase the number of churches involved and increase participation within churches already involved.)
- C. Shall communicate and interpret hunger issues throughout the Presbytery **as requested** ~~with visits to the churches and publication of a newsletter.~~
- D. Shall participate, as a member ex officio without vote, in the Compassion Ministries Committee meetings.
- E. Shall coordinate with the Compassion Ministries Committee to establish a “hunger action network” and to seek ways to make the program more effective.
- F. Shall give at least an annual written report to the Presbytery summarizing the work.

2.0705 EMPLOYMENT AND ACCOUNTABILITY:

- A. **The Hunger Action Enabler is currently a volunteer position.** ~~Shall be employed by the Presbytery upon the recommendation of the Council.~~
- B. Shall be accountable to the Presbytery through the Executive Presbyter, the Personnel Committee, and the Council.

2.0706 EVALUATION: An annual performance review and evaluation shall be made by the Personnel Committee.

2.0707 COMPENSATION: **The Hunger Action Enabler is currently a volunteer position with expenses paid through the Presbytery budget.** ~~Defined in the Terms of Employment; reviewed annually by the Personnel Committee and approved by the Presbytery.~~

2.0708 TERM OF SERVICE: Shall serve for a term of one year, renewable upon recommendation of the Personnel Committee and the Council, with the approval of the Presbytery, for another one-year term **at the fall Presbytery meeting.**

2.0709 TERMINATION:

- A. By the request of the Hunger Action Enabler and the consent of the Presbytery, with a minimum of thirty (30) days notice by the Hunger Action Enabler.
- B. By action of the Presbytery, upon the recommendation of the Personnel Committee, after fair and adequate consultation with the Hunger Action Enabler, with a minimum of thirty (30) days notice of termination by the Presbytery.

~~2.0800 THE RESOURCE CENTER DIRECTOR~~

~~2.0801 TITLE: The Resource Center Director for the Presbytery of Abingdon.~~

~~2.0802 A PART TIME STAFF POSITION: The work of the Resource Center Director is to be done on a 12-hour a-week basis.~~

~~2.0803 PURPOSE:~~

- ~~A. To operate and maintain Abingdon Presbytery's Resource Center~~
- ~~B. To facilitate use of the Resource Center by the members of Abingdon Presbytery.~~
- ~~C. To help resource Abingdon Presbytery in its vision for leadership development, clergy and CLP support, local Christian education programming, church transformation, and other areas of Presbytery-wide emphasis.~~

~~2.0804 RESPONSIBILITIES:~~

- ~~A. Shall be a resource to the congregations of the Presbytery addressing Christian education concerns.~~
- ~~B. Shall encourage participation and use of the Resource Center by the members of Abingdon Presbytery.~~
- ~~B. Shall communicate to the Presbytery about resources available in the Resource Center.~~
- ~~D. Shall participate, as a member ex officio without vote, in the Education Committee meetings.~~
- ~~E. Shall coordinate with the Education Committee to establish and maintain special educational events like Mountain Top and the VBS Fair and to seek ways to make the program more effective.~~
- ~~F. Shall maintain an accurate catalog of all books and materials in the Resource Center.~~
- ~~G. Shall give at least an annual written report to the Presbytery summarizing the ministry and work of the Resource Center.~~

~~2.0805 EMPLOYMENT AND ACCOUNTABILITY:~~

- ~~A. Shall be employed by the Presbytery upon the recommendation of the Council.~~
- ~~B. Shall be accountable to the Presbytery through the Executive Presbyter, the Personnel Committee, and the Council.~~

~~2.0806 EVALUATION: An annual performance review and evaluation shall be made by the Personnel Committee.~~

~~2.0807 COMPENSATION: Defined in the Terms of Employment; reviewed annually by the Personnel Committee and approved by the Presbytery.~~

~~2.0808 TERM OF SERVICE: Shall serve for a term of one year, renewable upon recommendation of the Personnel Committee and the Council, with the approval of the Presbytery, for another one-year term.~~

~~2.0809 TERMINATION:~~

~~A. By the request of the Resource Center Director and the consent of the Presbytery, with a minimum of thirty (30) days notice by the Resource Center Director.~~

~~B. By action of the Presbytery, upon the recommendation of the Personnel Committee, after fair and adequate consultation with the Resource Center Director, with a minimum of thirty (30) days notice of termination by the Presbytery.~~

2.08900 RELATED ORGANIZATIONS AND INDIVIDUALS

2.08901 PRESBYTERIAN WOMEN:

The Presbyterian Women are an integral part of the total ministry and mission of the Presbytery, having their own organization and officers. The PW shall keep the Presbytery informed of their mission through the Council. The Moderator of the PW shall be a member of the Council, ex officio with vote. [If Co-Moderators, only one may vote in the Council.]

~~2.0902 PRESBYTERIAN MEN:~~

~~The Presbyterian Men are an integral part of the total ministry and mission of the Presbytery, having their own organization and officers. The PM shall keep the Presbytery informed of their mission through the Council. The Moderator of the PM shall be a member of the Council, ex officio with vote [if the organization is active]~~

2.089023 PRESBYTERIAN YOUTH:

The youth (grades 7-12) are an integral part of the total ministry and mission of Presbytery. The Education Committee may organize the youth as appropriate, and will provide counsel, guidance, and supervision as needed.

2.089034 DIRECTORS OF CHRISTIAN EDUCATION [and other church educators]:

All Directors of Christian Education and other church educators are invited to attend Presbytery meetings, and are given the privilege of the floor, without vote.

3.0000

** PART 3 **

3.0100 COMMISSIONS

3.0101 ADMINISTRATIVE AND JUDICIAL

3.0102 The functions, duties, powers, procedural process, membership, and quorum of administrative and judicial commissions:

A. Shall be in accordance with the Book of Order (G-~~3.01099.0502-0505~~).

G-9.0502 ——— Commissions

A commission is empowered to consider and conclude matters referred to it by a governing body. The appointing body shall state specifically the scope of power given to a commission. A commission shall keep a full record of its proceedings, which shall be submitted to its governing body to be incorporated in its minutes and to be regarded as the actions of the governing body itself.

G-9.0503 ——— Administrative and Judicial

Administrative

G-9.0503a. Commissions appointed by sessions, presbyteries, synods, or the General Assembly may be either administrative or judicial, except in the case of sessions, which may appoint only administrative commissions. The functions ordinarily entrusted to an administrative commission are:

G-9.0503a.(1) to ordain ministers of the Word and Sacrament and to install them in permanent pastoral relations;

G-9.0503a.(2) to organize churches. When such commissions are appointed by a presbytery to organize new congregations (G-11.0103h), the presbytery may authorize that commission to assume any or all powers and responsibilities of a session (G-10.0102) for the benefit and ministry of the new congregation. The presbytery may authorize the commission to delegate such powers and responsibilities to a committee of the new congregation;

G-9.0503a.(2)(a) For immigrant fellowships with roots in the Reformed tradition, if the presbytery determines (1) that its strategy for mission with that constituency requires it and (2) that the chosen lay leadership of the immigrant fellowship is equivalent to elders and session, then the presbytery or its administrative commission may recognize that status as equivalent and proceed to recognize those leaders as elders. In making this determination the presbytery shall be guided by written criteria developed by the presbytery. These criteria shall be based upon the description of the nature of ordained office found in G-6.0100 and G-6.0300.

G-9.0503a.(2)(b) For immigrant fellowships the presbytery may, if it determines that its strategy for mission with that constituency requires it, grant designated leader(s) of a fellowship voice and vote in the meetings of presbytery on an annual basis.

G-9.0503a.(3) to merge churches;

G-9.0503a.(4) to visit particular churches, governing bodies, or other organizations of the church reported to be affected with disorder and to inquire into and settle the difficulties therein, except that no commission shall have the power to dissolve a pastoral relationship unless such power has been specifically delegated to it by the appointing body;

G-9.0503a.(5) to receive candidates under the care of presbytery (G-14.0301);

G-9.0503a.(6) in the case of administrative commissions appointed by sessions, to ordain and install elders and deacons, and to visit organizations within a particular church and settle differences therein.

G-9.0503a.(7) To make pastoral inquiry in the event that jurisdiction in a judicial proceeding is ended as a result of the death of, or renunciation of jurisdiction by, the person accused of the disciplinary offense of "sexual abuse of another person." (D-10.0401b) The inquiry shall:

- (a) not be a part of the church's judicial proceedings;*
- (b) be empowered to receive witnesses and to consider evidence; and*
- (c) reach a determination of truth related to the accusation and make a full report to the governing body who appointed it, including recommendations for appropriate action.*

Judicial

~~G-9.0503b. The functions of a judicial commission are to consider and decide a case of process for the governing body according to the Rules of Discipline. (See D-5.0000 on Permanent Judicial Commissions)~~

~~Additional Duties~~

~~G-9.0503c. A commission may be assigned additional duties as a committee, the reporting of which shall be handled as is a committee's report.~~

~~G-9.0504 ——— Membership~~

~~Session Requirements~~

~~G-9.0504a. An administrative commission of a session shall consist of at least two elders and the moderator of the session or other minister of the Word and Sacrament installed in a permanent relationship within the particular church governed by the session.~~

~~Equal Number of Ministers and Elders~~

~~G-9.0504b. Administrative and judicial commissions of presbytery, synod, and the General Assembly shall be composed of ministers of the Word and Sacrament and elders in numbers as nearly equal as possible. When the commission consists of an odd number of members, the additional member may be either an elder or a minister of the Word and Sacrament. The minimum number and distribution of members shall be:~~

~~General Assembly~~

~~G-9.0504b.(1) for the General Assembly, not fewer than fifteen members with at least one member from each of its constituent synods;~~

~~Synod~~

~~G-9.0504b.(2) for a synod, not fewer than eleven members with, insofar as practicable, not more than one member from any one of its constituent presbyteries;~~

~~Presbytery~~

~~G-9.0504b.(3) for a presbytery, not fewer than seven members, with not more than one of its elder members from any one of its constituent churches. For the performance of functions set forth in G-9.0503a(1), a presbytery may reduce the number to five members with not more than one of the elders from any one church.~~

~~Quorum~~

~~G-9.0504c. The quorum of an administrative commission shall be a majority of the members, unless the appointing governing body fixes the quorum at a higher number. The quorum of a judicial commission shall be a majority of the members. (D-5.0204)~~

~~G-9.0505 ——— Decisions~~

~~Decision Shall Be Action of Appointing Governing Body~~

~~G-9.0505a. The decision of an administrative commission shall be the action of the appointing governing body from the time of its completion by the commission and the announcement, where relevant, of the action to parties affected by it. Such decision shall be transmitted in writing to the stated clerk of the governing body, who shall report it to the governing body at its next meeting. A governing body may rescind or amend an action of an administrative commission in the same way actions of the governing body may be modified.~~

~~Hearings and Fair Procedures~~

~~G-9.0505b(1) When an administrative commission has been appointed to settle differences within a church, a governing body, or an organization of the church, it shall, before making its final decision, afford to all persons to be affected by the decision fair notice and an opportunity to be heard on the matters at issue. (See G-9.0503a(3), G-9.0503a(5), G-9.0505b d) Fair notice shall consist of a short and plain statement of the matters at issue as identified by the commission and of the time and place for a hearing~~

~~upon the matters at issue. The hearing shall include at least an opportunity for all persons in interest to have their positions on the matters at issue stated orally.~~

~~G-9.0505b(2) Whenever the administrative commission has been empowered to dissolve a pastoral relationship and the administrative commission chooses to exercise that power, there shall always be a meeting of the congregation at which the commission shall hear the positions of the pastor and the members if they choose to speak. The pastor shall be accorded the right to hear the concerns expressed by members in the meeting and to have reasonable time to respond during the meeting.~~

~~Additional Procedural Process~~

~~G-9.0505c. In its absolute discretion, a commission may, in particular proceedings, afford additional procedural process such as that afforded in cases of judicial process, either upon motion of persons in interest or on its own motion.~~

~~Allegations of an Offense~~

~~G-9.0505d. In any case where allegations or assertions concerning individuals are allegations of an offense, the procedures in the Rules of Discipline for a disciplinary case shall be followed.~~

- B. Shall be specified by the Presbytery at the time an administrative or a judicial commission is appointed or elected.

3.0103 A PERMANENT JUDICIAL COMMISSION

3.0104 FUNCTION: Shall be in accordance with the Book of Order (D-5.000).

~~D-5.0000 ————— PERMANENT JUDICIAL COMMISSIONS~~

~~D-5.0100 ————— Service on Permanent Judicial Commissions~~

~~D-5.0101 ————— Election~~

~~The General Assembly, each synod, and each presbytery shall elect a permanent judicial commission from the ministers and elders subject to its jurisdiction. Each commission shall be composed of ministers and elders in numbers as nearly equal as possible. When the commission consists of an odd number of members, the additional member may be either a minister or an elder. The General Assembly commission shall be composed of one member from each of its constituent synods. The synod commission shall be composed of no fewer than eleven members distributed equally, insofar as possible, among the constituent presbyteries. In those synods with fewer than eleven presbyteries, each presbytery shall have at least one member. The presbytery commission shall be composed of no fewer than seven members, with no more than one of its elder members from any one of its constituent churches. Two of the members of the presbytery commission shall be designated to review any petition for review of the procedures of the investigating committee while the investigation in a disciplinary case is in process (D-10.0204) and to review any petition for review of the decision not to file charges (D-10.0303). These two members shall not take part in any subsequent trial. A session shall refer either form of petition to the presbytery commission.~~

~~D-5.0102 ————— Term~~

~~The term of each member of a permanent judicial commission shall be six years, with the exception that membership on the Permanent Judicial Commission of the General Assembly shall end when that member transfers membership to a church or presbytery outside the synod from which nominated. In each even numbered year, the General Assembly shall elect members for a term of six years to fill the vacancies then occurring. Their terms of office will begin with the dissolution of the General Assembly at which they are elected.~~

~~D-5.0103 ————— Classes~~

~~In synods and presbyteries, commissioners shall be elected in three classes, with no more than one half of the members to be in one class. When established for the first time, one class shall serve for two years, the second class for four years, and the third class for six years.~~

~~D-5.0104 — Vacancy~~

~~Any vacancy due to resignation, death, or any other cause may be filled by the electing governing body, which may elect a person to fill the unexpired term at any meeting thereof.~~

~~D-5.0105 — Eligibility~~

~~No person who has served on a permanent judicial commission for a full term of six years shall be eligible for reelection until four years have elapsed after the expired six-year term. No person shall serve on more than one permanent judicial commission at the same time. No person shall serve on the Permanent Judicial Commission of the General Assembly who is a member of any other entity elected by the General Assembly until that person shall have resigned such membership. The moderator, stated clerk, or any member of the staff of a governing body or the staff of any of its entities or councils shall not serve on its permanent judicial commission.~~

~~D-5.0106 — Commission Expenses~~

~~All necessary expenses of a permanent judicial commission shall be paid by the electing governing body.~~

~~D-5.0200 — Meetings~~

~~D-5.0201 — Officers~~

~~Each permanent judicial commission shall meet and elect from its members a moderator and a clerk.~~

~~D-5.0202 — Bases of Power~~

~~In the cases transmitted to it, the permanent judicial commission shall have only the powers prescribed by and conduct its proceedings according to the Constitution of the Presbyterian Church (U.S.A.).~~ ~~D-5.0203 —~~

~~D-5.0203 — Meetings~~

~~The meetings of the permanent judicial commission shall be held at such times and places as the electing governing body shall direct, or, if no directions are given, at such times and places as the commission shall determine.~~

~~D-5.0204 — Quorum~~

~~The quorum of a permanent judicial commission shall be a majority of the members, except that the quorum of a presbytery commission for a disciplinary case shall be a majority of the membership other than the two members assigned responsibilities under D-10.0204 or D-10.0303. The quorum of a session for judicial process shall be the moderator of the session and a majority of the elder members.~~

~~D-5.0205 — Who Shall Not Participate~~

~~When a church or lower governing body is a party to a case, members of a permanent judicial commission who are members of that church, or of that lower governing body, or of churches within that lower governing body shall not participate in the trial or appeal of that case.~~

~~D-5.0206 — Lack of Quorum~~

~~If, through absence, disqualification, or disability, a sufficient number of the members of a permanent judicial commission are not present to constitute a quorum, the permanent judicial commission shall recess until a quorum can be obtained.~~

~~Inability to Reach a Quorum~~

~~D-5.0206a. The permanent judicial commission shall report its inability to reach a quorum to the stated clerk of the governing body that elected it.~~

~~Roster of Former Members~~

D-5.0206b. The stated clerk of the governing body shall keep a current roster of those members of the permanent judicial commission whose terms have expired within the past six years. The names shall be arranged alphabetically within classes beginning with the most recent class. Whenever the permanent judicial commission reports its inability to obtain a quorum, the stated clerk shall immediately select, by rotation from that roster, a sufficient number of former members of the permanent judicial commission to constitute a quorum. The stated clerk shall report the roster annually to the governing body.

Participant Expenses

D-5.0206c. If a permanent judicial commission is unable to try a case for lack of a quorum, the governing body shall reimburse the expenses reasonably incurred by those persons required to be present.

3.0105

MEMBERSHIP:

- A. Shall be nominated by the Nominating Committee, and elected by the Presbytery.
- B. Shall be ministers and elders in numbers as nearly equal as possible.
- C. Shall be seven members, with no more than one of the elder members from any one of the constituent churches of the Presbytery.
- D. Shall be in three classes; with terms of six years each.
- E. Shall be eligible for reelection only after four years have elapsed, if the person has served a full term of six years.
- F. Shall fill a vacancy in an unexpired term by nomination of the Nominating Committee and by the election of the Presbytery.

3.0106

QUORUM: Shall be a majority of the members.

3.0200

COMMITTEES

3.0201

FUNCTION: In accordance with the Book of Order (G-3.01099:0501).

G-9.0501 ——— *Committee*

Purpose

G-9.0501a. A committee is appointed either to study and recommend appropriate action or to carry out directions or decisions already made by a governing body. It shall make a full report to the governing body that created it, and its recommendations shall require action by the governing body.

Membership

G-9.0501b. Committees of governing bodies above the session shall consist of laypersons and ministers of the Word and Sacrament with at least one half the members being laypersons.

3.0202

MEMBER RESPONSIBILITY, ABSENCE AND RESIGNATION PROCEDURES:

- A. Shall be responsible to participate regularly in meetings of the committee of the Presbytery to which elected.
- B. Shall request excuse for absence from the committee chair.

- C. Shall be contacted by the chair of the committee after two consecutive unexcused absences.
- D. Shall understand that three consecutive unexcused absences will be considered equivalent to a resignation from service on the committee. [This resignation will be reported by the committee chair to the Stated Clerk of the Presbytery.]
- E. Shall submit any written resignation to the Stated Clerk of the Presbytery.

[The Stated Clerk will submit a written report of any committee member resignation to the chair of the relevant committee and to the chair of the Nominating Committee, so that the vacancy can be filled.]

3.0203 EX-OFFICIO – is defined in the dictionary as, “by virtue or because of an office”, and is used in the Manual to identify council and committee memberships which are ex officio with vote, or, ex officio without vote.

3.0204 SUB-COMMITTEES

Robert’s Rules of Order [2000 10th Edition, Page 280] states:

“A committee (except committee of the whole, 52) can appoint sub-committees, which are responsible to and report to the committee and not to the assembly. Sub-committees must consist of members of the committee, except when otherwise authorized by the society in cases where the committee is appointed to take action that requires the assistance of others.”

- A. Sub-committees may be appointed annually, as needed, by committees of the Presbytery.
- B. Sub-committees shall be composed of the committee members; and, if needed, co-optive members may be appointed by the committee to serve on the sub-committee in accordance with the Manual 3.0204-.0207.
- C. The chair of the sub-committee shall be a member of the committee.
- D. Membership shall be the minimum number necessary to complete the task for which the sub-committee is appointed.

3.0301 COMMON FACTORS APPLICABLE TO THE COUNCIL AND THE COMMITTEES OF THE PRESBYTERY

3.0302 STRUCTURE: Shall be in accordance with the principles of representation as set forth in The Book of Order. The specific structure of the council and each committee is defined under their respective headings.

3.0303 QUORUM: at least a majority of the membership.

3.0304 MEMBERSHIP:

- A. Shall be composed of at least six members;
- B. Shall have three equal classes, in three year terms.

- C. Shall fill vacancies for the remainder of the unexpired term.
- D. Shall be ineligible to serve more than two consecutive terms or consecutive portions of terms.

3.0305 ELECTION OF THE CHAIR

The Chair shall be nominated by the membership, and shall be elected by the Presbytery at its winter meeting. [EXCEPTION: The chair of the Nominating Committee and of the Committee on Representation shall be nominated by the Council.]

3.0306 MINUTES OF MEETINGS

Shall elect a secretary annually; who shall send a copy of the minutes of each meeting [as soon as possible after each meeting] to the Presbytery's office for duplication and distribution to members, and for permanent file.

4.0000 ** PART 4 **

4.0100 THE COUNCIL: [see: the Manual 3.0200-.0305]

4.0101 STRUCTURE: Shall consist of elected members nominated by the Nominating Committee from the male and female members of the Presbytery, and, of ex officio members, as defined below under "membership".

4.0102 PURPOSE AND FUNCTION:

- A. To coordinate and promote the mission ~~and program~~ of the Presbytery through the various committees, commissions, and agencies of the Presbytery.
- B. To review **annually** ~~regularly on behalf of the Presbytery~~ the ~~functional~~ relationship between the Presbytery's structure and its mission.
- C. To be responsible for action between meetings of the Presbytery in matters of an emergency nature. (Book of Order G-11.0103v)

~~G-11.0103v. to establish and superintend the agencies necessary for its work, including a presbytery council, providing for the regular review of the functional relationship between presbytery's structure and its mission. The presbytery may, by its own established rules, assign to its council responsibility for action between meetings of presbytery on such specific areas of its responsibilities as it shall deem appropriate, assign to its committee on ministry those powers specified in G-11.0502h, and assign to its committee on preparation for ministry authority to dismiss candidates, enroll inquirers, and certify candidates as ready for examination for ordination; with the provision that all such actions be reported to the next stated meeting of the presbytery~~

- D. To provide counsel and support to the Executive Presbyter.
- E. To oversee and supervise the work of the Executive Presbyter, the Stated Clerk, the Treasurer, the Office Personnel, and the Hunger Action Enabler, and to report to the Presbytery annually on its oversight and supervision.

- F. To be responsible for long range planning, goal setting, and for the evaluation of the work and programs of the Presbytery.
- G. To nominate to the Presbytery the members of the Nominating Committee and the members of the Committee on Representation.
- H. To nominate to the Presbytery at its winter meeting the chair of the Nominating Committee and the chair of the Committee on Representation.

4.0103 MEETINGS: Shall ordinarily be held one month prior to a meeting of the Presbytery, and at other times as necessary.

4.0104 MEMBERSHIP shall consist of the following:

A. Elected members, divided into three classes **with each class consisting of one Teaching Elder and one Ruling Elder.**÷

~~1. One layperson from each of the districts of the Presbytery, insofar as possible.~~

~~2. Two members at large.~~

B. Ex officio with vote:

1. Committee chairs:

- The Committee on Representation
- The Committee on Ministry
- The Committee on Preparation for Ministry
- The Nominating Committee
- The Education Committee
- The Compassion Ministries Committee
- The Budget and Finance Committee
- The Personnel Committee
- The Communication Committee
- The Church Development Committee

2. Others:

- The Moderator of the Presbytery
- The Moderator of the Presbyterian Women
- The Moderator of the Presbyterian Men
- The Executive Director of the Children' Home
- The Synod Representative

C. Ex officio without vote:

1. Executive Presbyter
2. Stated Clerk
3. The Treasurer
4. The Hunger Action Enabler

- 5. The Moderator-in-Nomination of the Presbytery
- 6. **The Immediate Past Moderator of Presbytery**

- D. Shall invite the chairs of commissions, committees, agencies, task forces, and related organizations who are not members of Council to attend any and all meetings of the Council as the need arises.
- E. Shall advise the Presbytery that any member of the Presbytery is invited to attend the Council meetings **without forfeiting the right of Council to meet in executive session.**

4.0105 THE CHAIR: Shall be nominated by the Council, and elected by the Presbytery. The chair must be one of the six elected members of the Council.

4.0106 RESPONSIBILITIES:

- A. The Council shall coordinate the work of the various committees, commissions, and agencies of the Presbytery, and the work of related individuals and organizations, so that the overall mission ~~and program~~ of the Presbytery is effectively and efficiently **accomplished** ~~carried out~~.
- B. Shall set the time and place for **Presbytery** meetings; and secure churches to host meetings.
- C. Shall approve the docket for **Presbytery** meetings and distribute to all sessions and ministers at least ten days prior to the meeting.
- D. Shall see that the minutes of the Presbytery meetings are published and **made available** ~~distributed~~ by the Stated Clerk in a timely manner to the members of the Presbytery.

5.0000 ** Part 5 **

5.0100 THE COMMITTEE ON REPRESENTATION: [see: the Manual 3.0200-.0305]

5.0101 STRUCTURE: Shall consist of equal numbers of men and women Book of Order (G-3.0103 G-9.0105a), nominated by the Council from the male and female members of the Presbytery.

G-9.0105 ——— Committee on Representation

Governing Body Shall Elect

G-9.0105a. Each governing body above the session shall elect a committee on representation, whose membership shall consist of equal numbers of men and women. A majority of the members shall be selected from the racial ethnic groups (such as Presbyterians of African, Hispanic, and Asian descent and Native Americans) within the governing body, and the total membership shall include persons from each of the following categories:

- G-9.0105a.(1) — majority male membership*
- G-9.0105a.(2) — majority female membership*
- G-9.0105a.(3) — racial ethnic male membership*
- G-9.0105a.(4) — racial ethnic female membership*
- G-9.0105a.(5) — youth male and female membership*
- G-9.0105a.(6) — persons with disabilities.*

PURPOSE, FUNCTION, AND DUTIES:

- A. Shall function in accordance with the Book of Order (~~G-3.0103 G-4.0401-.0403; G-9.0104-.0106; G-11.0301-.0302; G-13.0201b~~); and any other applicable provisions of the Book of Order.

~~G 4.0401 ——— Variety of Forms~~

~~The church in its witness to the uniqueness of the Christian faith is called to mission and must be responsive to diversity in both the church and the world. Thus the fellowship of Christians as it gathers for worship and orders its corporate life will display a rich variety of form, practice, language, program, nurture, and service to suit culture and need.~~

~~G 4.0402 ——— Openness to Others~~

~~Our unity in Christ enables and requires the church to be open to all persons and to the varieties of talents and gifts of God's people, including those who are in the communities of the arts and sciences.~~

~~G 4.0403 ——— Full Participation~~

~~The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church.~~

~~G 9.0104 ——— Participation and Representation~~~~Church's Commitment~~

~~G-9.0104a. Governing bodies of the church shall be responsible for implementing the Church's commitment to inclusiveness and participation as stated in G 4.0403. All governing bodies shall work to become more open and inclusive and shall pursue affirmative action hiring procedures aiming at correcting patterns of discrimination on the basis of the categories listed in G 4.0403~~

~~Implementation~~

~~G-9.0104b. In implementing this commitment, consideration should be given to the gifts and requirements for ministry (G-6.0106) in persons elected or appointed to particular offices or tasks, and to the right of the people to elect their officers. (G-6.0107)~~

~~G-9.0105 ——— Committee on Representation~~~~Governing Body Shall Elect~~

~~G-9.0105a. Each governing body above the session shall elect a committee on representation, whose membership shall consist of equal numbers of men and women. A majority of the members shall be selected from the racial ethnic groups (such as Presbyterians of African, Hispanic, and Asian descent and Native Americans) within the governing body, and the total membership shall include persons from each of the following categories:~~

- ~~G-9.0105a.(1) majority male membership~~
- ~~G-9.0105a.(2) majority female membership~~
- ~~G-9.0105a.(3) racial ethnic male membership~~

~~G-9.0105a.(4) racial-ethnic female membership
G-9.0105a.(5) youth male and female membership
G-9.0105a.(6) persons with disabilities.~~

Advise Regarding Membership

~~G-9.0105b. Its main function shall be to advise the governing bodies with respect to their membership and to that of their committees, boards, agencies, and other units in implementing the principles of participation and inclusiveness to ensure fair and effective representation in the decision making of the church.~~

Advocate and Resource

~~G-9.0105c. The committee on representation shall serve both as an advocate for the representation of racial-ethnic members, women, different age groups, and persons with disabilities, and as a continuing resource to the particular governing body in these areas. The committee on representation shall review the performance of its own governing body in these matters and shall report annually to it and to the next higher governing body with recommendations for any needed corrective action. The committee on representation shall consult with the nominating committee of its own governing body.~~

Consult with Racial Ethnic Membership

~~G-9.0105d. Prior to nomination or appointment of racial-ethnic members to committees, boards, agencies, or other units, the committee on representation shall consult with the appropriate racial-ethnic membership through a person or persons designated by that racial-ethnic membership. In situations where racial-ethnic membership is low, the committee on representation of each governing body shall consult with racial-ethnic members, sessions, nominating committees, and persons designated by national racial-ethnic membership to discover potential racial-ethnic members of such body and to determine achievable representation. Prior to nomination or appointment of women to the above agencies, the committee on representation shall consult with the appropriate constituencies of women through a person or persons designated by those constituencies.~~

Employment of Personnel

~~G-9.0105e. The committee on representation shall advise the governing body on the employment of personnel, in accordance with the principles of participation and representation (G-4.0403), and in conformity with a churchwide plan for equal employment opportunity. (G-13.0201b)~~

Stands Alone

~~G-9.0105f. The committee on representation shall not, in any governing body, be merged with any other committee or designated as a subcommittee of any other committee.~~

~~G-9.0106 ——— Exceptions~~

~~Exception to G-9.0105a~~

~~G-9.0106a. Exceptions to the provisions of G-9.0105a requiring a majority of the members to be selected from racial-ethnic groups shall be allowed by a governing or electing body only if it is unable to secure the participation or representation of the necessary persons, and this fact shall be made a part of the official record of the governing, electing, or appointing body. No exception is permitted to the requirement that each governing body above the session elect a committee on representation.~~

~~Approval for Up to One Year~~

~~G-9.0106b. An exception under G-9.0106a may be allowed for up to one year by governing body action at a meeting. The approval of such exception shall be promptly reported by the stated clerk to the next higher governing body through its stated clerk and committee on representation, which committee shall monitor the lower governing body and its committee on representation during the period of the exception.~~

G-11.0301 — Participation

In electing members to its council and permanent committees, the presbytery shall adhere to the principle of participation and representation expressed in G-9.0104, et seq.

G-11.0302 — Committee on Representation

The presbytery's committee on representation shall advise presbytery's nominating committee of any need for nominations in particular categories needing increased representation and shall regularly inform the presbytery of its progress toward fair representation of the categories of persons listed in G-4.0403.

G-13.0201b. to institute and coordinate a church-wide plan for equal employment opportunity and affirmative action for members of racial ethnic groups, for women, for various age groups, for persons regardless of marital condition (married, single, widowed, or divorced), and for persons with disabilities;

B. — Exceptions are set forth in the Book of Order (G-9.0106).

G-9.0106 — Exceptions

Exception to G-9.0105a

G-9.0106a. Exceptions to the provisions of G-9.0105a requiring a majority of the members to be selected from racial ethnic groups shall be allowed by a governing or electing body only if it is unable to secure the participation or representation of the necessary persons, and this fact shall be made a part of the official record of the governing, electing, or appointing body. No exception is permitted to the requirement that each governing body above the session elect a committee on representation.

Approval for Up to One Year

G-9.0106b. An exception under G-9.0106a may be allowed for up to one year by governing body action at a meeting. The approval of such exception shall be promptly reported by the stated clerk to the next higher governing body through its stated clerk and committee on representation, which committee shall monitor the lower governing body and its committee on representation during the period of the exception.

5.0103 MEETINGS shall be held as needed to fulfill its responsibilities to and for the Presbytery.

5.0104 MEMBERSHIP:

- A. Shall be nominated by the Council, and elected by the Presbytery.
- B. Shall include at least one-half who are laypersons;
- C. Shall be composed of six members, in the following categories:
 - ~~three two~~ males (minister or elder or layperson)
 - ~~three two~~ females (minister or elder or layperson)
 - ~~two youth~~ (one male and one female)

5.0105 THE CHAIR: Shall be nominated by the Council, and elected by the Presbytery at its November meeting; shall serve ex officio without vote on the Nominating Committee.

6.0000 ** Part 6 **

6.0100 THE COMMITTEE ON MINISTRY: [see: The Manual 3.0200-.0305]

6.0101 **STRUCTURE: The Committee on Ministry shall be an equal balance of Ruling Elders and Teaching Elders. Shall consist of equal numbers of elders and ministers (Book of Order G-11.0501b).**

Membership and Quorum

~~G-11.0501b. This committee shall consist of equal numbers of elders and ministers with a membership of at least six. Its quorum shall be set by presbytery and shall be at least a majority of the membership of the committee. No member shall be elected for a term of more than three years, nor shall a member serve for consecutive terms, either full or partial, aggregating more than six years. A member having served a total of six years shall be ineligible for reelection for at least one year.~~

6.0102 **PURPOSE AND FUNCTION: Shall function in accordance with the Book of Order (G-3.0307 G-11.0501-.0504; G-14.0502); and, fulfill any additional responsibilities given to it by the Presbytery.**

The Committee on Ministry is charged with building relationships and strengthening the connectional church. Its primary purpose is to care for the churches within the Presbytery and the people who serve these churches (pastors, commissioned ruling elders, and certified Christian educators). The Committee on Ministry also cares for members of the presbytery who are honorably retired, at-large, serving validated ministries (e.g. hospital chaplain, professor, etc.) and ruling elders eligible to be commissioned to pastoral service.

Historically, the Committee on Ministry was authorized and required through the Book of Order. The current Book of Order does not require presbyteries to have a Committee on Ministry but does require presbyteries to develop and maintain mechanisms and processes to serve teaching elders and congregations within their bounds. (Book of Order G-3.0307) The Presbytery of Abingdon has chosen to continue using a Committee on Ministry.

The committee shall be open to communication at all times with teaching elders and ruling elders who are members of Sessions, session of the presbytery, and Certified Christian Educators within the bounds of the Presbytery.

The Committee on Ministry may look to synod and the General Assembly for information and assistance in the matter of ministers and pastoral relations.

~~G-11.0501 — Nature and Membership~~

~~Shall Elect Committee on Ministry~~

~~G-11.0501a. Each presbytery shall elect a committee on ministry to serve as pastor and counselor to the ministers and Certified Christian Educators of the presbytery, to facilitate the relations between congregations, ministers, and Certified Christian Educators, and the presbytery, and to settle difficulties on behalf of presbytery when possible and expedient.~~

~~Membership and Quorum~~

~~G-11.0501b. This committee shall consist of equal numbers of elders and ministers with a membership of at least six. Its quorum shall be set by presbytery and shall be at least a majority of the membership of the committee. No member shall be elected for a term of more than three years, nor shall a member serve for consecutive terms, either full or partial, aggregating more than six years. A member having served a total of six years shall be ineligible for reelection for at least one year.~~

The committee shall serve the presbytery in the following ways:

G-11.0502a. It shall visit regularly and consult with each minister of the presbytery. It shall report to the presbytery annually the type of work in which each minister of the presbytery is engaged. It shall require an annual report from every minister performing work which is not under the jurisdiction of the presbytery or a higher governing body of the church.

G-11.0502b. It shall make recommendations to presbytery regarding calls for the services of its ministers. Every call for the services of a minister or candidate in a pastoral relationship shall be placed in its hands and presented by it to the presbytery, with a report as to the call being in order and recommendation as to whether the call shall be placed in the hands of the minister or candidate. Every request by a minister or candidate for the presbytery's approval of a task appropriate to the ministry, though not a pastoral relationship to a particular church, shall be made by the minister or candidate through the committee and shall be reported by it to the presbytery with recommendation for presbytery's action.

G-11.0502c. It shall visit with each session of the presbytery at least once every three years, discussing with them the mission and ministry of the particular church and encouraging the full participation of each session and congregation in the life and work of presbytery and of the larger church.

G-11.0502d. It shall counsel with churches regarding calls for permanent pastoral relations, visiting and counseling with every committee elected to nominate a pastor or associate pastor. It shall advise with the committee regarding the merits, availability, and suitability of any candidate or minister whose name is contemplated for nomination to the congregation, and shall have the privilege of suggesting names to the committee. No call to a permanent pastoral relationship shall be in order for consideration by the presbytery unless the church has received and considered the committee's counsel before action is taken to issue a call.

(G-14.0502) A call to a permanent pastoral relationship shall not be issued until it has been approved by the presbytery. In the case of a church receiving aid in supporting a pastor, it shall confer with both the church and that agency of presbytery charged with arranging such aid before it shall recommend to the presbytery that a call to such a church be placed in the hands of a minister. The proper agency of the presbytery shall present to the committee a statement of the presbytery's anticipated support of a pastor, which shall be attached to the call of the church.

G-11.0502e. It shall counsel with churches regarding the advisability of calling a designated pastor as defined in G-14.0501.

G-11.0502f. It shall counsel with sessions regarding stated supplies, interim pastors, interim co-pastors, or interim associate pastors, and temporary supplies when a church is without a pastor, and it shall provide lists of pastors, commissioned lay pastors, and qualified lay persons who have been trained and commissioned by the presbytery to supply vacant pulpits. Concurrence of the presbytery through its committee on ministry is required when a session invites an interim pastor, interim co-pastor, or interim associate pastor as provided for in G-14.0513b and G-14.0513c.

G-11.0502g. It shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling group.

G-11.0502h. It may be given authority by the presbytery to find in order calls issued by churches, to approve and present calls for services of ministers, to approve the examination of ministers transferring from other presbyteries required by G-11.0402, to dissolve the pastoral relationship in cases where the congregation and pastor concur, to grant permission to labor within or outside the bounds of the presbytery, and to dismiss ministers to other presbyteries, with the provision that all such actions be reported to the next stated meeting of the presbytery. (G-9.0403, G-14.0507)

G-11.0502i. It shall serve as an instrument of presbytery for promoting the peace and harmony of the churches, especially in regard to matters arising out of the relations between ministers and churches. Its purpose shall be to mediate differences and reconcile persons, to the end that the difficulties may be

~~corrected by the session of the church if possible, that the welfare of the particular church may be strengthened, that the unity of the body of Christ may be made manifest.~~

~~G-11.0502j. It shall exercise wise discretion in determining when to take cognizance of information concerning difficulties within a church, proceeding with the following steps:~~

~~G-11.0502j.(1) It may take the initiative to bring the information which has come to it to the attention of the session of the church involved, counseling with the session as to the appropriate actions to be taken in correcting the reported difficulties.~~

~~G-11.0502j.(2) It may offer its help as a mediator in case the session either finds itself unable to settle the problems peaceably or takes no steps toward settlement.~~

~~G-11.0502j.(3) It may act to correct the difficulties if requested to do so by the parties concerned, or if this authority is granted by the presbytery for the specific case. When so doing, the committee shall always hold hearings which afford procedural safeguards as in cases of process, following the procedures outlined in the Rules of Discipline.~~

~~G-11.0503 — Open Communication~~

~~The committee shall be open to communication at all times with the ministers, elders who are members of sessions, sessions of the presbytery, and Certified Christian Educators within the bounds of the presbytery.~~

~~G-11.0504 — Synod and General Assembly Agencies~~

~~The presbytery's committee on ministry may look to synod and the General Assembly for information and assistance in the matter of ministers and pastoral relations. Synods shall create the necessary agency to coordinate the work of presbytery committees. The General Assembly shall create the necessary agency to facilitate and support the work of the presbyteries and the synods in this matter.~~

~~G-14.0502 — Election of a Pastor~~

~~Elect a Pastor Nominating Committee~~

~~G-14.0502a. When a church is without a pastor, or after the effective date of the dissolution of the pastoral relationship, the congregation shall, with the guidance and permission of the committee on ministry, G-11.0502d, proceed to elect a pastor in the following manner. The session shall call a congregational meeting to elect a nominating committee, which shall be representative of the whole congregation. This committee's duty shall be to nominate a minister to the congregation for election as pastor. Public notice of the time, place, and purpose of the meeting shall be given at least ten days in advance, which shall include two successive Sundays.~~

~~Work of the Committee~~

~~G-14.0502b. The nominating committee shall confer with the committee on ministry as provided in G-11.0502d and when seeking an associate or co-pastor, with the pastor or any continuing co-pastors. Care must be taken to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities. When a church is considering extending a call to a minister of another denomination, the minister shall follow the procedures required in G-11.0400.~~

~~Report of the Committee~~

~~G-14.0502c. When the committee is ready to report, it shall notify the session, which shall call a congregational meeting, giving public notice as required in paragraph a. above, for the purpose of acting on the report of the nominating committee. The same procedure shall be followed in the selection of an associate pastor. The action of the congregation, if favorable, shall be presented to the presbytery for its concurrence. If the presbytery concurs, it shall make arrangements for the minister's installation. A call to a permanent pastoral relationship shall not be issued until it has been approved by the presbytery. (G-11.0502d)~~

6.0102 MEETINGS: Shall be held at least quarterly, and at other times when called to do so by the Chair, to fulfill its responsibilities to and for the Presbytery.

6.0103 MEMBERSHIP:

1. Shall be composed of eighteen members, with **at close to** equal numbers **as possible of ruling elders and teaching elders** ~~ministers in accordance with the Book of Order (G-11.0501b).~~

Membership and Quorum

G-11.0501b. This committee shall consist of equal numbers of elders and ministers with a membership of at least six. Its quorum shall be set by presbytery and shall be at least a majority of the membership of the committee. No member shall be elected for a term of more than three years, nor shall a member serve for consecutive terms, either full or partial, aggregating more than six years. A member having served a total of six years shall be ineligible for reelection for at least one year.

2. Shall include, in addition to its elected membership, the chair of the Committee on Preparation for Ministry and the **elected officers of the Presbytery** ~~Executive Presbyter~~, who shall serve on this committee, ex officio without vote.
1. **The Committee on Ministry may use Teaching Elders and Ruling Elders not among its members for service in particular capacities.**

6.0104 THE CHAIR: [see: the Manual 3.0304]

6.0105 RESPONSIBILITIES:

- A. **The Committee on Ministry shall adhere to and carry out the duties assigned to it by the Presbytery according to the set forth in the Book of Order (G-11.0502):**

1. **Review and approve terms of call for Teaching Elders (G-2.0804).**
2. **Dissolve pastoral relations when the Teaching Elder and congregation concur. (G-2.0901)**
3. **Dismiss Teaching Elders to other presbyteries. (D-3.0104)**
4. **Establish and abolish pastoral positions when requested by sessions (G-2.0504a).**
5. **Approve and review temporary pastoral relationships, including interims (G-2.0504b).**
6. **Grant requests from Teaching Elders for release from exercise of ordered ministry (G-2.0507) with the reasons for such release recorded in the minutes of the Presbytery.**
7. **Commission, review, and renew commissions of Ruling Elders (G-2.1001).**
8. **Perform the initial in-depth examination of Teaching Elders seeking membership in the Presbytery (G-3.0306).**
9. **Inquire into and respond to difficulties within congregations and within the membership of Presbytery and recommend appointment of administrative commissions to settle difficulties. (G-2.0904, D-3.0101b).**
10. **Call meetings of sessions (G-3.0203).**
11. **Grant status of Honorable Retirement to Teaching Elders (G-2.0203c).**
12. **Approve calls of Teaching Elders moving within the Presbytery. (G-3.0303c.)**

13. Approve moderators of sessions for churches without an installed pastor (G-1.0504).
14. Designate persons to moderate session and congregational meetings when requested to do so by moderator of record (G-3.0104)

The Committee on Ministry's primary role is relational after the model of Jesus Christ. It takes the various forms of pastor, counselor, facilitator, and companion in the journey of faith and ministry with the congregations and persons who are members of the Presbytery of Abingdon.

G-11.0502 — Responsibilities

~~The committee shall serve the presbytery in the following ways:~~

~~G-11.0502a. It shall visit regularly and consult with each minister of the presbytery. It shall report to the presbytery annually the type of work in which each minister of the presbytery is engaged. It shall require an annual report from every minister performing work which is not under the jurisdiction of the presbytery or a higher governing body of the church.~~

~~G-11.0502b. It shall make recommendations to presbytery regarding calls for the services of its ministers. Every call for the services of a minister or candidate in a pastoral relationship shall be placed in its hands and presented by it to the presbytery, with a report as to the call being in order and recommendation as to whether the call shall be placed in the hands of the minister or candidate. Every request by a minister or candidate for the presbytery's approval of a task appropriate to the ministry, though not a pastoral relationship to a particular church, shall be made by the minister or candidate through the committee and shall be reported by it to the presbytery with recommendation for presbytery's action.~~

~~G-11.0502c. It shall visit with each session of the presbytery at least once every three years, discussing with them the mission and ministry of the particular church and encouraging the full participation of each session and congregation in the life and work of presbytery and of the larger church.~~

~~G-11.0502d. It shall counsel with churches regarding calls for permanent pastoral relations, visiting and counseling with every committee elected to nominate a pastor or associate pastor. It shall advise with the committee regarding the merits, availability, and suitability of any candidate or minister whose name is contemplated for nomination to the congregation, and shall have the privilege of suggesting names to the committee. No call to a permanent pastoral relationship shall be in order for consideration by the presbytery unless the church has received and considered the committee's counsel before action is taken to issue a call. (G-14.0502) A call to a permanent pastoral relationship shall not be issued until it has been approved by the presbytery. In the case of a church receiving aid in supporting a pastor, it shall confer with both the church and that agency of presbytery charged with arranging such aid before it shall recommend to the presbytery that a call to such a church be placed in the hands of a minister. The proper agency of the presbytery shall present to the committee a statement of the presbytery's anticipated support of a pastor, which shall be attached to the call of the church.~~

~~G-11.0502e. It shall counsel with churches regarding the advisability of calling a designated pastor as defined in G-14.0501.~~

~~G-11.0502f. It shall counsel with sessions regarding stated supplies, interim pastors, interim co-pastors, or interim associate pastors, and temporary supplies when a church is without a pastor, and it shall provide lists of pastors, commissioned lay pastors, and qualified lay persons who have been trained and commissioned by the presbytery to supply vacant pulpits. Concurrence of the presbytery through its committee on ministry is required when a session invites an interim pastor, interim co-pastor, or interim associate pastor as provided for in G-14.0513b and G-14.0513c.~~

~~G-11.0502g. It shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling group.~~

~~G-11.0502h. It may be given authority by the presbytery to find in order calls issued by churches, to approve and present calls for services of ministers, to approve the examination of ministers transferring from other presbyteries required by G-11.0402, to dissolve the pastoral relationship in cases where the congregation and pastor concur, to grant permission to labor within or outside the bounds of the presbytery, and to dismiss ministers to other presbyteries, with the provision that all such actions be reported to the next stated meeting of the presbytery. (G-9.0403, G-14.0507)~~

~~G-11.0502i. It shall serve as an instrument of presbytery for promoting the peace and harmony of the churches, especially in regard to matters arising out of the relations between ministers and churches. Its purpose shall be to mediate differences and reconcile persons, to the end that the difficulties may be corrected by the session of the church if possible, that the welfare of the particular church may be strengthened, that the unity of the body of Christ may be made manifest.~~

~~G-11.0502j. It shall exercise wise discretion in determining when to take cognizance of information concerning difficulties within a church, proceeding with the following steps:~~

~~G-11.0502j.(1) It may take the initiative to bring the information which has come to it to the attention of the session of the church involved, counseling with the session as to the appropriate actions to be taken in correcting the reported difficulties.~~

~~G-11.0502j.(2) It may offer its help as a mediator in case the session either finds itself unable to settle the problems peaceably or takes no steps toward settlement.~~

~~G-11.0502j.(3) It may act to correct the difficulties if requested to do so by the parties concerned, or if this authority is granted by the presbytery for the specific case. When so doing, the committee shall always hold hearings which afford procedural safeguards as in cases of process, following the procedures outlined in the Rules of Discipline.~~

B. The Committee on Ministry shall adhere to and carry out the following additional duties assigned to it as given by the Presbytery. ~~:(Book of Order G-9.0403)~~

~~G-9.0403 ———— Accountability to Governing Body~~

~~A governing body may delegate particular aspects of its task to councils, boards, agencies, commissions, and committees, but always on the basis of accountability to the governing body.~~

1. When a church is without a pastor, or after the effective date of the dissolution of the pastoral relationship, the congregation shall only proceed with the guidance and permission of the committee on ministry. The Committee on Ministry shall serve as a committee, or name members to serve as a committee to consult with a church pastor nominating committee before and during their search for a pastor.

1. Shall serve as a committee, or name members of the Committee to serve as a committee, to consult with members of a church's Pulpit Nominating Committee before they begin their search for a new pastor. ~~(Book of Order G-11.0502d)~~

~~G-11.0502d. It shall counsel with churches regarding calls for permanent pastoral relations, visiting and counseling with every committee elected to nominate a pastor or associate pastor. It shall advise with the committee regarding the merits, availability, and suitability of any candidate or minister whose name is contemplated for nomination to the congregation, and shall have the privilege of suggesting names to the committee. No call to a permanent pastoral relationship shall be in order for consideration by the presbytery unless the church has received and considered the committee's counsel before action is taken to issue a call. (G-14.0502) A call to a permanent pastoral relationship shall not be issued until it has been approved by the presbytery. In the case of a church receiving aid in supporting a pastor, it shall confer with both the church and that agency of presbytery charged with arranging such aid~~

~~before it shall recommend to the presbytery that a call to such a church be placed in the hands of a minister. The proper agency of the presbytery shall present to the committee a statement of the presbytery's anticipated support of a pastor, which shall be attached to the call of the church.~~

2. **When a church is considering extending a call to a minister of another denomination or participating in an immigrant ministry, the Committee on Ministry shall review and be guided by the *Advisory Handbook for Ministry Committees/Commission of the PC(USA)*.**
3. ~~Shall~~ Take special oversight of churches without pastors, including the authority to select, train, examine, and commission **ruling elders to serve those churches.** ~~lay preachers and may authorize them to administer the Lord's Supper" (Book of Order G-11.0103k)~~

~~G-11.0103k. to take special oversight of churches without pastors, including the authority to select, train, examine, and commission lay pastors and may authorize them to administer the Lord's Supper (G-11.0801);~~

4. **Annually review Session minutes and records.**
5. ~~Shall~~ Conduct an exit interview using **the model provided in the *Advisory Handbook for Ministry Committees/Commission of the PC(USA)*** ~~adopted~~ guidelines.
6. **Use the *Advisory Handbook for Ministry Committees/Commission of the PC(USA)* as the handbook of operation.**
7. **Receive, review, and consider for approval all Tynes Fund loan applications, and determine the rate of interest all Tynes Fund loans.**
8. **Receive requests from congregations to grant a waiver of the limitation on terms of service for Ruling Elders and Deacons. (G-2.0404)**
9. **Provide oversight of the Commissioned Ruling Elders Subcommittee.**
4. ~~Shall~~ develop a handbook of operation, which shall always be in accordance with the Manual and the Book of Order.
5. ~~Shall~~ recommend to the Trustees of the Tynes Memorial Fund, as the need arises, churches that are eligible to borrow from the fund.

C. **Caring for Teaching Elders and other church professionals** ~~RE: Ministers and Other Church Professionals:~~

1. ~~Shall~~ Provide and promote opportunities of continuing education for **teaching elders** ~~ministers and other church professionals.~~
2. ~~Shall~~ Provide and promote opportunities of fellowship, inspiration, and recreation for **teaching elders** ~~ministers, other church professionals, and their spouses.~~

- D. ~~RE: Budget: Shall~~ Prepare an annual **committee** budget request to **present to the** Presbytery **as requested by the Budget and Finance Committee** ~~that will under gird the committee's work.~~

7.0000

** Part 7 **

7.0100 THE COMMITTEE ON PREPARATION FOR MINISTRY: [see: the Manual 3.0200-.0305]

7.0101 STRUCTURE: Shall consist of one-third ministers, one-third lay women, one-third lay men – insofar as possible – nominated by the Nominating Committee from the male and female members of the Presbytery.

7.0102 PURPOSE AND FUNCTION: Shall function in accordance with the Book of Order (~~G-2.06 G-14.0300; G-14.0400~~); and any other provisions, covering all requirements for Inquirers; Candidates and Ministers who are requesting membership in the Presbytery.

7.0103 MEETINGS: Shall be held at least quarterly to fulfill its responsibilities to and for the Presbytery.

7.0104 MEMBERSHIP: Shall be composed of **at least** six members, of which at least one-half shall be laypersons.

7.0105 THE CHAIR: Shall be **elected by the Committee on Preparation for Ministry**. ~~in accordance with the Manual 3.0304; and, shall be a member of the Committee on Ministry, ex officio without vote.~~

7.0106 RESPONSIBILITIES:

- A. SUPERVISION: Shall supervise Inquirers and Candidates for the ministry in accordance with the Book of Order (~~G-2.06 G-14.0300-.0314~~).

~~G-14.0300 — Preparation for the Office of Minister of the Word and Sacrament~~

~~G-14.0301 — Presbytery Responsibility~~

~~It is important that those who are to be ordained as ministers of the Word and Sacrament receive full preparation for their task under the direction of the committee on preparation for ministry. (G-9.0902) For this purpose, presbyteries shall enter into covenant relationship with those preparing to become ministers of the Word and Sacrament. This relationship shall be divided into the two phases of inquiry and candidaey.~~

~~G-14.0302 — Inquiry Defined~~

~~The purpose of the inquiry phase is to provide an opportunity for the church and those who believe themselves called to ministry of the Word and Sacrament to explore that call together in such a way that the decision regarding the inquirer's suitability for ministry of the Word and Sacrament will be based on knowledge and experience of one another.~~

~~G-14.0303 — Inquiry Phase~~

~~The process and requirement of the inquiry phase shall be as follows:~~

~~G-14.0303a. A person desiring to become an inquirer shall indicate to the session of the particular church a desire to explore the personal implications of becoming a minister of the Word and Sacrament.~~

~~G-14.0303b. The person shall have been an active member of that particular church for at least six months.~~

~~G-14.0303c. The session shall contact the committee on preparation for ministry for orientation to the process used in that presbytery.~~

~~G-14.0303d. The session shall consult with the person and, if the individual requests to be enrolled as an inquirer, shall make a recommendation to presbytery through the stated clerk with respect to the request.~~

~~G-14.0303e. Upon receipt of the recommendation of the session, the committee on preparation for ministry shall recommend to the presbytery whether to enroll the person as an inquirer. The committee on preparation for ministry shall interview the person before making its recommendation. The date of the presbytery's action to enroll shall be the beginning of the covenant relationship. This period shall be at least two years, at least one year of which shall be as a candidate, required in G-14.0401. (See G-14.0313c for exception.) A presbytery may assign to its committee on preparation for ministry the power to enroll inquirers, with the provision that the action be reported to the next stated meeting of the presbytery.~~

~~G-14.0303f. The phase of inquiry shall be of sufficient length for the inquirer, the session, and the committee on preparation for ministry to decide whether the inquirer should apply to become a candidate. During this time, the committee on preparation for ministry shall make use of resources such as information provided by the inquirer, personal references, and reports from counseling services, the session, and the inquirer's institution of learning, if the inquirer is a student.~~

~~G-14.0303g. By the end of the inquiry phase, each inquirer shall demonstrate adequate promise for ministry by presenting~~

~~G-14.0303g.(1) a statement of his or her understanding of Christian vocation in the Reformed tradition and how it relates to his or her sense of call;~~

~~G-14.0303g.(2) a statement of personal faith which incorporates an understanding of the Reformed tradition;~~

~~G-14.0303g.(3) an analysis of at least one concept from the personal faith statement regarding what it suggests about God, humanity, and their interrelationships;~~

~~G-14.0303g.(4) a statement of what it means to be Presbyterian, indicating how that awareness grows out of participation in the life of a particular church;~~

~~G-14.0303g.(5) a statement of self-understanding which reflects the inquirer's personal and cultural background and includes a concern for maintaining spiritual, physical, and mental health;~~

~~G-14.0303g.(6) a statement of his or her understanding of the task ministers of the Word and Sacrament perform, including an awareness of his or her specific gifts for ministry of the Word and Sacrament and of areas in which growth is needed.~~

~~G-14.0304 ——— Candidacy Defined~~

~~The purpose of the candidacy phase is to provide for the full preparation of persons to serve the church as ministers of the Word and Sacrament. This shall be accomplished through the guidance and evaluation of candidates, using learning contacts within the context of supportive relationships.~~

~~G-14.0305 ——— Candidacy Process~~

~~The process of the candidacy phase is as follows:~~

~~G-14.0305a. An inquirer shall apply to the presbytery through the stated clerk to become a candidate for the office of minister of the Word and Sacrament through the session of his or her church.~~

~~G-14.0305b. The session shall confer with the inquirer, review the evidence of the inquiry phase, and make recommendations to the presbytery through the stated clerk with respect to the application.~~

~~G-14.0305c. The committee on preparation for ministry shall confer with the inquirer and review the evidence which indicates whether the inquirer is ready to proceed to candidacy.~~

~~G-14.0305d. The committee on preparation for ministry shall make a definite recommendation to the presbytery with respect to whether the inquirer should be received as a candidate. Presbytery shall act on every committee recommendation regarding application for candidacy.~~

~~G-14.0305e. The presbytery shall receive the report and recommendation of its committee and shall examine the inquirer in person with respect to his or her Christian faith, forms of Christian service undertaken, and motives for seeking the ministry.~~

~~G-14.0305f. If the examination is approved, the presbytery shall receive the inquirer as a candidate after the following manner. The moderator shall propose the following questions to the inquirer:~~

~~G-14.0305f.(1) Do you believe yourself to be called by God to the ministry of the Word and Sacrament?~~

~~G-14.0305f.(2) Do you promise in reliance upon the grace of God to maintain a Christian character and conduct, and to be diligent and faithful in making preparation for this ministry?~~

~~G-14.0305f.(3) Do you accept the proper supervision of the presbytery in matters that concern your preparation for this ministry?~~

~~G-14.0305f.(4) Do you desire now to be received by this presbytery as a candidate for the ministry of the Word and Sacrament in the Presbyterian Church (U.S.A.)?~~

~~G-14.0305g. If these questions are answered in the affirmative, a brief charge shall be given, the candidate's name shall be recorded on the presbytery's roll of candidates, and the proceedings shall close with prayer.~~

~~G-14.0305h. A presbytery may provide, at the request of the candidate and his or her session, for the service of reception to be conducted by a commission of presbytery in the presence of the candidate's congregation.~~

~~G-14.0305i. The phase of candidacy lasts until the candidate receives an approved call and is examined and ordained, or until the candidate's name is removed from the roll of candidates in accord with G-14.0312.~~

~~G-14.0305j. By the end of the candidacy phase, each candidate to be ordained shall demonstrate readiness to begin ministry of the Word and Sacrament by~~

~~G-14.0305j.(1) presenting evidence of competence in the fields of theology, Bible, polity, and worship and Sacraments, ordinarily attested by completion of the requirements of G-14.0310; and evidence of ministerial skill attested in the supervised practice of ministry;~~

~~G-14.0305j.(2) presenting evidence of readiness to participate in a calling presbytery's plan for transition and of plans for continuing study and growth (G-11.0103n and G-14.0506, last sentence);~~

~~G-14.0305j.(3) expressing theological views compatible with the confessional documents of the church;~~

~~G-14.0305j.(4) expressing understanding of the meaning of the questions required for ordination (G-14.0405) informed by knowledge of the church in diverse settings;~~

~~G-14.0305j.(5) revealing commitment to the ministry of the Word and Sacrament within the discipline of the Presbyterian Church (U.S.A.) with personal maturity, spiritual depth, and a capacity to respond to the needs of others, including colleagues in ministry;~~

G-14.0305j.(6) presenting a written sermon, together with a description of the contemporary need to which it was addressed and an exegetical interpretation of the biblical material out of which the sermon arose. This sermon shall be preached before the calling presbytery or a committee thereof as a part of the appearance of the candidate as set forth in G-14.0402.

G-14.0306 — Duties of Presbytery and Session

The duties of the presbytery and of the session shall be as follows:

Duties of Presbytery

G-14.0306a.(1) The committee on preparation for ministry shall seek to instruct sessions on their role in the inquiry and candidacy process. Particular direction shall be given a session which has endorsed an inquirer or candidate. This work could best be done by the committee on preparation for ministry.

G-14.0306a.(2) During the phases of inquiry and candidacy the individual continues to be an active member of his or her particular church and subject to the concern and discipline of the session. In matters relating to preparation for ministry, the individual is under the oversight of the presbytery through the committee on preparation for ministry. It shall be the duty of the presbytery to exercise responsibility for the spiritual growth of inquirers and candidates, to support them with an understanding and sympathetic interest, and to give guidance in regard to courses of study, familiarity with the Bible and with the confessions, practical training and plans for education including the choice of institutions, field education, and the inquirer's or candidate's financial need. The presbytery shall also seek to give guidance and instruction to the inquirer or candidate in the faith and polity of the church.

Support by Session

G-14.0306b. The session shall function in a supportive role during the phases of inquiry and candidacy to ensure that care is provided on a continuous basis. The session shall appoint an elder from the church to be a liaison person with the inquirer or candidate and the appropriate presbytery committee. The session should consider the provision of financial support for the inquirer or candidate.

G-14.0307 — Service in Covenant Relationship

The inquirer or candidate shall be encouraged to engage in some form of service to the church with the approval and under the guidance of the inquirer's or candidate's committee on preparation for ministry. Field education assignments that are under the supervision of a theological institution do not require presbytery approval; however, field education assignments that place an inquirer or candidate as the student intern having sole pastoral responsibility for the life of a church require the counsel and oversight of the committee on ministry having jurisdiction over the church. An inquirer or candidate shall not undertake to serve a church, even as a temporary supply, without the approval of the presbytery having jurisdiction over the church as well as the approval of the inquirer's or candidate's presbytery. Under no circumstances may an inquirer or candidate who has not been previously ordained as an elder, serve as moderator of a session, administer the Sacraments, or perform a marriage ceremony. A previously ordained elder who becomes an inquirer or candidate may be authorized to administer the Lord's Supper in accordance with G-6.0304 and G-11.0103z, but may not serve as a moderator of a session nor perform a marriage ceremony, except as may be provided in G-10.0103 and G-7.0306. A previously commissioned lay pastor who becomes an inquirer or candidate may continue to be authorized to administer sacraments in accordance with the presbytery's previous grant of authority under G-14.0801e.

G-14.0308 — Annual Report

The presbytery shall require the inquirer or candidate to make an annual written report concerning progress in studies and service to the church, including a report from the individual's institution of learning.

G-14.0309 — Consultation and Guidance

Annual Consultation

~~G-14.0309a. The committee on preparation for ministry shall provide for an annual consultation with each person on the rolls of inquirers and candidates. The purpose of the consultation shall be for the evaluation and nurture of inquirers and candidates. Such consultation may be held by the entire committee or may be carried out by persons appointed by the committee either from its own membership or with similar responsibilities in a presbytery within which the inquirer or candidate is pursuing a course of study or engaged in other approved service, except in the case of the final assessment, which should be conducted by the committee on preparation for ministry of the candidate's presbytery. Presbytery, together with the session and the inquirer or candidate, shall bear the necessary expenses of the annual consultation, which shall be concerned with the spiritual growth and needs of the individual, the financial planning for his or her educational program, and with his or her relation to the church and progress in the program of study leading to ordination for ministry. Each consultation shall include a decision, made by the whole committee, whether to continue or terminate the period of inquiry or candidacy. This decision shall be reported to presbytery.~~

Written Report

~~G-14.0309b. There shall be a written report of each annual consultation, including a statement of the individual's strengths and areas of needed growth, prepared jointly by the committee or its representative and the inquirer or candidate. The presbytery shall be notified of receipt of these reports and the reports themselves shall be submitted to the individual, the sponsoring session, and the theological institution.~~

Content

~~G-14.0309c. The content of these annual consultations shall include, but need not be limited to, assessment of the inquirer's or candidate's development in terms of the outcomes for the appropriate phase and the following in the appropriate years:~~

Prior to Theological Education

~~G-14.0309e.(1) In the years prior to entering theological education, discussion of the inquirer's or candidate's preparation for theological education and for personal growth;~~

First Year Theological Education

~~G-14.0309e.(2) For annual consultations which cover the time period of the first year of theological education, a general assessment of her or his experience and the implications this has for her or his future professional ministry. The primary focus of this consultation(s) shall not be one of formal examination but of guidance and counseling with the inquirer and candidate. At this consultation(s) the student may ask the committee on preparation for ministry to present to the presbytery any request for an exemption from formal educational requirements of G-14.0310b(2) and G-14.0310b(3), such as language provisions. Should the presbytery be willing to make such an exception, the procedures of G-14.0313a shall be followed;~~

Second Year Theological Education

~~G-14.0309e.(3) For annual consultations which cover the time period of the second year of theological education, an assessment of the inquirer's or candidate's experience similar to that held in the previous year(s). In addition, the consultation(s) shall include a discussion with the individual on progress in preparation for ordination, including a preliminary statement of faith, a review of all grades, field education reports, and other appropriate evaluations. The presbytery also shall satisfy itself of the individual's thorough knowledge of the Bible. To this end, the presbytery shall accept a certificate of passing grade on the Bible Content examination of G-14.0310d(2). The committee on preparation for ministry and the inquirer or candidate shall discuss the means by which any deficiencies are to be removed.~~

Negotiation for Service

~~G-14.0309d. In no case shall an inquirer or candidate be excused from these annual consultations. Prior to the completion of two full years of theological education or its equivalent, prior to that year's annual consultation, and prior to the successful completion of all ordination exams or to the presbytery's~~

~~certification of readiness according to the provisions of G-14.0313b, no inquirer or candidate shall enter into negotiation with a church for his or her ministerial services except by a three fourths vote of the members of presbytery present, with the reasons therefor recorded in the minutes of presbytery.~~

~~G-14.0310 — Final Assessment~~

~~Assess Readiness to Begin Ministry~~

~~G-14.0310a. In the final year of theological education or when a candidate has satisfied the requirements of G-14.0310, and before a candidate may receive a call, the committee on preparation for ministry of the candidate's presbytery shall conduct a final assessment of the candidate's readiness to begin ministry. This consultation shall focus on the outcomes of inquiry (G-14.0303g) and candidacy (G-14.0305j) and shall include each of the requirements of certification set forth in G-14.0310. A summary of this assessment shall be reported to the presbytery and shall be transmitted to a calling presbytery when requested. When, in the opinion of the committee on preparation for ministry, a candidate is ready for examination for ordination, pending a call, it shall recommend to the presbytery that the presbytery so certify the candidate. (See G-14.0507.) It may be given authority by the presbytery to certify candidates on behalf of the presbytery with the provision that all such actions shall be reported to the next stated meeting of the presbytery.~~

~~Requirements to Be Certified Ready for Examination~~

~~G-14.0310b. The candidate's presbytery shall require a candidate to fulfill the following requirements to be certified as to be ready for examination for ordination, pending a call:~~

~~Readiness~~

~~G-14.0310b.(1) demonstration of readiness to begin ministry of the Word and Sacrament as required in G-14.0305j;~~

~~Transcript~~

~~G-14.0310b.(2) presentation of a transcript showing satisfactory grades at a regionally accredited college or university, together with a diploma;~~

~~Educational Requirements~~

~~G-14.0310b.(3) presentation of a transcript from a theological institution accredited by the Association of Theological Schools acceptable to the presbytery, the transcript showing satisfactory grades, and presentation of a plan to complete the theological degree including Hebrew and Greek and exegesis of the Old and New Testaments using Hebrew and Greek texts;~~

~~Examination Requirements~~

~~G-14.0310b.(4) presentation of satisfactory grades together with the examination papers in the five areas covered by the Presbyteries' Cooperative Committee on Examinations for Candidates.~~

~~Bible Content Examination~~

~~G-14.0310e. Inquirers or candidates are encouraged to take the Bible Content Examination in their first year of seminary. The other four examinations may be taken by inquirers or candidates after completion of two full years of theological education. These four examinations shall only be taken upon approval by the committee on preparation for ministry of the inquirer's or candidate's presbytery.~~

~~Areas of Examination~~

~~G-14.0310d. The areas of these examinations are:~~

~~G-14.0310d.(1) Open Book Bible Exegesis. This examination shall assess the candidate's ability to find and state the meaning of an assigned passage of Scripture, demonstrating working knowledge of the original language of the text and ability to understand its historical situation.~~

~~The candidate shall have access to any or all of the following:~~

~~Hebrew and Greek texts, translations, commentaries, and other exegetical tools, including those which presuppose knowledge of the biblical languages. Using these, he or she shall be asked to state the meaning of the passage, show how he or she arrived at this interpretation, and suggest how this passage might be used in the contemporary life of the church.~~

~~G-14.0310d.(2) Bible Content. This examination shall assess the candidate's knowledge of the form and content of the Bible.~~

~~G-14.0310d.(3) Theological Competence. This examination shall assess the candidate's capacity to make effective use of the classical theological disciplines and of the confessional documents of the church in relating the gospel to the faith of the church in the contemporary world.~~

~~G-14.0310d.(4) Worship and Sacraments. This examination shall assess the candidate's understanding of the meaning and purpose of corporate worship and the Sacraments, familiarity with the Directory for Worship and The Book of Confessions, and their application to the life of worshiping communities.~~

~~G-14.0310d.(5) Church Polity. This examination shall assess the candidate's working knowledge of the constitutional structure of the Presbyterian Church (U.S.A.) and the method by which differences are properly resolved and programs to fulfill the mission of the church are determined.~~

How Graded

~~G-14.0310e. The examinations required in the five specified areas shall be graded by representatives of the presbyteries under the supervision of the Presbyteries' Cooperative Committee on Examinations for Candidates as provided in G-11.0103m.~~

~~G-14.0311 ——— Transfer of Covenant Relationship~~

~~A presbytery may transfer the covenant relationship of an inquirer or candidate to another presbytery, but only with the approval of the receiving presbytery and the inquirer or candidate. An inquirer or candidate shall not transfer her or his membership to a particular church under the jurisdiction of another presbytery without the approval of the presbytery responsible for the person's preparation for ministry. Whenever a presbytery approves such a transfer, it shall send to the other presbytery a certificate of its approval, its records concerning the individual, and the reasons for the request for transfer. Failure of an inquirer or candidate to follow this procedure shall result in the forfeiture of standing as an inquirer or candidate. No presbytery may restore the candidate's status except by beginning again under the provisions of G-14.0303.~~

~~G-14.0312 ——— Removal from Covenant Relationship~~

~~An inquirer or candidate may, after consultation with the session and the committee on preparation for ministry, withdraw from covenant relationship. Upon receiving such a request transmitted through the committee on preparation for ministry, the stated clerk shall remove the individual's name from the roll of inquirers or candidates and report the removal to presbytery. A presbytery may also, for sufficient reasons, remove an individual's name from the roll of inquirers or candidates, reporting this action and the reasons to the session, to the individual, and, if appropriate, to the educational institution in which the individual is enrolled. In both instances, prior to final action, the committee on preparation for ministry shall make a reasonable attempt to give the inquirer or candidate and other parties of interest an opportunity to be heard by that committee. The presbytery may arrange for the continued guidance and support of those who withdraw or are removed from the roll of inquirers or candidates.~~

~~G-14.0313 ——— Extraordinary Circumstances~~

~~All of the requirements of G-14.0310 shall be met except in the following extraordinary circumstances:~~

Educational Requirements

~~G-14.0313a. If the inquirer's or candidate's presbytery judges that there are good and sufficient reasons why certain of the educational requirements of G-14.0310b(2) or G-14.0310b(3) should not be met by an inquirer or candidate, it shall make an exception only by three-fourths vote of the members of presbytery present. A full account of the reasons for such an exception shall be included in the minutes of presbytery and shall be communicated to the presbytery to which the inquirer or candidate may be transferred. (G-14.0311 and G-14.0314) The successful completion of the course of study specified in such an exception shall fulfill the requirements of G-14.0310b(2) or G-14.0310b(3).~~

Examination Requirements

~~G-14.0313b. The examination requirements of G-14.0310b(4) shall not be waived until an inquirer or candidate has failed on two attempts to receive a satisfactory grade, unless the inquirer or candidate has a disability, documented by a person or persons of the presbytery's choice, which disability affects the individual's test-taking ability. If the presbytery believes that the person should be certified as ready for examination for ordination, pending a call, it shall authorize an exception only by a three-fourths vote of the members of the presbytery present, and must determine an alternate means whereby it will satisfy itself of competence in the area(s) of difficulty. When the individual successfully completes the alternate pattern, the presbytery may certify readiness in the usual manner. The minutes of presbytery shall contain a full record of the reasons for the exception and the alternate pattern for determining competence. Presbyteries shall submit to the synod the process by which a candidate, who has failed one or more examinations twice, or who has such a documented disability, would be examined. Once that process has been approved, presbyteries may proceed with particular candidates, and note such exemptions in their minutes each occasion. Such processes will be reviewed every three years.~~

Time Requirements

~~G-14.0313c. The time requirements of G-14.0303 shall not be waived unless the presbytery judges that there are good and sufficient reasons why the time requirement should not be met by an inquirer or candidate. It shall make an exception only by three-fourths vote of the members of the presbytery present. A full account of the reasons for such an exception shall be included in the minutes of presbytery and shall be communicated to the presbytery to which the inquirer or candidate may be transferred. (G-14.0311) Under no circumstances shall the time requirement be less than one year.~~

Confirmation of Action

~~G-14.0313d. The foregoing exceptions shall hold if the presbytery has received the inquirer or candidate from another presbytery that approved the exemption of any of these requirements, the reception of the candidate having confirmed the action of the dismissing presbytery.~~

~~G-14.0314 — Location of Ordination~~

Examination and Ordination

~~G-14.0314a. The presbytery placing the call to a candidate for ministry shall ordinarily examine and, contingent upon the candidate's successful completion of that examination and all requirements in G-14.0402, the presbytery responsible for the candidate's preparation for ministry shall ordinarily ordain the candidate.~~

Other Reformed Bodies

~~G-14.0314b. When a candidate is called to work under the jurisdiction of some other Reformed body, he or she may be dismissed as a candidate by certification. Likewise, candidates may be received for this purpose from other Reformed bodies by transfer of certificate.~~

~~B. — EXAMINATION: Shall examine candidates for the ministry in accordance with the Book of Order (G-14.0400-.0406) and ministers seeking membership in the Presbytery in accordance with the Book of Order (G-11.0402 and G-14.0507-.0508).~~

~~G-14.0400 ——— Ordination for the Ministry of the Word and Sacrament~~

~~G-14.0401 ——— Ordination of Candidates~~

~~Ordination for the office of minister of the Word and Sacrament is an act of the whole church carried out by the presbytery, setting apart a person to the ministry of the Word and Sacrament. Such a person shall have been in covenant relationship with a presbytery or presbyteries for a period of at least two years including at least one year as a candidate (see G-14.0313e for exception), met the requirements of G-14.0310 together with the completion of the theological degree, and received a call for service to a church or other work in the mission of the church that is acceptable to the candidate and the presbytery.~~

~~G-14.0402 ——— Examination for Ordination~~

~~Appearance before Presbytery~~

~~G-14.0402a. The candidate shall appear before the presbytery in which he or she shall make a brief statement of personal faith and of commitment to the ministry of the Word and Sacrament except as provided in G-14.0314. The presbytery, having received certification of a diploma from a theological institution accredited by the Association of Theological Schools and acceptable to the presbytery, having heard the candidate and his or her sermon preached before the presbytery or a committee thereof (G-14.0305j(6)), and having received the recommendation of its responsible committee (G-11.0402), shall conduct any further examination of his or her Christian faith and views in theology, the Bible, the Sacraments, and the government of the church as it deems necessary.~~

~~Vote to Proceed~~

~~G-14.0402b. If the presbytery is fully satisfied of the candidate's qualifications, it shall vote to proceed to his or her ordination, appointing a time and place for the service of ordination.~~

~~G-14.0403 ——— Extraordinary Circumstances~~

~~The presbytery shall not omit any of the requirements for ordination except in the case of extraordinary circumstances as provided in G-14.0313.~~

~~G-14.0404 ——— Place of Ordination, Installation~~

~~Ordination In Presence of Congregation of Membership~~

~~G-14.0404a. The ordination of candidates to the ministry of the Word and Sacrament shall ordinarily take place in the presence of the congregation in which the candidate is a member, and in the place for the regular worship of that congregation.~~

~~Place of Installation~~

~~G-14.0404b. A service of installation (G-14.0510) shall be held by the presbytery within whose bounds the candidate has been called to minister.~~

~~G-14.0405 ——— Ordination Service~~

~~Presbytery or Commission Convenes for Service~~

~~G-14.0405a. The presbytery or commission appointed for this purpose shall convene and shall call the congregation to worship. The service shall focus upon Christ and the joy and responsibility of the mission and ministry of the church, and shall include a sermon appropriate to the occasion. The member named to preside shall state briefly the proceedings of the presbytery preparatory to the ordination and shall point out its nature and importance.~~

~~Constitutional Questions~~

~~G-14.0405b. The member presiding shall then ask the candidate to answer the following questions:~~

~~G-14.0405b.(1) Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?~~

~~G-14.0405b.(2) Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?~~

~~G-14.0405b.(3) Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?~~

~~G-14.0405b.(4) Will you be a minister of the Word and Sacrament in obedience to Jesus Christ, under the authority of Scripture, and continually guided by our confessions?~~

~~G-14.0405b.(5) Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?~~

~~G-14.0405b.(6) Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?~~

~~G-14.0405b.(7) Do you promise to further the peace, unity, and purity of the church?~~

~~G-14.0405b.(8) Will you seek to serve the people with energy, intelligence, imagination, and love?~~

~~G-14.0405b.(9) Will you be a faithful minister, proclaiming the good news in Word and Sacrament, teaching faith, and caring for people? Will you be active in government and discipline, serving in the governing bodies of the church; and in your ministry, will you try to show the love and justice of Jesus Christ?~~

Installation

~~G-14.0405c. [This section was stricken by action of the 206th General Assembly (1994).]~~

Prayer and Laying on of Hands

~~G-14.0405d. The candidate, having answered the questions in the affirmative, shall kneel, if able, and the presbytery shall, with prayer and the laying on of hands, ordain the candidate to the office of minister of the Word and Sacrament. The member presiding shall then say:~~

~~(Name) _____, you are now ordained a minister of the Word and Sacrament in the church of Jesus Christ. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him. Amen.~~

Welcome

~~G-14.0405e. Then the members of the presbytery, and others as may be appropriate, shall welcome the new minister into the ministry of the Word and Sacrament. At the conclusion of the ordination service, the new minister may make a brief statement and shall pronounce the benediction.~~

~~G-14.0406 — Ordination Recorded~~

~~The presbytery shall record the ordination as a part of its official records along with the acceptance and subscription of the new minister to the obligations undertaken in the ordination vows. It shall also be the duty of the stated clerk of the presbytery to enroll the newly ordained minister as a member of the presbytery and to notify the session of the particular church of which the candidate has been a member, so that the session may record the fact that the candidate is now ordained and has been transferred to the roll of the presbytery.~~

~~G-11.0402 — Minister Seeking Membership~~

~~The presbytery, through its appropriate committee, shall examine each minister or candidate who seeks membership in it on his or her Christian faith and views in theology, the Sacraments, and the government of this church, except as provided in G-14.0314. Every minister seeking membership in a presbytery shall have a call to a pastoral relation within the presbytery, or from a governing body or agency as defined in G-11.0410, or be entering a work defined in G-11.0411, for which the receiving presbytery shall give its permission, or shall be honorably retired as defined in G-11.0412.~~

~~G-14.0507 ——— Call Presented and Received~~

~~Presbytery Finds Call in Order~~

~~G-14.0507a. If the presbytery finds the call in order and determines that it is for the good of the whole church, it shall inform the person being called of its decision and shall proceed to present the call through the presbytery having jurisdiction over the minister or candidate.~~

~~Call Through Own Presbytery~~

~~G-14.0507b. No minister or candidate shall receive a call except through the hands of his or her own presbytery. When a church in one presbytery extends a call to a minister or candidate of another presbytery, the stated clerk of the calling presbytery shall transmit the call to the stated clerk of the other presbytery, with certification that the call has been found in order by the presbytery. The stated clerk of the minister's or candidate's presbytery shall deliver the call to the committee on ministry (G-11.0502b), which shall inform the presbytery of the receipt of the call and shall recommend to presbytery what action should be taken with respect to it. If the presbytery thinks it wise to release the minister from the present charge, it may present the call to her or him with permission to transfer to the presbytery having jurisdiction over the church, there to be examined and received. If the presbytery thinks it wise for the candidate to accept the call, it may present the call to her or him with the permission to be examined by the presbytery having jurisdiction over the church. If the examination is not sustained, the minister or candidate remains under the jurisdiction of his or her own presbytery. The presbyteries shall deal directly with each other through their stated clerks in certifying both the call of the church and the credentials of the minister or candidate.~~

~~Call, Delegation of Authority~~

~~G-14.0507c. The authority for finding calls in order, for approving and presenting calls, for approving the examination of ministers transferring from other presbyteries required by G-11.0402, for dissolving the pastoral relationship in cases where the congregation and pastor concur, and for dismissing ministers to other presbyteries may be delegated by presbytery to its council or committee on ministry, with the provision that all such actions be reported to the next stated meeting of the presbytery. (G-9.0403, G-11.0103v, and G-11.0502h)~~

- C. Re: BUDGET: shall prepare an annual budget request to the Presbytery that will under gird the committee's work.

8.0000

** PART 8 **

8.0100

THE NOMINATING COMMITTEE: [see: Manual 3.0200 - .0305]

8.0101

STRUCTURE: Shall consist of one-third **teaching elders** ~~ministers~~, one-third lay women, one-third lay men – insofar as possible – nominated by the Council of **Abingdon Presbytery** from the ~~male and female~~ members of the Presbytery.

8.0102

PURPOSE AND FUNCTION:

A. To function in accordance with the Book of Order (G-3.0111 and F-1.0403 G-9.0800) and the Manual.

~~G-9.0800~~ ~~Nominating Committee~~

~~G-9.0801~~ ~~Nominating Committee~~

~~Representative of Member Churches~~

~~G-9.0801a. Each presbytery and synod shall elect a nominating committee broadly representative of the member churches of the presbytery or presbyteries, with a membership of one third ministers of the Word and Sacrament, one third laywomen, and one third laymen. The nominating committee shall consist of three classes, each serving for a three-year term except where initial classes of one- and two-year terms are necessary to establish regular rotation.~~

~~Responsibility~~

~~G-9.0801b. The nominating committee shall nominate persons to fill all vacancies on continuing committees (except the nominating committee), councils, boards, and other bodies that require election by the presbytery or synod. Consideration shall be given to the nomination of equal numbers of ministers of the Word and Sacrament, laymen, and laywomen (i.e., one third each), except that women elders and men elders shall be nominated to the committee on ministry to which presbytery functions may be delegated.~~

~~Consult with the Committee on Representation~~

~~G-9.0801c. The nominating committee shall consult, at least annually, with the committee on representation of its own governing body. If the committee on representation of that governing body has been granted an exception under the provisions of G-9.0106, the committee on representation of the next higher governing body shall be invited to participate in that consultation.~~

~~Relevant Provisions~~

~~G-9.0801d. In nominating persons to particular responsibilities the nominating committee shall observe the relevant provisions of G-6.0106, G-9.0104, G-11.0103d, G-11.0302, G-12.0102d, G-13.0108, and G-13.0202.~~

B. To be responsible for seeking out new leadership (in consultation with the **Committee on Representation Comm-**) to assist the Presbytery in carrying out its mission.”

C. To be responsible for placing in nomination persons to serve as the Moderator of the Presbytery; as commissioners to General Assembly and Synod; as members of the Presbytery’s Council of **Abingdon Presbytery** and **presbytery** committees [EXCEPTION: the Council of **Abingdon Presbytery** shall nominate members of the Nominating Committee and of the Committee on Representation.]; and, meeting other requirements of the Presbytery as **assigned the need-arises**.

8.0103 MEETINGS: Shall be held at least quarterly to fulfill its schedule of responsibilities [See Appendix- “Nominating Committee Calendar”] to and for the Presbytery.

8.0104 MEMBERSHIP:

A. Shall be composed of nine persons, consisting of three **teaching elders ministers, and six laypersons three laywomen, and three laymen.**

B. Shall be divided among the **clusters districts** of Presbytery, insofar as possible.

~~C. Shall be nominated by the Council.~~

8.0105 THE CHAIR: **See Manual 3.0305** ~~Shall be nominated by the Council, and elected by the Presbytery at its November meeting.~~

9.0000 ** PART 9 **

9.0100 THE EDUCATION COMMITTEE: [see: the Manual 3.0200-.0305]

9.0101 STRUCTURE: Shall consist of one-third ministers, one-third lay women, one-third lay men – insofar as possible – nominated by the Nominating Committee from the male and female members of the Presbytery.

9.0102 PURPOSE AND FUNCTION: Shall guide and help congregations in developing Christian nurture among their members: children, youth, adults, and older adults.

9.0103 MEETINGS: Shall be held at least quarterly to fulfill its responsibilities to and for the Presbytery.

9.0104 MEMBERSHIP: Shall be composed of twelve members, of which at least half shall be laypersons.

9.0105 THE CHAIR: [see: the Manual 3.0304]

9.0106 RESPONSIBILITIES:

A. Education

1. Shall provide a resource center and lending library of audio-visual and other educational resources to be made available for use by churches or individuals in the Presbytery.
2. Shall provide assistance to churches in the choice and use of curriculum and other educational resources.
3. Shall provide training events and opportunities designed to meet the needs of leaders of youth, church school teachers and leaders, ministers, and others involved in special leadership roles within the churches.

B. SUMMER OPPORTUNITIES: Shall provide and promote summer opportunities in camps, conferences, etc., within and outside the bounds of Presbytery.

B. BUDGET: Shall prepare an annual budget request to Presbytery, which will include funds for training and conference opportunities that are offered outside the bounds of Presbytery.

10.0000

**** PART 10 ****

10.0100 THE COMPASSION MINISTRIES COMMITTEE: [see: the Manual 3.0200-.0305]

10.0101 STRUCTURE: Shall consist of one-third ministers, one-third lay women, one-third lay men – insofar as possible – nominated by the Nominating Committee from the male and female members of the Presbytery.

10.0102 PURPOSE AND FUNCTION: Shall keep the Presbytery informed regarding corporate, social, hunger, relief, and disaster assistance.

10.0103 MEETINGS: Shall be held at least quarterly to fulfill its responsibilities to and for the Presbytery.

10.0104 MEMBERSHIP:

1. Shall be composed of nine members, of which at least half shall be laypersons.
2. The Hunger Action Enabler shall serve as a member, ex officio without vote.

10.0105 THE CHAIR: [see: the Manual 3.0304]

10.0106 RESPONSIBILITIES:

- A. Corporate and Social Ministries: Shall keep the Presbytery informed of the needs, and offer opportunities and/or ways the Presbytery can be involved.
- B. Hunger Issues: Shall promote participation in the “~~5-Cents~~2--A-Meal”; recommend its use to the Presbytery; and administer it according to guidelines approved by the Presbytery.
- C. Social Issues: Shall help the Presbytery to identify, understand, and respond to social issues.
- D. Disaster Assistance: Shall help the Presbytery know, understand, and respond to Disaster Assistance inside and outside of the bounds of the Presbytery.
- E. Budget: Shall prepare an annual budget request to the Presbytery, adequate to fulfill its responsibilities to and for the Presbytery.
- F. In extreme emergencies grants of up to \$2000 may be approved by the concurrence of the Chairperson, the Hunger Action Enabler, and the Executive Presbyter. (Otherwise all grants for disaster assistance will normally be approved by the committee.)

11.0000

**** PART 11 ****

11.0100 THE BUDGET AND FINANCE COMMITTEE: [see: the Manual 3.0200-.0305]

- 11.0101 **STRUCTURE:** Shall consist of one-third ministers, one-third lay women, one-third lay men – insofar as possible – nominated by the Nominating Committee from the male and female members of the Presbytery.
- 11.0102 **PURPOSE AND FUNCTION:**
- A. To be responsible to the Presbytery in preparing and proposing to the Presbytery budgetary and financial recommendations;
 - B. To promote the financial needs, and the opportunities and responsibilities for meeting those needs, to the members of the Presbytery;
 - C. To work with the Treasurer for the Presbytery in fulfilling the budgetary and financial actions of the Presbytery.
 - D. To promote the stewardship of the Presbytery’s resources.
- 11.0103 **MEETINGS:** Shall meet at least quarterly to fulfill its responsibilities to and for the Presbytery.
- 11.0104 **MEMBERSHIP:** Shall consist of six members. [see: the Manual 3.0303]
- 11.0105 **THE CHAIR:** [see: the Manual 3.0304]
- 11.0106 **RESPONSIBILITIES:**
- A. Shall prepare a budget to under gird the work of the General Assembly, the Synod, and the Presbytery according to the requests received and based on anticipated income.
 - B. Shall recommend to the Presbytery the per capita assessment.
 - C. Shall follow an established calendar for the Treasurer’s and the Committee’s actions in fulfilling their responsibilities to and for the Presbytery regarding budgetary and financial matters. [Calendar is on file in Presbytery’s Office].
 - D. Shall suggest amounts to each congregation that represent the congregation’s fair share of the total budget of the Presbytery.
 - E. Shall work with local churches upon request to assist them in preparing for an every member canvass.
 - F. Shall recommend ways for the Presbytery to promote the financial needs, and the opportunities and responsibilities for meeting those needs, to the members of the Presbytery; and, be responsible to carry out such promotion if approved by the Presbytery.
 - G. Shall promote approved special offerings in the Presbytery.
 - H. Shall work with the Treasurer for the Presbytery in fulfilling the budgetary and financial actions of the Presbytery.
 - I. Shall recommend to the Presbytery ways to promote the stewardship of its resources.

- J. Shall keep the Presbytery informed of, and assist the Presbytery in planning for, opportunities concerning stewardship; not only as the Presbytery meets to carry out its business, but also on those occasions when the committee is asked to provide them for individuals or local churches.

12.0000

**** PART 12 ****

12.0100 **THE PERSONNEL AND PRESBYTERY FACILITY OVERSIGHT COMMITTEE:**
[see: the Manual 3.0200-.03065]

12.0101 **STRUCTURE:** Shall consist of one-third ministers, one-third lay women, one-third lay men – insofar as possible – nominated by the Nominating Committee from the male and female members of the Presbytery.

12.0102 **PURPOSE AND FUNCTION:**

- A. To be responsible to the Presbytery to review and evaluate the work of the Executive Presbyter, the Stated Clerk, the Treasurer, the Office Personnel, and the Hunger Action Enabler.
- B. Shall make an annual report to the Presbytery.
- C. To report to the Presbytery annually on its review of Presbytery facilities: specifically, office space and equipment.

12.0103 **MEETINGS:** Shall be held at least quarterly to fulfill its responsibilities to and for the Presbytery.

12.0104 **MEMBERSHIP:** Shall be six members.

12.0105 **THE CHAIR:** [see: the Manual 3.0304]

12.0106 **RESPONSIBILITIES:**

- A. Shall review annually the performance of all the Presbytery's employees according to their job descriptions, including:
 - Salary, benefits, professional expenses
 - Vacation
 - Sick Leave
 - Equipment needs
 - Division of labor and responsibilities

[Staff Relationship Guidelines and respective job descriptions are including in this Manual as Appendix C.]

- B. Shall conduct informal consultations with all employees at least **one** ~~three~~ times a year.
- C. Shall **conduct** ~~make at least one~~ **an annual evaluation report on** of all employees **and submit a report** to the fall meeting of the Presbytery.

- D. Shall make a periodic review of:
 - All job descriptions
 - Personnel policy and practice
 - Office space and equipment
- E. Shall conduct an end-of-term review **and/or exit interview** and evaluation of each employee and make a report of the review and evaluation to the Presbytery.
- F. Shall have on file in the Presbytery's office a contingency plan to provide assistance in the work of the Executive Presbyter, **Stated Clerk, or Treasurer** in the event **that either individual is absent** ~~of the Executive Presbyter's absence~~ due to illness, injury, or other temporary inability to carry out **their** ~~the~~ duties ~~of Executive Presbyter~~.
- G. Shall have on file in the Presbytery's office procedural guidelines to be used whenever there is a transitional period as result of a change of employees.

13.0000

**** PART 13 ****

13.0100

THE COMMUNICATIONS COMMITTEE: [see: the Manual 3.0200-.0305]

13.0101

STRUCTURE: Shall consist of one-third ministers, one-third lay women, and one-third lay men – insofar as possible – nominated by the Nominating Committee from the members of the Presbytery.

13.0102

PURPOSE AND FUNCTION: To improve the understanding of the nature, purpose and working of Presbytery by:

- A. Effectively opening lines of communication to and among its congregations.
- B. Lifting up opportunities to express our connectional nature.
- C. To highlight good things taking place in congregations, Presbytery, Synod and General Assembly that make us proud to be Presbyterians.

13.0103

MEETINGS AND QUORUM: Shall be held at least quarterly to fulfill its responsibilities. The quorum shall be a simple majority of the members.

13.0104

MEMBERSHIP: Shall be composed of six members with representation from as many districts as possible.

13.0105

THE CHAIR: [see: the Manual 3.0304]

13.0106

RESPONSIBILITIES:

- A. An ongoing campaign to inform the congregations on the identity of Presbytery and its work by:
 - 1. Monthly bulletin inserts highlighting Presbytery identity and activities.
 - 2. Establishing a church contact person.
 - 3. Preparing a video/Power-Point presentation about the Presbytery for local use.
- B. Maintenance of the Presbytery web site.
- C. Maintenance of an E-Mail Presbytery prayer request list initiated by the requests from each Presbytery meeting.
- D. Sending out a Quarterly Newsletter.

14.0000

** Part 14 **

14.0100

CHURCH DEVELOPMENT COMMITTEE: [see: the Manual 3.0200-.0305]

14.0101

STRUCTURE: The structure of the Church Development Committee shall be an equal balance of Ruling Elders, Teaching Elders and lay persons ~~Shall consist of 1/3 ministers, 1/3 lay women, and 1/3 lay men — in so far as possible —~~ nominated by the Nominating Committee **and elected** from the members of the Presbytery.

14.0102

PURPOSE AND FUNCTION: In accordance with the Book of Order's direction that councils may designate committees they deem necessary for the accomplishment of the church's mission (G-3.0109), the purpose and function of the Church Development Committee will be to assist the Presbytery in the revitalization, reformation, and transformation of existing congregations as well as the organization, development and oversight of new churches and worshipping communities when opportunities arise. ~~To assist the Presbytery in the development of new churches and in the redevelopment and transformation of existing congregations.~~

14.0103

MEETING AND QUORUM: Shall meet be held at least quarterly and at other times when called on to do so by the chair to fulfill its responsibilities to and for the Presbytery. The quorum shall be a simple majority of the members.

14.0104

MEMBERSHIP: Shall be composed of nine six members with representation from as many presbytery clusters districts as possible. In addition the elected officers of Presbytery are ex-officio members of the committee without vote.

14.0105

CHAIR: [See: the Manual 3.0304]

A. Church Revitalization, Reformation and transformation ~~New Church Development~~

1. **Shall work with all congregations as need arises, but specifically help undergird the ministries and mission of small churches** ~~Shall identify and target areas within the Presbytery that are ideal for the creation of new churches.~~
2. **Shall diligently work to discover and offer methods, practices, and processes that can assist the congregations of our Presbytery to become healthy, vibrant, and growing** ~~establish new churches.~~
3. **Shall work to help all congregations become healthy, vibrant and flourishing members of Christ's body** ~~oversee the funds designated for new church development.~~
4. **Shall help Presbytery funded congregations move towards financial sustainability** ~~work with the Committee on Ministry in securing competent new church development pastors.~~
5. **Shall assist Presbytery funded congregations with the development of sustainable stewardship and funding strategies.**
6. **Shall oversee the funds that are designated for the revitalization, reformation, and transformation of congregations.**
7. **Shall assist by coaching and resourcing congregations moving through the revitalization, reformation and transformation process.**
8. **Shall see that all congregations receiving financial assistance from the Presbytery enter into the revitalization, reformation, and transformation process.**
9. **Shall readily provide a variety of church revitalization, reformation, and transformation resources to the congregations of the Presbytery.**
10. **Shall work with the Committee on Ministry to secure competent and skilled pastoral leadership to assist congregations in the revitalization, reformation, and transformation process.**

B. New Church / Worshipping Community Development ~~Church Transformation~~

1. **Shall work to identify and target areas within the Presbytery that are ideal for the creation of new churches and/or worshipping communities.** ~~with all churches as the need arises, but specifically to help under gird the work and mission of small churches.~~

2. Shall **establish new churches and oversee the efforts, ministries, and missions of recognized worshipping communities.** ~~help every church to become self-supporting and flourishing.~~
3. Shall **oversee the funds designated for new church development and recognized worshipping communities.** ~~help aid-receiving churches to become self-supporting.~~
4. Shall **work with the Committee on Ministry in securing competent new church development / organizing pastors.** ~~assist aid-receiving churches to develop a year-round stewardship program.~~
5. ~~Shall oversee the funds that are designated for the transformation of congregations.~~
6. ~~Shall assist and coach congregations through the church transformation process.~~
7. ~~Shall see that all aid-receiving congregations enter into the church transformation process.~~
8. ~~Shall host an annual church transformation workshop at the Presbytery's Mountain Top Leadership Development Academy.~~
9. ~~Shall readily provide a variety of church transformation resources to the churches of the Presbytery.~~
10. ~~Shall work with the Committee on Ministry to secure competent and skilled pastoral leadership to assist congregations in the transformation process.~~

**Draft Policy of Abingdon Presbytery
for Churches Requesting Disaffiliation and Dismissal
with Property to Another Reformed Denomination in
Communion with the Presbyterian Church (U. S. A.)**

Introduction:

This Policy for Churches Requesting Disaffiliation and Dismissal with Property to Another Reformed Denomination in Communion with the Presbyterian Church (U. S. A.) begins with fervent prayer that it never be needed. If it should be, both the church making the request and the Abingdon Presbytery¹ will have failed in our shared responsibility to achieve the reconciliation and the unity to which scripture calls us. Nevertheless, in a time of constant change and strongly held convictions, we must recognize the reality that some church conflicts may not be resolved. Even the Apostle Paul and his partner Barnabas ran into an unsolvable church conflict with each other. They broke the unity of the church to go their separate ways (Acts 15:36-40). Similarly, the Abingdon Presbytery and a constituent congregation also may be faced with the unpleasant necessity of negotiating a separation between sisters and brothers in Christ. Should that time come, we would fail our vows if we did not carry out that process “decently and in order” with as little dishonor to The Church of Jesus Christ as possible.

Guiding Principles:

The following guiding principles inform and shape this Policy for Churches Requesting Disaffiliation and Dismissal with Property to Another Reformed Denomination in Communion with the Presbyterian Church (U. S. A.):

1. The Presbyterian Church (U. S. A.) is a connectional, hierarchical, and representative church (*Book of Order*, F-3.02).
2. All church property, real and personal, held by and for any congregation of Abingdon Presbytery is held in trust for the benefit and mission of the Presbyterian Church (U. S. A.) (*Book of Order*, G-4.0201 and G-4.0203).
3. In taking their ordination vows, both ruling and teaching elders make a covenantal and contractual agreement to uphold the entire Constitution of the Presbyterian Church (U. S. A.), which includes all church property trust provisions in the *Book of Order*. Any ruling and/or teaching elder who encourages a congregation of the Abingdon Presbytery to disaffiliate from the Presbyterian Church (U. S. A.) or use church property contrary to the sacred mission of the Presbyterian Church (U. S. A.), and its Constitution, breaches and violates the covenantal and contractual obligations affirmed and created in their ordination vows, and is subject to the discipline of the church (*Book of Order*, W-4.4003 and D-10.000).
4. All congregations are voluntary associations. Therefore, individual members of a particular church may at any time move their membership to another church, whether by reason of convenience, conscience, or indifference.
5. Members of a particular church within Abingdon Presbytery’s jurisdiction who choose to disaffiliate with the Presbyterian Church (U. S. A.) shall not be entitled to retain church property or use church property contrary the directions, instructions or orders of Abingdon Presbytery or contrary to the benefit and mission of the Presbyterian Church (U. S. A.).

¹ Unless the context clearly indicates otherwise, all references to “Presbytery” are to Abingdon Presbytery.

6. The relationship between the Presbyterian Church (U. S. A.) and a particular congregation of Abingdon Presbytery can be severed only by constitutional action on the part of Presbytery (*Book of Order*, G-4.0207).
7. An action of a particular session or congregation to disaffiliate from the Abingdon Presbytery and the Presbyterian Church (U. S. A.) does not sever a particular congregation's relationship, responsibilities, and obligations to either the Presbytery or the denomination.
8. In considering a request by a congregation to be dismissed with property to another reformed denomination that is in communion with the Presbyterian Church (U. S. A.), the Abingdon Presbytery shall discharge its fiduciary, missional, and spiritual duty to protect the denomination's interest as owner and beneficiary of the property.²
9. Abingdon Presbytery is committed to ensuring that church property, real and personal, remains in the possession of loyal members of the Presbyterian Church (U. S. A.).
10. While hurtful, a particular congregation requesting to disaffiliate from the Abingdon Presbytery and the Presbyterian Church (U. S. A.) presents the Presbytery with the opportunity to discern and imagine what God desires for the future of the Abingdon Presbytery in a new and hopeful way.³

(Note: If representatives of a particular congregation file suit in any secular court for the purpose of leaving the Presbyterian Church (U. S. A.) or claiming any real or personal property held in trust by the church or its trustees, or if the majority of the congregation votes to declare its independence from the Presbyterian Church (U. S. A.), or otherwise purports to depart without following this Policy and its outlined process, the Abingdon Presbytery shall appoint an administrative commission to assume original jurisdiction of the congregation, to take control of all existing real and personal property held by the congregation and defend the proprietary interest of both the Presbyterian Church (U. S. A.) and the Abingdon Presbytery. (*Book of Order*, G-4.0204, G-4.0205, G-3.0109b, G-3.0303e.)

Process:

With these guiding principles providing a foundation for discourse, the following policy and three-part process is established:

Part One:

- A. The process for any congregation requesting disaffiliation and dismissal with property to another reformed denomination in communion with the Presbyterian Church (U. S. A.) shall begin with the clerk of session of the congregation which desires disaffiliation and dismissal sending a letter to the stated clerk of Abingdon Presbytery expressing the session's wish to leave the Presbyterian Church (U. S. A.). The clerk of session's letter shall include the following four items: 1) the reasons for requesting disaffiliation and dismissal; 2) the signatures of the supporting members of the session/council members; 3) the names of the session/council members who are opposed to disaffiliation and dismissal, if any members are any opposed; 4) the name of particular reformed denomination in communion with the Presbyterian Church (U. S. A.) to which the session and congregation wish to be transferred.

² The General Assembly Permanent Judicial Commission recently issued a declaratory judgment and authoritative interpretation specifically instructing presbyteries to consider the denomination's interest as a beneficiary of church property as it fulfills its fiduciary, missional, and spiritual responsibilities. See *Tom v. Presbytery of San Francisco*, GAPJC Remedial Case 221-03. (Oct. 28, 2012).

³ David R. Sawyer, *Hope in Conflict: Discovering Wisdom in Congregational Turmoil* (Cleveland, OH: The Pilgrim Press, 2007), 9.

(Note: If the pastor/moderator of a particular congregation requesting disaffiliation and dismissal also desires to request dismissal or renunciation of jurisdiction of the Presbyterian Church (U. S. A.), the pastor/moderator must send a separate letter to the stated clerk of Abingdon Presbytery that expresses his or her reasons for seeking disaffiliation. Since the pastor/moderator is a member of the Presbytery and not the local church, the pastor/moderator's renunciation of jurisdiction shall be dealt with through a different process.)

- B. Upon receipt of a written request by a particular session requesting disaffiliation and dismissal, the stated clerk shall notify the moderator of Presbytery, the executive presbyter, and the chair of the Committee on Ministry that the stated clerk has received a request for disaffiliation and dismissal.
- C. Upon notification of a request for disaffiliation and dismissal from a particular session, the Committee on Ministry shall send a conflict utilization team to meet with the session of the congregation requesting disaffiliation and dismissal. The conflict utilization team shall have seven primary responsibilities: 1) to inquire about the reasons for requesting disaffiliation and dismissal, 2) to determine if reconciliation is possible between the congregation and Presbytery, 3) to outline the process for disaffiliation and dismissal with church property as defined in this policy, 4) to explain the consequences of disaffiliation and dismissal with property, 5) to identify and support any members of the session and/or the congregation opposed to disaffiliation and dismissal, 6) to obtain a current and up- to-date copy of the church's active membership roll, and 7) to obtain copies of both the minutes of the session and congregation for the past five years.
- D. If the Committee on Ministry's conflict utilization team determines that a loyal remnant of Presbyterian Church (U. S. A.) members remains within the congregation, and the loyal remnant is opposed to disaffiliation, the Committee on Ministry shall recommend that Presbytery elect an administrative commission. The administrative commission shall be delegated the powers of the Presbytery to work with the loyal remnant of Presbyterian Church (U. S. A.) members who remain within the congregation. Those powers shall include: 1) that Presbytery recognize the loyal remnant as the true congregation and ensure that the loyal remnant retains all real and personal church property, 2) and that those members desiring disaffiliation be transferred without church property to the reformed denomination of their choice, provided that reformed body is in communion with the Presbyterian Church (U. S. A.).
- E. Provided that it is apparent to the Committee on Ministry's conflict utilization team that reconciliation is not possible and that it is apparent that no loyal remnant remains within the congregation, the Committee on Ministry shall recommend that Presbytery elect an administrative commission. The administrative commission shall be delegated the powers of Presbytery to work with the congregation requesting disaffiliation and dismissal (*Book of Order*, G-3.0109b).

Part Two:

- A. Promptly after the Presbytery elects and empowers an administrative commission to work with a session and congregation requesting disaffiliation and dismissal, the administrative commission shall meet with the session and the congregation. At this initial meeting, the administrative commission shall hear the reasons for requesting disaffiliation and dismissal, meet with all groups and factions in the particular congregation that wish to meet with the administrative commission, seek to determine if reconciliation is

possible, and ascertain whether a loyal remnant of Presbyterian Church (U. S. A.) members remains within the congregation.

- B. After its initial meeting with the session and congregation, the administrative commission shall instruct the session to call a meeting of the congregation for the purpose of putting this question before the congregation for a vote: *“Shall the membership of the _____ Presbyterian Church request to disaffiliate from the Presbyterian Church (U. S. A.) and be transferred to the _____ ?”*
- C. At this meeting of the congregation, the only questions debated shall be disaffiliation and transfer of the membership. Property questions shall be deferred for debate at a later meeting of the congregation.
- D. At this initial congregational meeting, both the session and the administrative commission shall ensure that at least 67% of the congregation’s active membership is present and that members of the administrative commission are present and have privilege of the floor. Equal time shall be given to both sides of the debate.
- E. After ample and fair debate, the congregation shall vote on the question: *“Shall the membership of the _____ Presbyterian Church request to disaffiliate from the Presbyterian Church (U. S. A.) and be transferred to the _____ ?”* The vote shall be by ballot. Choices on the ballot shall be limited to **“Remain with the PC(USA),” “Leave the PC(USA),” or “Abstain.”**
- F. If the outcome of the vote is **not unanimous** and a loyal remnant of Presbyterian Church (U. S. A.) members remains within the congregation, the administrative commission shall have the following responsibilities: 1) To determine, regardless of percentage of membership, if the loyal remnant is the true church (*Book of Order, G-4.0207*). 2) If the administrative commission determines that the loyal remnant is the true church, it must determine if the loyal remnant desires to retain both the personal and real property of the church. 3). If the loyal remnant requests to retain both the personal and real property of the church, the administrative commission at the next called or stated meeting of Presbytery, shall make the following two recommendations: (A) that Presbytery recognize the loyal remnant as the true congregation and ensure that the loyal remnant retains all real and personal church property, (B) and that those members desiring disaffiliation be transferred without church property to the reformed denomination of their choice, provided that reformed body is in communion with the Presbyterian Church (U. S. A.).
- G. If the vote of the congregation, however, is unanimous and the administrative commission determines that no loyal remnant remains within the church, then the administrative commission shall do the following: 1) It shall invite representatives of the congregation to attend the next meeting of the Abingdon Presbytery so that they may address Presbytery. 2) It shall inform the congregation that before the Presbytery may take action to dismiss the membership to another reformed denomination that the session must provide Presbytery, in writing from the other denomination, proof that the congregation shall be accepted into membership, if the way be clear. 3) It shall inform the congregation that if Presbytery approves the congregation’s request for disaffiliation that the congregation is immediately quitclaiming its interest in the church property, both personal and real. 4) It shall inform the congregation that at a later duly called congregational meeting the congregation may vote to request that Abingdon Presbytery dismiss it with property to the new denomination of membership. 5) It shall

explain to the congregation that the Abingdon Presbytery shall seek a payment of cash from the congregation to compensate the Presbyterian Church (U. S. A.) for the loss of church property and may impose any number and nature of preconditions for dismissal, which may ordinarily include but need not be limited to the following minimum requirements:

- i All per capita, yearly requested Declaration of Intent, and/or Unified Mission Giving for the last five years shall be paid in full. The stated clerk of the Presbytery will disclose the actual amount owed.
- i Any loans or other financial obligations to the presbytery or any Presbyterian Church (U. S. A.) related group shall be paid in full.
- i The present name of the church may not be used in the future.
- i Original copies of session minutes, congregational minutes and other historical documents related to the church's life as a Presbyterian church (Presbyterian Church (U. S. A.) and its predecessors) will be turned over to the Presbytery for transmission to The Presbyterian Historical Foundation or other site selected by the Presbytery.

H. At a called or stated meeting, Presbytery, shall hear from the following: 1) the members of the congregation requesting dismissal and 2) the administrative commission, whose report shall include:

- i A report about whether the reformed denomination to which this church desires to be dismissed is in communion with the Presbyterian Church (U. S. A.) and whether we have met all of our obligations in such a dismissal (*Book of Order, G-3.0301*).
- i A report of how this congregation's disaffiliation shall affect the mission and ministry of this Presbytery.
- i A report about whether or not the stated clerk of the presbytery has received written confirmation from the receiving reformed denomination that the congregation shall be received into membership, if the way be clear.

I. After discussion and prayer, the Presbytery shall vote by secret written ballot on this question, **“Shall the membership of the _____ Presbyterian Church be permitted to disaffiliate from the Presbyterian Church (U. S. A.) and be transferred to the _____ ?”**

J. If Presbytery approves disaffiliation of the membership, both the congregation and the administrative commission shall be granted permission to advance to the third part of this policy's process, which is disposition of the personal and real church property.

K. If Presbytery disapproves disaffiliation, the administrative commission shall assume original jurisdiction of the congregation and all real and personal church property.

Part Three:

A. If Presbytery approves disaffiliation and transfer of a congregation's membership to a reformed denomination that is in communion with the Presbyterian Church (U. S. A.), the administrative commission and the session of the congregation shall begin discussing whether or not the congregation shall be dismissed with personal and real property.

- B. The session shall make available to the administrative commission all of the congregation's financial records. The session shall disclose to the administrative commission all tangible and intangible property and financial resources held or controlled by the church. The session shall make a full accounting of the church's finances and property so that the administrative commission may adequately assess and consider the interest of the Presbyterian Church (U. S. A.) as beneficiary of the church property and prayerfully evaluate Presbytery's fiduciary, missional, and spiritual strategy for the ministry of Jesus Christ in the particular geographical area that the local congregation is abandoning. Ordinarily, the following financial instruments, among others, shall be made available to the administrative commission for its consideration: a copy of the church's current operating/general funds budget; a copy of the church's current designated funds budget; copies of the church's checking account(s) statements for the past five years; copies of all savings account statements for the past five years; endowment fund statements and similar financial records(including, but not limited to CD's, mutual funds, securities, stocks, bonds, trust instruments, etc.); copies of all wills and bequests that indicate the intention of donors in granting real and/or personal property to the Presbyterian Church (U. S. A.) through the local congregation; and copies of all deeds, leases, and documents which grant, record or reflect any interests in land or any mining rights, mineral rights, oil and gas rights or other property interests, tenancies or rights of ownership in surface and subsurface resources.
- C. The administrative commission shall also explain to the session and the congregation various options that may be available to the congregation concerning the church property with the concurrence of the Presbytery. Since all church property is held in trust for the benefit and mission of the Presbyterian Church (U. S. A.), the disaffiliated congregation in most instances has three options to consider concerning real church property: 1) It may choose to quitclaim and vacate the property. 2) It may choose to lease/rent the property from the Abingdon Presbytery. 3) It may compensate and purchase the property from the Presbytery.
- D. If the congregation chooses to quitclaim and vacate the church property, then the administrative commission at the next called or stated meeting of Presbytery shall make a recommendation to the Presbytery regarding what should be done with the vacant property. This could include starting a new work at the site of the former congregation or putting the property up for sale.
- E. If the congregation chooses to lease property from the Presbytery, the session and administrative commission shall work out a fair and equitable lease agreement. At the next called or stated meeting of Presbytery, the administrative commission will report the terms of the lease agreement and new relationship to Presbytery. The administrative commission shall also secure a new deed to the church property on behalf of Presbytery. The new deed shall declare that the property is titled solely in the name of Abingdon Presbytery.
- F. If a congregation chooses to purchase property, the administrative commission and the church ordinarily shall do the following:
- i The administrative commission will authorize and secure an appraisal of the real property by a qualified appraiser of its choice. The congregation shall reimburse Presbytery for the expense of the appraisal.

- i Once the appraisal is received, it shall be reviewed by both the session and the administrative commission. This policy establishes a non-binding, rebuttable presumption that a congregation requesting to disaffiliate and be dismissed with property shall compensate the Presbyterian Church (U. S. A.) by paying a *minimum* of 60% of the appraised value for the real church property in addition to payment(s) by the congregation to compensate Presbytery for the loss of tangible and intangible personal property held or controlled by the local churches.
 - i The congregation and administrative commission shall ensure all per capita, yearly requested Declaration of Intent, and/or Unified Mission Giving for the last five years have been paid in full. The stated clerk of Presbytery will calculate the actual amount owed, which the congregation must pay in full.
 - i The session and administrative commission shall ensure that any loans or other financial obligations to the Presbytery or any Presbyterian Church (U. S. A.) related group have been paid in full by the congregation.
 - i The session and congregation shall ensure the name of the congregation is changed.
 - i The session and congregation shall ensure original copies of minutes and other historical documents related to the church's life as a Presbyterian church (Presbyterian Church (U. S. A.) and its predecessors) are turned over to the Presbytery for transmission to The Presbyterian Historical Foundation or other site selected by the Presbytery. A congregation is encouraged to make a copy of the church's historical documents and records.
 - i The session shall call a congregational meeting for the purpose of putting this question before the congregation: "Shall the former _____ Presbyterian Church be dismissed to the _____ with the real and personal property under the following terms and conditions: [list terms and conditions here]?"
 - i At this congregation meeting, both the session and the administrative commission shall ensure that at least 67% of the congregation's active membership is present and that members of the administrative commission are present and have privilege of the floor. Equal time shall be given to both sides of the debate.
 - i The vote on the question of real and personal property, along with the terms and conditions, shall be by written ballot. The choices on the ballot shall be: **"Yes," "No," or "Abstain."**
- G. If a majority of the congregation votes **"no"** to the terms and conditions for the disaffiliated congregation to be dismissed with real and personal property to a reformed denomination in communion with the Presbyterian Church (U. S. A.), the administrative commission shall immediately report this action to the stated clerk and the moderator of the Presbytery. The congregation's decision shall also be reported at the next meeting of Presbytery, along with any recommendations from the administrative commission.
- H. At this point, Presbytery may instruct the administrative commission to enter into further negotiation with the disaffiliated congregation to determine if an agreement for compensation of the loss to Presbytery of the real and personal property may be reached. Alternatively, Presbytery may instruct the administrative commission to take control of the real and personal property and file suit against the disaffiliated congregation on the grounds that, among other reasons, the congregation is using

church property in a manner contrary to the Constitution of the Presbyterian Church (U. S. A.) (*Book of Order*, G-4.0204 and G-4.0205).

- I. If the majority of the congregation votes “**Yes**” to the terms and conditions set by the administrative commission for the disaffiliated congregation to be dismissed with real and personal property to a reformed denomination in communion with the Presbyterian Church (U. S. A.), the administrative commission shall report this action at the next meeting of the Abingdon Presbytery, which may either be a called meeting or a stated meeting, along with any recommendations.
- J. At its meeting, the Presbytery will act on the following question by written ballot: “**Shall the former _____ Presbyterian Church be dismissed to the _____ with the real and personal property under the following terms and conditions: [list terms and conditions here]?”** The choices to be considered by the presbytery on the ballot are: “**Yes,**” “**No,**” or “**Abstain.**” (*Book of Order*, G-4.0207).
- K. If Presbytery in its consideration of the administrative commission’s recommendation votes “**No,**” Presbytery may instruct the administrative commission to enter into further negotiations with the disaffiliated congregation to determine if an agreement for the compensation of the real and personal property that better reflects the Presbytery’s fiduciary, missional, and spiritual needs may be reached. Alternatively, Presbytery may instruct the administrative commission to take control of the real and personal property and to file suit against the disaffiliated congregation, on the grounds that, among other reasons, the congregation is using church property in a manner contrary to the Constitution of the Presbyterian Church (U. S. A.) (*Book of Order*, G-4.0204 and G-4.0205).
- L. If Presbytery in its consideration of the administrative commission’s recommendation votes “**Yes,**” Presbytery may instruct the administrative commission and the trustees of Abingdon Presbytery to direct Presbytery’s attorney to draft appropriate settlement documents, including a quitclaim deed, and fix a closing date for execution of those documents and payment to Presbytery for the real and personal property in issue.
- M. The closing date is expected to take place within 45 days of the meeting of Presbytery to approve the dismissal of the congregation with church property to the reformed denomination in communion with the Presbyterian Church (U. S. A.).
- N. At the time of closing, the disaffiliated and dismissed congregation shall provide Presbytery with two certified cashier’s checks: one to compensate Presbytery for the loss of real and personal property and the other for the reimbursement all attorneys’ fees and expenses associated with closing and settlement. Once the parties sign all settlement documents and Presbytery is compensated for the church property, Presbytery’s attorney shall record deeds or other documents with the appropriate circuit court of Virginia and take any other steps necessary to complete the settlement.

Wavier or Deviation by Presbytery:

Presbytery retains the absolute discretion and authority to waive or deviate from any terms, conditions and procedures set forth in this Policy for Churches Requesting Disaffiliation and Dismissal with Property to Another Reformed Denomination in Communion with the Presbyterian Church (U. S. A.).

Conclusion:

The intent in any dispute within the life of the Church is to achieve reconciliation. To that end, we wish to make clear our intention to continue to seek that goal and to assure any congregation which should disaffiliate from us of our continuing prayers for them and a willingness to welcome them back to that part of God's family known as the Presbyterian Church (USA).

Committee on Ministry Report

Bill Parish, Chair

Items for information:

The Committee:

- A. Completed a Sessions Record Review (See Attached Sheet);
- B. Heard reports from the Task Force on Minister Care about events the Task Force has sponsored;
- C. Examined and approved Rev. Michael Chamberlain as interim pastor for the Central Presbyterian Church with a beginning date of June 23, 2013;
- D. Appointed Rev. Tim Reynolds as the moderator for the Tazewell Presbyterian Church;
- E. Appointed Rev. Robert Tolar as the moderator for the Buchanan First Presbyterian Church;
- F. Heard a report on churches without either a stated supply or a CRE;
- G. Expressed appreciation to Rev. Kevin Campbell for his work with the Committee during his time as acting Executive/Stated Clerk;
- H. Examined and approved Rev. Robert Button as interim pastor for the Tazewell Presbyterian Church beginning on October 6, 2013;
- I. Heard a report from the CRE Sub-committee concerning a picnic for CRE's to be held in September;
- J. Approved Rev. Eugene Baldwin as supply pastor for Seven Mile Ford Presbyterian Church;
- K. Approved Rev. Andy King as supply pastor for Dinwiddie Presbyterian Church;
- L. Heard a report on Fairview Presbyterian Church;
- M. Approved a revision of the COM portion of the Presbytery Handbook;
- N. Approved a request from Seven Mile Ford Presbyterian Church that they be exempted from the requirement of rotating elders until 2016;
- O. Approved a request from the Castlewood Presbyterian Church for a Tynes Fund loan;
- P. Appointed Rev. Jon Martin as moderator for the Richlands Presbyterian Church; and
- Q. Heard a report on Mountain Top.

Items for Action:

1. That the pastoral relationship between the Rev. Dennis Hoffman and the Richlands Presbyterian Church be dissolved effective November 18, 2013.

Motion Made Approved Disapproved

2. That the Rev. Dennis Hoffman be granted honorable retirement with thanksgiving and appreciation effective November 18, 2013.

Motion Made Approved Disapproved

3. That the Pulpit Supply List for 2014 be approved. (copy attached)

Motion Made Approved Disapproved

4. That the 2014 Minimum Terms of Call for Ministers be approved. (copy attached)

Motion Made Approved Disapproved

5. That the Stated Supply and Commissioned Ruling Elder List for 2014 be approved, as amended. (Copy attached)

Motion Made Approved Disapproved

6. That permission be granted for the Reverends Andy King, Alan Chapman, Judson Milam, Robert Button, and Michael Chamberlain to labor within the bounds of Abingdon Presbytery for 2014.

Motion Made Approved Disapproved

Note: Item 7 must be voted upon by secret ballot

7. That the former Thompson Valley Presbyterian Church compensate Abingdon Presbytery \$200,000.00 plus settlement fees for the property and assets and that the trustees of Abingdon Presbytery be authorized to act on the presbytery's behalf.

Motion Made Approved Disapproved

The motion was approved with a vote of 45 Yes and 1 No.

APPROVED PULPIT SUPPLY LIST – 2014

Rev. George Aichel
Wise, VA
276-328-3465

Dr. John DiYorio
Wytheville, VA
276-228-4981

Rev. Don Nance
Wytheville, VA
276-228-8981

Rev. Jacob Hoffmeister
Christiansburg, VA
817-789-5037

Mrs. Bonnie Lester
Meadowview, VA
276-944-5340

Rev Elizabeth Patrick
Bristol, TN
423-956-9716

Mrs. Grace Bradshaw
Big Stone Gap, VA
276-523-4926

Mr. Ward Lester
Tazewell, VA
276-988-4396

Mr. Rex Spencer
Vansant, VA
276-935-5937

Mr. Jim Walker
Marion, VA
276-646-5518

Rev. Kathy Haga
Wytheville, VA
276-625-0207

Ms. Patricia Neel
Abingdon, VA
276-628-3345

Mr. John Davis
Cripple Creek, VA
276-621-4415

Rev. Curtis Murray
Bristol, VA
276-591-1662

Dr. Roy Wright
Cedar Bluff, VA
276-963-9413

Mr. Alan Baldwin
Marion, VA
276-780-2124

Mr. Joe McGlothlin
Cedar Bluff, VA
276-963-3065

Ms. Amanda Wise
Bristol, VA
276-591-5235

Mr. Nathan Harper
Grundy, VA
276-935-7946

Mr. Eddie Doerr
Kingsport, TN
423-278-4742

Mrs. Debbie Ginder
Hillsville, VA
276-733-3218

King College Supply List
Bristol, TN
423-968-1187

(See next page)

		<u>Honoraria</u>
1 Service	-	\$125.00 plus mileage*
2 Services	-	150.00 plus mileage*

*Mileage to be reimbursed at the current Federal Government Rate.

At this printing the mileage rate is \$0.56.5 per mile.

Approved Pulpit Supply Guidelines

- i Ministers and Commissioned Ruling Elders (CRE) on the approved supply list have been given permission by the Presbytery to fill the pulpits of our churches on an occasional basis. They may lead worship on Sunday or other services at the invitation of the session.

- i Ordained minister members of Abingdon Presbytery may, in addition, lead the Lord's Supper in worship at the invitation of the session. Other pastoral activities such as baptisms, marriages, providing pastoral services such as office hours or visitation, moderating session or congregational meetings must receive **prior** approval of the Committee on Ministry at the request of the session. If the church and supply wish to enter into a more ongoing relationship, the COM must be contacted **first** for consultation, **prior** to any movement towards the establishment of a temporary supply contract.

- i Ordained ministers who are not members of Abingdon Presbytery must receive prior approval from the Committee on Ministry to lead the Lord's Supper or to perform any other pastoral activities upon request of the session.

- i Commissioned Ruling Elders (CRE's) may lead the Lord's Supper in worship only with the approval of the COM at the request of the church session. All pastoral activities and any movement toward the establishment of a temporary supply contract must receive **prior** consultation with and approval of the COM to begin the process.

2014 PROPOSED MINIMUM TERMS OF CALL FOR FULL-TIME INSTALLED PASTORS
(IF HOUSING ALLOWANCE PROVIDED)

1. COMPENSATION

CASH SALARY/HOUSING	\$41,221
Amount designated for "housing" determined by estimate of cost of mortgage payments/insurance/taxes/utilities/maintenance & repairs/furnishings, etc.	
½ SECA	
This is determined by "cash salary/housing" x SECA	<u>\$2,912.17</u>
Example: \$41,221 x .9235 x .0765 = \$2,912	

TOTAL COMPENSATION \$44,133.17

2. PROFESSIONAL EXPENSES (Travel and Professional are required to be vouchered)

TRAVEL ALLOWANCE	\$ 3,326
Mileage reimbursed at Federal Gov't Rate plus necessary meals, housing, etc. away from home)	
EDUCATION ALLOWANCE	<u>\$1,000</u>
Includes books, magazines, continuing education costs) Allowance & study leave can be accumulated up to 3 years or \$3,000	

TOTAL PROFESSIONAL EXPENSES \$4,426.00

3. BENEFITS

PENSION/MAJOR MEDICAL	Medical 23.0%	\$10,150.63	
*This is determined by "cash salary/housing" x 35% = \$14,563.95	Pension 11.0%	4,854.65	
	Death & Disability 1.0%	441.33	
VACATION – 4 WEEKS			
EDUCATION LEAVE – 2 WEEKS			
MOVING EXPENSES PROVIDED			

TOTAL BENEFITS \$15,446.61

TOTAL COST TO CHURCH \$64,005.78

*If the effective salary is less than the Board of Pensions median effective salary, then their Pension dues will be calculated on the BOP median effective salary.

2014 PROPOSED MINIMUM TERMS OF CALL FOR FULL-TIME INSTALLED PASTORS
(IF MANSE PROVIDED)

1. COMPENSATION

CASH SALARY	\$29,774	
MANSE VALUE	\$ 8,932.20	
Manse value is 30% of cash salary		
½ SECA	\$ 2,920	
This is determined by “cash salary” plus 30% of “cash salary” for manse value x .9235 x .0765 Example: \$29,774 + \$8,932.20 + 2,625 x .9235 x .0765 = \$2,920		
MANSE EQUITY ESCROW	\$ 1,050	
Placed in an escrow account and paid to pastor when pastoral relationship is dissolved or call is amended to provide for housing allowance. Purpose is to provide for future housing of pastors who live in manses and don't accumulate equity in a home.		
UTILITIES	<u>\$ 2,625</u>	
TOTAL COMPENSATION		\$45,301.20

2. PROFESSIONAL EXPENSES (Travel and Professional Expenses are required to be vouchered)

TRAVEL ALLOWANCE	\$ 3,326	
Mileage reimbursed at Federal Gov't Rate plus necessary meals, housing, etc. away from home		
EDUCATION ALLOWANCE	<u>\$ 1,000</u>	
Includes books, magazines, and continuing education costs. Allowance & study leave can be accumulated up to 3 years or \$3,000		
TOTAL PROFESSIONAL EXPENSES		\$ 4,426

3. BENEFITS

PENSION/MAJOR MEDICAL	Medical	23.0%	\$10,419.28	
This is determined by “cash salary” plus manse value plus manse equity plus utilities x 35.0%	Pension	11.0%	\$ 4,983.13	
	Death & Disability	1.0%	\$ 453.01	
	Example: \$29,774 + 8,932.20 + 1,050 + 2,625 x .330 = \$14,949.39			
VACATION – 4 WEEKS				
EDUCATION LEAVE – 2 WEEKS				
MOVING EXPENSES PROVIDED				
TOTAL BENEFITS				<u>\$15,855.42</u>
TOTAL COST TO CHURCH				\$65,582.62

Abingdon Presbytery
Stated Supplies and Commissioned Ruling Elders
2014

Stated Supplies

Susanne Martin	Damascus/Rock Spring
Jim Hendrickson	Fincastle
Eugene Baldwin	Seven Mile Ford
Andy King	Dinwiddie
Alan Chapman	McIver Memorial
Don Muncie	Gate City
Mary Davis	Lebanon
Bill Lively	Graham
Judson Milam	Buffalo Mountain

Commissioned Ruling Elders

Steve Talbert	Maple Grove/Spring Creek
Andy Cundiff	Stone Memorial
Phyllis Canter	Vansant/Oakwood
Cathy Hutton	Whitetop
Madge Barnett	Whitetop
Bill Parish	Castlewood/Mary Martin Memorial
Darlene Litton	Grace
Don Inazu	Riverview
David Kester	Anderson Memorial

Report to the Abingdon Presbytery Executive Presbyter Search Team Presbytery Meeting – November 14, 2013

Listening Sessions & The Search for Executive Leadership

The Executive Presbyter Search Team conducted 16 Listening Sessions beginning in August and concluding in October. There were 14 Congregational Listening Sessions, with each congregation invited to attend a session in its general geographical area, and 2 Pastor/CRE Listening Sessions, one in the western part of the Presbytery and one in the eastern part. For the Congregational Listening Sessions 77% (40 out of 52) of the Presbytery's congregations had at least one representative attend. For the Pastor/CRE Listening Sessions the turnout was negligible. The West Regional Session was attended by one pastor who had already attended a Congregational Session. The East Regional Session was attended by one pastor and one CRE, both from the host congregation and both of whom had attended other Listening Sessions. Subsequently, this report and the interpretation of the data is focused on the 14 Congregational Listening Sessions and does not include information from the Pastor/CRE Listening Sessions, as those sessions did not return any data not already included in the Congregational Listening Session data.

The purpose of the Listening Sessions has been set out in a previous report and a letter to congregations. To summarize here: the Listening Sessions were designed according to the Appreciative Inquiry Model to determine what members of Abingdon Presbytery value and to determine what hopes and dreams its members have for the future. The EP Search Team settled on this process after several months of meetings and discussions with each other and with leaders in the Presbytery. The team determined that there were many different ideas about what Presbytery is supposed to do and be and, therefore, there were many different expectations of leadership in the Presbytery, especially executive leadership.

The Appreciative Inquiry Process inquires into best practices and best experiences as a way of uncovering shared values and ideals within a system. (For more in the theory behind Appreciative Inquiry, see the "Conclusion" section of this report.) The EP Search Team hoped that by engaging in the process of Appreciative Inquiry through the Listening Sessions we might be able to hear where God has stirred the hearts of the members of Abingdon Presbytery and thus determine what values we share and where the Presbyter needs to invest time, energy, and resources moving forward. This report interprets the data from those Listening Sessions in order to help us understand what we value as a Presbytery and what that might mean for the future of Abingdon Presbytery, as well as its leadership.

The EP Connection

Members of the EP Search Team have been asked repeatedly how the questions that were asked at the Listening Sessions are related to the search for executive leadership in the Presbytery. Hopefully that will be made clear during future presentations and meetings, however, it is beneficial to address it briefly in this space. While it may seem to some that the Listening Session questions are not directly related to the search for Presbytery leadership, the data gleaned has actually been quite helpful in clarifying exactly what type of leadership we need to be looking for. As the team spent time listening to members and leaders of the Presbytery, specifically about the last several years, it became clear that one of the challenges has been clearly communicating the Presbytery's expectations of its Executive Presbyters.

Recent Executive Presbyters have been caught between conflicting expectations from different groups in the Presbytery and between the spoken and unspoken expectations of the Presbytery. This is a recipe for failure in organizational systems. Abingdon Presbytery needs to be in agreement not only in terms of what it expects the Presbytery to do and be, but what it expects from its executive leadership. This has to happen before the search for new executive leadership can begin. The Listening Sessions have helped identify what Abingdon Presbytery

expects from itself and from its leadership. These expectations will be able to be clearly communicated to the next Executive Presbyter so that he or she will a) know what is being asked of him/her, b) have a clear understanding of role delineation, and c) know how to prioritize his/her time. Finally, it will give the Presbytery a fair and consistent method of evaluating executive leadership in the future, while providing a clear definition of successful Presbytery leadership. This will, in turn, provide the executive leadership a clear understanding of how he/she will be evaluated and what will be considered a successful tenure.

The final connection to the search for executive leadership from the Listening Sessions entails how the EP Search Team will go about the next leg of its mission. Through the Listening Sessions and the discovery of the values and expectations of Abingdon Presbytery, the EP Search Team will be able to discern the type of leadership that is best needed to address the values and hopes of the Presbytery. The team will spend the next several months looking at different models of Presbytery leadership and organization to determine which model will best meet our needs, values, and desires, as expressed through the Listening Sessions.

Next Steps

Once the EP Search Team has determined a model to recommend, cluster meetings will be scheduled during which the team will present all the models that were considered, pros and cons of each, and which model is being recommended and why. These will be Listening Sessions, as well, and the team will receive and process feedback prior to a final recommendation at the March meeting of Abingdon Presbytery. Following the adoption of a model, the Listening Session data will allow the team to be able to write an accurate job description that reflects the expectations of the Presbytery for the position. This information will also provide a process by which candidates for the position can be evaluated. How this will be accomplished will be clarified by examining and interpreting the raw data that was received from the Listening Sessions. It is that matter to which this report now turns.

Interpretation of Data

The EP Search Team recorded the comments and conversations from each Listening Session. At the end of each session the data was read back to the attendees to ensure that the data accurately reflected what was said. Attendees had the opportunity to add to or correct the data. The Search Team compiled all of the comments from all of the sessions. There were 505 total comments.

Due to the nature of the Listening Sessions and the desire of the Search Team to have the sessions flow in a conversational manner, the facilitators were instructed to give broad latitude during the discussions and allow people to speak freely. If things got too far afield from the questions, facilitators would guide the discussions back to the topics at hand. While each of the questions was designed to uncover “best practices” and “positive engagement” with the Presbytery, the team was aware that many would – and should – take this opportunity to “share frustrations” with the Presbytery and the denomination as the teams were present as representatives of the Presbytery. This happened at just about every meeting and the team felt it was done in a very healthy way, couched in the overall theme of positive experiences with the Presbytery.

As a result, however, the Search Team had to decide what to do with the comments that did not directly answer questions that were asked. The team went through all 505 of the comments and separated them into 6 categories: Answers to Question 1, Answers to Question 2, Answers to Question 3, Answers to Question 4, Other Thoughts/Ideas/Suggestions, and Problems/Concerns/Complaints/Issues. Comments that specifically addressed expectations from or qualities desired in an Executive Presbyter were for the most part placed under “Other Thoughts/Ideas/Suggestions,” except for several that were specific answers to Question 3 (Three Wishes for Abingdon Presbytery), in which case they remained under “Answers to Question 3.”

The team then looked for common themes that surfaced throughout all of the comments in each category and across categories. The benefit of this approach is that it allowed the team a way to evaluate both positive and

negative comments in the same light. For instance, one response to being asked to tell of a time when people felt alive, engaged or energized, identified a time said, “when the churches met together.” Another person made a general observation about the Presbytery that “a lot of member focus on their own congregation, not Presbytery.” The latter comment did not answer one of the specific question and came from general discussion, yet it identifies a valid complaint. *Both* comments, however, reveal a shared value of “connection” and can be evaluated on an equal basis.

Lifting out these consistent and constant themes throughout all of the sessions allowed the team to see “Shared Values” across Abingdon Presbytery. This is beneficial as the Presbytery begins to look forward to who and what God is calling it to be and how it can best go about fulfilling its calling as the people of God. This is a key assumption that was made during this process: **Underneath all of this is the theological notion that God puts God’s answers and God’s calling in the heart of God’s people.** By listening to people share their wishes, hopes, dreams, and best experiences and identifying common themes the Search Team was able to get a sense of what God has placed in the hearts of the people of Abingdon Presbytery.

Common Themes

The team was able to identify 5 “Common Themes” that appeared over and over again across the Presbytery and throughout all of the Listening Sessions. Additionally, there were 2 “Issues” that were addressed enough to warrant being lifted out as matters that concern Presbytery and which need special attention. These themes and issues accounted for 385 (75%) of the 505 total comments. The other 120 comments (25%) contained statements that are important but that were, nevertheless, not repeated by others in the Presbytery or not categorizable beyond being observations, comments, or opinions made by individuals that were not shared by others. This 25% will be included in the Raw Data of the Listening Sessions for anyone who wants to see them, however, for the work of the EP Search Team and for the work of the Presbytery, the focus will be on the 75% of the comments that contained the Themes and Issues identified as shared by many in the Presbytery.

The 5 “Common Themes” that emerged and the percentage of the total comments they represent are as follows:

1. **Caring** (23%) – Comments that talked of being cared for by the Presbytery or by the Executive Presbyter, especially during times of crisis or adversity, or of having the Presbytery or Executive Presbyter provide education and/or training for congregations and their members
2. **Connection** (17%) – Comments that talked about connecting with others in worship, service, ministry, or through sharing resources with one another. A special sub-category of *Connecting through Mission* was identified by many as a particularly valuable way to connect with others.
3. **Communication** (14%) – Comments that talked of the value of having good communication in the Presbytery that flows in both directions or of members being informed about what is happening at both the Presbytery and denominational levels.
4. **Mission/Service/Outreach** (6%) – These comments identified mission and/or serving others as an area that particularly energized people or were examples of the Presbytery doing what it should be doing.
5. **Youth** (6%) – Comments that dealt with the lack the need to focus efforts on engaging and involving young people in Presbytery.

The 2 “Issues” that emerged and the percentage of total comments they represent are:

1. **The Executive Presbyter** (6%) – Not surprisingly, many people had suggestions for the Search Team regarding what qualities, traits, and characteristics they desired in the executive leadership of the Presbytery. The team received these with gratitude and will utilize these comments in the next phase of the search process.

2. **Meeting Times & Locations** (3%) – At almost every Listening Session the issue of meeting times for the Presbytery and its committees was raised. On several occasions the location of meetings was also singled out as often being inconvenient. Universally the discussion centered around the fact that meeting during the week and during working hours precludes a large number of people from participating in Presbytery, especially those who are younger and have full-time jobs. Almost all discussion supported having at least half of Presbytery meetings on Saturdays or in the evenings and committee meetings during the evenings, via Skype, or at a time more conducive to greater participation from lay people not of the “retired” demographic. This valuable information has been passed on to the Coordinating Council.

The “Issues” will not be discussed in this report as this data will either be used later or by other entities. Following is a discussion of the specifics of each theme that was identified by the Search Team as being important to the members of Abingdon Presbytery.

Five Common Themes

1. Caring

Members of Abingdon Presbytery value feeling cared for more than anything else. As noted above, 23% of all comments (114 total) referred to congregations being cared for in some way by the Presbytery. The specific ratio of “caring” comments to total comments by category is as follows:

- i Answers to Q1 – 14 out of 65 (22%)
- i Answers to Q2 – 34 out of 74 (46%)
- i Answers to Q3 – 25 out of 128 (20%)
- i Answers to Q4 – 4 out of 54 (7%)
- i Other Thoughts – 24 out of 98 (24%)
- i Problems/Concerns – 13 out of 86 (15%)

The amount of comments that followed this theme tells the team that the members and congregations of this Presbytery highly value being cared for by the Presbytery. Many comments expressed gratitude or a desire for regular visitation by the Executive Presbyter and/or Presbytery representatives. A high value was placed on being “known” by the leadership. There were also many comments about tangible, concrete assistance or “help” that had been given to congregations by the Presbytery. These included financial assistance, training, education, help finding a pastor, conflict resolution, and being present for important milestones in the lives of congregations and/or its members. The CRE Program was mentioned numerous times as a positive example of something the Presbytery has done to make sure congregations are cared for and people were very grateful for those elders who serve as CRE’s. There was a lot of discussion of how the Presbytery used to help congregations financially and that this financial support “just disappeared” a number of years ago without adequate explanation. A number of people are still confused as to why this support disappeared.

Overall, the comments show congregations value being known and visited, being taken care of (especially during times of crisis), having a feeling of security, being adequately resourced for ministry, and having someone to turn to for conflict resolution. It is worth noting that the comments in this theme show up uniformly across the categories, with a slight spike in response to seeing the Presbytery do what it is supposed to do. The conclusion is that there are many who have experienced being cared for by this Presbytery, but there are also many who have felt as if Presbytery has not adequately provided care.

2. Connection

The secondary value of Abingdon Presbytery is a feeling of connectedness. As noted above, 17% of all comments (88 total) had to do with being connected to other congregations in the Presbytery and in their own communities. Included in this total is a subset of 15 comments (3% of the total and 17% of the connection comments) that indicate a heightened feeling of connection that occurs when congregations do mission or service together. The specific ratio of “connection” comments to total comments by category is as follows:

- i Answers to Q1 – 35 out of 65 (54%)
- i Answers to Q2 – 20 out of 74 (27%)
- i Answers to Q3 – 20 out of 128 (16%)
- i Answers to Q4 – 7 out of 54 (13%)
- i Other Thoughts – 1 out of 98 (1%)
- i Problems/Concerns – 5 out of 86 (5%)

Members of this Presbytery highly value the sense of connectedness they have with other Christians in general, and other Presbyterian Christians specifically. Respondents spoke eloquently of times that they had partnered with other congregations to worship, fellowship, and especially to serve in mission together. The bonds that these connectional events created are highly valued by individuals and most likely lead to a sense that the primary value, being cared for, is being achieved. Words such as *interaction, togetherness, involvement, participation, learning, knowing, supported, and love* were used often by respondents to describe their positive or desired feelings. It is noteworthy that these responses surfaced most often in response to questions asking people to describe times they had personally felt engaged by Presbytery or seeing the Presbytery doing what it is supposed to do. Comments dealing with connectedness rarely showed up in comments that voiced problems or concerns. The conclusion here is that the people who attended the Listening Sessions have generally had positive experiences with feeling connected to this Presbytery.

3. Communication

A tertiary value for Abingdon Presbytery is effective communication. Of the 505 total comments, 72 of them (14%) were concerned with how the Presbytery communicates with the members of its congregations and how congregations are able to communicate with and be heard by the Presbytery. The specific ratio of “communication” comments to total comments by category is as follows:

- i Answers to Q1 – 1 out of 65 (2%)
- i Answers to Q2 – 0 out of 74 (0%)
- i Answers to Q3 – 25 out of 128 (20%)
- i Answers to Q4 – 13 out of 54 (24%)
- i Other Thoughts – 21 out of 98 (21%)
- i Problems/Concerns – 12 out of 86 (14%)

Members of Abingdon Presbytery value and desire clear and effective communication from its leadership. They also see the value in communicating clearly and effectively *to* the Presbytery, especially in terms of giving the leadership (especially executive leadership) proper, helpful, and constructive feedback. People want to know what is going on around the Presbytery. This is not surprising given the level at which “connection” is valued. There is also a profound desire to have members of Presbytery communicate and accurately interpret decisions and policies that occur at the General Assembly level. There is great frustration in the Presbytery with inaccurate information being disseminated concerning both local and national issues, and people desire to have someone they trust help them understand events and issues facing the Presbytery and denomination.

It is extremely interesting to note that, more than any other, this value is discerned through its absence rather than its presence. In the questions that asked people to describe times that they felt engaged with Presbytery or had seen Presbytery doing what it is supposed to do, only once in 139 comments was effective communication referenced. When the question shifted to what wishes people had for the Presbytery, however, effective

communication begins showing up at a greater rate. This holds through the categories of “Other Thoughts” and “Problems/Concerns.” The conclusion here is that while people in Abingdon Presbytery value effective communication, they only realize its value in its *absence*. When and/or if it has been present in Abingdon Presbytery, people feel better cared for and connected, thus diminishing the recognition of good communication as a result of having the primary and secondary values met. When and/or if it has not been present, people recognize its absence and verbalize it is most likely because they feel *less* cared for and connected.

The above could lead one to argue that “Communication” is a *primary* value of Abingdon Presbytery, as its presence or absence leads to greater or lesser feelings of the *stated* primary and secondary values. This will be examined by the EP Search Team at length. Suffice it to say at this point that the Presbytery leadership, and especially the executive leadership, should always be focused on clear and effective communication with its congregations in *both directions* as a constant priority.

4&5. Mission/Service/Outreach & Youth

Both “mission” and “youth” are values for Abingdon Presbytery. These themes, however, are “second tier” values. This does not mean that they are less important, just mentioned less than the previous three values. This *does* mean, however, that there is a significant shift in thinking that occurs by members of the Presbytery. This shift will be discussed in the next section of the report. For now the important factor is that Abingdon Presbytery values reaching out both to those in need and to younger people.

Mission/Service/Outreach

Of the 505 total comments, 6% (31) were concerned with mission and outreach. The specific ratio of “mission” comments to total comments by category is as follows:

- i Answers to Q1 – 8 out of 65 (12%)
- i Answers to Q2 – 12 out of 74 (16%)
- i Answers to Q3 – 6 out of 128 (4%)
- i Answers to Q4 – 3 out of 54 (6%)
- i Other Thoughts – 1 out of 98 (1%)
- i Problems/Concerns – 1 out of 86 (1%)

Comments that followed this theme stressed the values people had received from participating in Presbytery sponsored initiatives and events that serve other people, locally, nationally, and abroad. The one comment under “Problems/Concerns” was “we need to hear more about missions,” which is primarily a communication issue. Otherwise, all the comments concerning mission were positive. The important thing to note is that people readily mentioned mission as an experience they valued, but it virtually disappears when people are asked to name what they would like to see the Presbytery do in the future. This indicates that when people are asked to name things they would like to see the Presbytery do in the future they default to thinking of things that are not currently being done, rather than increasing things that have been positive in the past. This is a cultural conditioning and this disconnect will be discussed in the next session.

Youth/Young People

There were 28 comments (6%) out of 505 that referred to “youth” or “young people.” The specific ratio of “youth” comments to total comments by category is as follows:

- i Answers to Q1 – 0 out of 65 (0%)
- i Answers to Q2 – 2 out of 74 (3%)
- i Answers to Q3 – 17 out of 128 (13%)
- i Answers to Q4 – 2 out of 54 (4%)
- i Other Thoughts – 3 out of 98 (3%)
- i Problems/Concerns – 4 out of 86 (5%)

Comments that followed this theme mainly noted the lack of involvement of young people at the Presbytery level, the lack of programs to engage youth, and the need to reach out to youth and young people for the Presbytery to continue to be viable in the future. A general feeling was expressed that many of our congregations are “graying” rapidly, lack younger people and that this does not bode well for the Presbytery or denomination. The exact opposite phenomenon of what happened with “mission” comments happens with “youth” comments. The positive experience with youth programs, activities, or young people in general is virtually non-existent in questions 1 & 2. When asked to make wishes for the future of the Presbytery or when discussing “concerns” with the Presbytery however, the need to engage, involve, and program for young people ranks 3rd behind caring and communication. Again, this indicates a propensity to imagine a future with things that are *not* currently present, rather than invest more heavily in things that are present and valued. It also, like with communication, reveals valuing through absence. The important takeaway is that people feel that the Presbytery is doing very little currently to actively involve younger people and very few of the people who attended the Listening Sessions had positive memories of youth activities or events.

There is one problematic issue with the desire to reach out to young people. On several occasions comments were made that, while reaching out to young people is important, abandoning “traditional” ways of being church is not desirable. There is a desire to incorporate young people into the Presbytery and its congregations but only if those young people conform to the traditions and practices that are already established. A number of people complained that young people don’t do things the way they have been done or that the preferences of the young people are disliked by older members. This indicates a knowledge and understanding on some level that the Presbytery and/or some of its congregations are “dying on the vine” and need new people to perpetuate the system. However, it also represents a lack of awareness of the true nature of covenant community and an unwillingness on the part of some established members to sacrifice their own desires to achieve a stated desired outcome. It should be noted that younger generations do not join organizations for the sake of joining; they join when and if they feel they belong and are accepted. As long as members say they want young people but refuse to bend or change to truly accept them and make them feel they are truly a part of the community, young people will continue to look elsewhere for authentic community, seeking places where their ideas, values and preferences, not just their age and income, are valued.

Conclusions

Abingdon Presbytery highly values the feeling/idea that the Presbytery exists to take care of its congregations. Leadership that focuses on this primary task is valued. Members want to feel connected to other Presbyterians and congregations in a tangible way and one of the main functions of Presbytery and its leadership is to provide opportunities for congregations to connect in worship, fellowship, and service. Members of congregations place an emphasis on being clearly and effectively communicated with. Leadership that is seen as successful is leadership that places a priority on making sure that congregations know what is going on at both the Presbytery and denominational level.

Members of Abingdon Presbytery respond positively to opportunities to serve others through the Presbytery. This is especially true for congregations that do not feel “big enough” or equipped to engage in service and mission on their own. Leadership should focus on providing opportunities for congregations to serve in outreach, especially opportunities to connect with other congregations in service. Savvy leadership will focus in the future on “connecting” congregations in mission and service, thus fulfilling the primary values of feeling cared for and connecting with others while serving others in the name of Christ.

Disconnect

In looking to the future members of Abingdon Presbytery express a strong desire to reach out to young people and engage them in opportunities to feel cared for, connect with others, and serve others in the name of Christ. There are some issues of disconnect that need to be addressed if the Presbytery and its congregations are to effectively invite and welcome younger people into its covenant life. Presbytery leadership going forward will need to address this disconnect (laid out above) if there is any hope of fulfilling the desired goal of reaching out

to youth and young people. This needs to be done in a pastoral way, but also in a way that doesn't shy away from the difficult conversations. Honest conversations need to happen about the conflict between some of the stated values and some of the stated desires. Effective leadership will facilitate these conversations and allow congregations to make their own difficult decisions, rather than dictate to congregations what must be done.

A System Under Threat

The data reveals an organization that is internally focused. This is consistent with an organization or system that feels it is fighting for its survival, in transition, or under "threat." Organizations that feel threatened or are just trying to survive often "circle the wagons" and direct all of their attention towards internal matters. While this is normal, it is a bit problematic when it comes to Christian organizations as God directs his people in Scripture to focus on serving others and being a light to the nations. Christian organizations are called to be "outwardly focused" and "internally strong" rather than internally focused.

When asked what we should be doing as a Presbytery members often responded with answers along the lines of "better communication" or "reaching out to young people," comments that are focused on strengthening the organization internally. When asked about positive experiences in the past, respondents answered with the internally focused themes of "being cared for" and "connecting" 3 times more often than "mission" or "serving others." What the data doesn't reflect, however, is that the most passionate responses, detailed stories, and intense feelings of connection came in the 9% of comments that fell into the "mission/service" theme. This shows that members have experienced the benefit and value the experience of serving others but in the current "survival" climate there is a propensity to turn the focus inward and "protect" what we have. Presbytery Leadership will need to address this disconnect at some point, however it is extremely important to note that the Bible, as well as sociological studies, point out that individuals and organizations only reach out comfortably when they feel they are safe and cared for. Therefore, it is important for Presbytery Leadership to focus on the values of "caring" and "connection" in the short term, while not neglecting to challenge the Presbytery to fulfill its calling to "reach out" in the long term.

Deficiency Model vs. Appreciative Inquiry

When asked to think about the future of the Presbytery, respondents often expressed a desire for things that are not currently present or are severely lacking in the system, such as "better communication" or "reaching out to young people." This indicates a cultural conditioning that assumes things are not going well, that the organization is "sick" and needs to be "fixed," and that in order to "get better" we need to engage in activities that are not currently present or not being done well. This is known as the "Gap Theory" or "Deficiency Model" of organizational problem solving. This states that an organization desiring to improve its performance needs to: assess and identify its "gaps" or "deficiencies," analyze and address the causes for the deficiencies, propose solutions, and implement the proposed solutions in order to improve performance and restore the organization to health. The use of the Deficiency Model has been widespread in society, especially in congregational and denominational systems.

Appreciative Inquiry, however, assumes that every organization has things that it values and does well and that these should be identified and strengthened in order to strengthen the entire organization. The assumption of Appreciative Inquiry is that once an organization understands and appreciates its best practices, it can then build upon those as it envisions what kind of future it is called to be. Through discussions, dialogue, and, in the case of religious organizations, listening for God's voice and calling among its people, an organization can design a desired future and then move towards making that future a reality. By focusing on the positives already present in the organization the organization avoids the guilt and blame that is often associated with the Deficiency Model. By building – or rebuilding – around what is already working, rather than trying to fix what isn't working, organizations avoid focusing on perceived problems and, instead, focus on desired outcomes.

The EP Search Team intentionally used Appreciative Inquiry in order to identify what is working in Abingdon Presbytery so that we might begin to build a model of leadership that can strengthen and build on these best practices, while at the same time help us dream and envision a desired future, based on stated desired outcomes. Moving forward, this will not only help the EP Search Team assess models of leadership, as well as write an effective job description for executive leadership, it will also help the current Presbytery leadership begin to take steps *right now* to build on our best practices and strongest values so that the focus of Abingdon Presbytery is no longer on perceived problems but how God is at work in our midst and how we might respond to that work as his people.

Preliminary Executive Presbyter Conclusions

Finally, while no model has yet been determined and we are not yet ready to begin writing a job description or interviewing candidates, a few things have been made clear to the Search Team (and hopefully the Presbytery) regarding the characteristics of the next Executive Presbyter. First, he or she must have the heart of a pastor with spiritual gifts of mercy and caring. If the Presbytery values being cared for above all, then executive leadership needs to reflect that. We should not look for someone who is an administrator; administration can be done by others. This Presbytery needs someone who is personable, warm, and draws energy from connecting with many different people. Second, the next Executive Presbyter must be someone who connects congregations in ministry. This means being involved in congregations and having knowledge of what is going on all over the Presbytery and taking any opportunity available to put congregations with similar ministries in touch with one another to learn from each other. Third, the next Executive Presbyter needs to be an effective communicator with ideas of how to make sure congregations are listened to and how the entire Presbytery can stay informed about the work and mission of the Presbytery. Finally, the next Executive Presbyter needs to be a person who can help us transition from our inward focus to being focused on serving the needs of others. This will be a long process and will take a pastoral person who is willing to spend time with the members of this Presbytery. However, this reorientation needs to take place if the Presbytery is to continue to thrive and continue to do the work God is calling it to do.

Obviously there are many other considerations. These are just a few of those that rise to the top, based on the expressed values of the members of Presbytery who attended the Listening Sessions. It is also an example of how the EP Search Team must take the data from the Listening Sessions and apply it to the real world scenario of searching for executive leadership.

We are honored and humbled to be representing the Presbytery in this way, and we were blessed by the opportunity to listen to the hopes and dreams of the members of this Presbytery. As we begin the next step of the journey we invite you to be in prayer with and for us as we continue to listen for God's calling through the voices of the members of this Presbytery. We are always open to input and feedback, so if you wish to share your personal thoughts, ideas, or concerns with us, please feel free to contact us at any time.

Respectfully Submitted,

Tim Reynolds
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on behalf of EP Search Team Members: Mary Davis – Co-chair, Jim Gearhart, Darlene Litton, Janet Pratt, Guydell Slate, Jimmie Ruth Speeks

THANK YOU

Abingdon Presbytery

FOR HELPING US GIVE CHILDREN HOPE AND PURPOSE FOR THE FUTURE

THANKSGIVING OFFERING

The time for the annual Thanksgiving Offering for children's services is upon us, and once again we are asking the churches of Abingdon Presbytery to designate their offering to the Children's Home. This is a tremendous help to us as this money goes directly to our annual operating budget. If you wish, you may send your offering directly to the Children's Home. This will give us access to the funds months earlier than if it has to go through the other channels. Most of churches in our Presbytery have chosen to do this in the past, and we are very grateful. Thank you for your consideration!

UPDATE ON LAMB CENTER PROJECT

In our last report we talked about the grant we received from the Lamb Foundation to expand and renovate the Lamb Center into a life skills and educational enhancement facility. Progress is now underway, with the exterior of the building already completed. We expect to finish the project sometime this fall. When completed we have a state of the art building and equipment that will allow us to upgrade how we teach life skills to our residents, as well as having a building where we can do other specific trainings for both our residents and staff members. We also are working with local social services departments to allow foster children from the communities to take advantage of these services. This is a continuation of our efforts to touch the lives of as many needy children as possible through our ministry. We will keep you posted on our progress.

CHILDREN'S HOME VIDEO AVAILABLE FOR USE

As I mentioned in our last report, our promotional video of the Children's Home has been completed and is ready for distribution. Produced in-house by our 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. At the present time only our Board Members and our staff have access to the video, but any of our churches or supporters can request one for viewing at a meeting or individually. You can call our office or contact one of Board Members and we will make sure you get one. The video comes with a booklet that gives facts about the Children's Home that may not be explained in the video. 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. Thanks for your help!

NEW DAWN SOCIETY

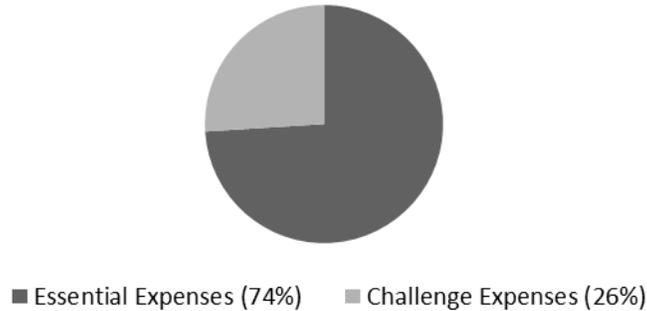
We are searching for supporters who wish to become members of the New Dawn Society. The New Dawn Society consists of friends of the Children's Home who include PCHH in their estate planning, regardless of the amount. Members of the New Dawn Society receive a certificate and an engraved leaf will be placed 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!

Budget Committee Report
Ron Doerschug, Chairperson

Last year we moved to a per-capita based Unified Mission Request (UMR) in seeking pledges from our member churches. We requested \$274,403 with an acceptance of \$184,219 or 67%. Without the executive presbyter position being filled, we have been close to meeting our financial needs each month. The move of the Presbytery Office to Wytheville Presbyterian Church and the use of the internet to distribute information has resulted in considerable savings which is reflected in the 2014 proposed budget.



The 2014 expense side of the budget is divided into two parts.

1. Essential Expenses

The first part combines all “essential” expenses for the year. This category contains:

- i Stated clerk
- i Office manager
- i Hunger action enabler
- i Office expenses and rent
- i Missionary manse support
- i Support for one inquirer and two candidates for ministry
- i Benevolence support for the Children’s Home and Presbyterian Women
- i Per capita payments to the Synod and General Assembly

The total “essential” expenses for 2014 are \$186,508. This amount is currently supported by the 48 congregations of Abingdon Presbytery with their 2013 Unified Mission Request response of \$186,219. Based on a Presbytery enrolment of 3971, the per capita for these expenses is \$46.97.

2. Challenge Expenses

The second part of 2014 expenses represents a challenge before the congregations to raise their Unified Mission Gift. In 2014, the Presbytery will begin funding the new position of Executive Presbyter. The EP search committee has been diligent in its work and it is possible the position could be filled in 2014. This puts before the 48 congregations of the Presbytery a compelling reason to raise their unified mission gift. ***We are giving toward Presbytery leadership!*** Listed on the next page are all the expenses of this category:

- i Executive Presbyter
- i Additional benevolence to the Children’s home
- i Gift to King College
- i Leadership training and support for committees

The total challenge expenses for 2014 are \$65,636. This amount is not currently supported by the 48 congregations of the Abingdon Presbytery, but should be seen nevertheless as a compelling reason to increase congregational giving. The per capita for this challenge is \$16.53

Essential per capita: \$46.97
Challenge per capita: \$16.53
Total per capita: \$63.50

Item for Action:

1. The Budget Committee recommends the adoption of the 2014 Budget and the Unified Mission Request of \$63.50 per church member as reported in the 2013 Statistical Reports.

Motion Made Approved Disapproved

**2014 Proposed Budget
(Essential and Challenge)**

ACCT.	DESCRIPTION	2013 Budget	Proposed 2014 Budget	2014 Essential Program Budget	2014 Challenge Portion		
EXECUTIVE PRESBYTER							
1-50010	SALARY	\$20,000.00	\$20,000.00		\$20,000.00		
1-50011	SECA	\$2,260.00	\$2,260.00		\$2,260.00		
1-50012	HOUSING	\$12,000.00	\$12,000.00		\$12,000.00		
1-50013	PENSIONS/INSURANCE	\$12,500.00	\$14,108.00		\$14,108.00		
1-50015	CON.ED./PROF. EXP.	\$3,500.00	\$3,500.00		\$3,500.00		
	TOTAL:	\$50,260.00	\$51,868.00		\$51,868.00		
STATED CLERK							
1-50025	SALARY	\$15,000.00	\$18,000.00	\$18,000.00			
1-50026	EXPENSES	\$2,500.00	\$3,000.00	\$3,000.00			
	TOTAL:	\$17,500.00	\$21,000.00	\$21,000.00			
OFFICE MANAGER/APRIL							
1-50020	SALARY	\$37,440.00	\$37,440.00	\$37,440.00			
1-50022	PENSION/INSURANCE	\$11,814.00	\$14,160.00	\$14,160.00			
	TOTAL:	\$49,254.00	\$51,600.00	\$51,600.00			
HUNGER ACTION ENABLER							
1-50033	EXPENSE	\$5,000.00	\$5,000.00	\$5,000.00			
	TOTAL:	\$5,000.00	\$5,000.00	\$5,000.00			
OFFICE/OPERATION							
1-50051	TELEPHONE	\$3,500.00	\$3,000.00	\$3,000.00			
1-50054	PRESBYTERY AUDIT	\$6,000.00	\$6,000.00	\$6,000.00			
1-50055	POSTAGE	\$2,950.00	\$800.00	\$800.00			
1-50056	OFFICE SUPPLIES	\$2,000.00	\$1,200.00	\$1,200.00			
1-50057	EQUIPMENT MAINTENANCE	\$12,000.00	\$10,000.00	\$10,000.00			
1-50059	ACS/SUPPORT	\$3,500.00	\$2,000.00	\$2,000.00			
1-50065	RENT	\$6,000.00	\$6,000.00	\$6,000.00			
	TOTAL:	\$35,950.00	\$29,000.00	\$29,000.00			

**2014 Proposed Budget
(Essential and Challenge)**

ACCT.	DESCRIPTION	2013 Budget	Proposed 2014 Budget	2014 Essential Program Budget	2014 Challenge Portion		
GOVERNING BODY FUNCTION							
1-50070	COMMITTEE MEETINGS	\$9,000.00	\$4,500.00	\$4,500.00			
1-50071	STAFF-COURT FUNCTIONS	\$3,000.00	\$3,000.00	\$3,000.00			
	TOTAL:	\$12,000.00	\$7,500.00	\$7,500.00			
CORPORATION							
1-50060	WORKMAN'S COMPENSATION	\$700.00	\$700.00	\$700.00			
1-50061	FICA-EMPLOYER'S SHARE	\$4,671.00	\$4,671.00	\$4,671.00			
1-50062	SCC ANNUAL REG. FEE	\$25.00	\$25.00	\$25.00			
1-50063	OFFICE INSURANCE & BOND	\$1,500.00	\$700.00	\$700.00			
	TOTAL:	\$6,896.00	\$6,096.00	\$6,096.00			
SUPPORT							
1-50110	CHILDREN'S HOME	\$22,800.00	\$22,800.00	\$20,000.00	\$2,800.00		
1-50111	KING COLLEGE	\$3,000.00	\$3,000.00		\$3,000.00		
1-50112	PRESBYTERIAN WOMEN	\$2,000.00	\$2,000.00	\$2,000.00			
1-50115	NEW ORLEANS PROJECT/PDA	\$5,000.00					
1-50116	HAITI MISSION	\$5,000.00					
1-50114	SUNNYSIDE	\$500.00					
	TOTAL:	\$38,300.00	\$27,800.00	\$22,000.00	\$5,800.00		
PASTORAL SUPPORT/COMMITTEE ON MINISTRY							
1-50080	SHARED MINISTRY	\$5,950.00	\$1,000.00		\$1,000.00		
1-50081	CONT.ED. & COUNSELING	\$1,500.00	\$1,500.00		\$1,500.00		
1-50083	MISSIONARY MANSE EQUITY	\$1,050.00	\$1,050.00	\$1,050.00			
1-50084	COMMISSIONED LAY PASTOR	\$1,500.00	\$1,500.00	\$782.25	\$717.75		
	TOTAL:	\$10,000.00	\$5,050.00	\$1,832.25	\$3,217.75		

**2014 Proposed Budget
(Essential and Challenge)**

ACCT.	DESCRIPTION	2013 Budget	Proposed 2014 Budget	2014 Essential Program Budget	2014 Challenge Portion		
PASTORAL SUPPORT/PREPARATION FOR MINISTRY							
1-50090	CANDIDATE EXPENSES	\$1,250.00	\$800.00	\$800.00			
1-50091	SCHOLARSHIPS	\$8,500.00	\$5,500.00	\$5,500.00			
	TOTAL:	\$9,750.00	\$6,300.00	\$6,300.00			
EDUCATION COMMITTEE							
1-50100	MOUNTAIN TOP	\$2,500.00	\$2,500.00		\$2,500.00		
1-50101	BOOKS & RESOURCES	\$750.00	\$750.00		\$750.00		
1-50103	CAMP SCHOLARSHIPS	\$2,500.00	\$2,500.00	\$1,000.00	\$1,500.00		
	TOTAL:	\$5,750.00	\$5,750.00	\$1,000.00	\$4,750.00		
CHURCH DEVELOPMENT COMMITTEE							
1-50094	COMMITTEE TRAINING	\$0.00	\$0.00				
1-50096	CHURCH RESOURCES	\$0.00	\$0.00				
1-50097	COMMITTEE USE	\$3,750.00	\$3,750.00	\$3,750.00			
1-50098	SCHOLARSHIPS	\$0.00	\$0.00				
	TOTAL:	\$3,750.00	\$3,750.00	\$3,750.00			
PER CAPITA							
1-50002	GENERAL ASSEMBLY	\$29,657.79	\$28,395.90	\$28,395.90			
1-50003	SYNOD	\$3,669.45	\$3,034.00	\$3,034.00			
	TOTAL:	\$33,327.24	\$31,429.90	\$31,429.90			
	EXPENSES (TOTAL):	\$277,737.24	\$252,143.90	\$186,508.15	\$65,635.75		
INCOME			Percent of total	74%	26%		
	2013 YTD UMR (Accepted)	\$184,219.22		\$184,219.22			
	Hunger Action Enabler Grant	\$2,500.00		\$2,500.00			
	TOTAL:	\$186,719.22		\$186,719.22			
	10/10/2013		2013 UMG - 2014 Total	211			
			Per capita	\$46.97	\$16.53		\$63.50
	Population of Abingdon Presbytery	3971	2014 savings from 2013	-\$25,593	Anticipated UMR		\$252,143.90

2014
Per Capita Revised

2014 PER CAPITA					12-Nov-13
G.A.	\$7.02				
Synod	\$0.75		Members	Budget	
Presbytery	\$55.73		3,971	\$252,143.90	
Total	\$63.50				
	2012 MBRS	G.A.	SYNOD	PRESBYTERY	TOTAL DUE
Anchor of Hope	31	217.62	23.25	1,727.52	1,968.39
Anderson Memorial	29	203.58	21.75	1,616.06	1,841.39
Bethel	28	196.56	21.00	1,560.34	1,777.90
Big Stone Gap	45	315.90	33.75	2,507.68	2,857.33
Bland-Leyburn	31	217.62	23.25	1,727.52	1,968.39
Buchanan, First	74	519.48	55.50	4,123.75	4,698.73
Buffalo Mountain	28	196.56	21.00	1,560.34	1,777.90
Castlewood	19	133.38	14.25	1,058.80	1,206.43
Central	431	3,025.62	323.25	24,018.05	27,366.92
Clark Memorial	0	0.00	0.00	0.00	0.00
Damascus	15	105.30	11.25	835.89	952.44
Dinwiddie	47	329.94	35.25	2,619.14	2,984.33
Fairview	94	659.88	70.50	5,238.27	5,968.65
Fincastle	33	231.66	24.75	1,838.97	2,095.38
Galax First	217	1,523.34	162.75	12,092.61	13,778.70
Galena	23	161.46	17.25	1,281.71	1,460.42
Gate City	40	280.80	30.00	2,229.05	2,539.85
Glade Spring	168	1,179.36	126.00	9,362.02	10,667.38
Gladeville	100	702.00	75.00	5,572.63	6,349.63
Grace	48	336.96	36.00	2,674.86	3,047.82
Graham	21	147.42	15.75	1,170.25	1,333.42
Green Spring	322	2,260.44	241.50	17,943.88	20,445.82
High Point	21	147.42	15.75	1,170.25	1,333.42
Hillsville	147	1,031.94	110.25	8,191.77	9,333.96
Hurley	0	0.00	0.00	0.00	0.00
Jewell Ridge	42	294.84	31.50	2,340.51	2,666.85
Lebanon	60	421.20	45.00	3,343.58	3,809.78
Locust Cove	24	168.48	18.00	1,337.43	1,523.91
Maple Grove	52	365.04	39.00	2,897.77	3,301.81
Mary's	0	196.56	21.00		
Mary Martin Mem.	18	126.36	13.50	1,003.07	1,142.93
McCall's Gap	54	379.08	40.50	3,009.22	3,428.80
Mclver Memorial	28	196.56	21.00	1,560.34	1,777.90
Norton	0	0.00	0.00	0.00	0.00
Oakwood	12	84.24	9.00	668.72	761.96

**2014
Per Capita Revised**

					12-Nov-14
	2012 MBRS	G.A.	SYNOD	PRESBYTERY	TOTAL DUE
Pound	30	210.60	22.50	1,671.79	1,904.89
Powell Valley	25	175.50	18.75	1,393.16	1,587.41
Richlands	217	1,523.34	162.75	12,092.61	13,778.70
Rich Valley	93	652.86	69.75	5,182.55	5,905.16
Riverview	33	231.66	24.75	1,838.97	2,095.38
Rock Spring	39	273.78	29.25	2,173.33	2,476.36
Royal Oak	159	1,116.18	119.25	8,860.49	10,095.92
Seven Mile Ford	43	301.86	32.25	2,396.23	2,730.34
Sinking Spring	312	2,190.24	234.00	17,386.61	19,810.85
Spring Creek	15	105.30	11.25	835.89	952.44
Stone Memorial	49	343.98	36.75	2,730.59	3,111.32
Tazewell	253	1,776.06	189.75	14,098.76	16,064.57
Thompson Valley		322.92	34.50		
Vasant	63	442.26	47.25	3,510.76	4,000.27
Walnut Grove	66	463.32	49.50	3,677.94	4,190.76
Whitetop	38	266.76	28.50	2,117.60	2,412.86
Wytheville	190	1,333.80	142.50	10,588.00	12,064.30
West Fork	44	308.88	33.00	2,451.96	2,793.84
TOTAL	3971	28,396	3,034	221,289	294,098.90

Note: The Report Option to include Open Transactions is selected.

Accounts

Assets		
Current Assets		
Checking Accounts		
1-10001 - Presbytery Operating Account	\$31,162.67	
1-10008 - Temporarily Restricted Ministries	\$86,293.37	
1-10009 - Reserve	\$344,417.88	
1-10010 - Internally Designated	\$104,583.24	
1-10011 - Donor Restricted	\$6,783.59	
1-10012 - Wild Goose Christian Community	\$64,645.05	
1-10050 - Petty Cash	\$50.00	
Total Checking Accounts	\$637,935.80	
New Covenant Investments		
1-12001 - Reserved Operating Funds-2	\$202,513.41	
1-12003 - Minister's Discretionary Fund - 2	\$5,065.24	
1-12005 - Allison Ewing Fund - 2	\$88,331.88	
1-12006 - New Church Development - 3494	\$419,891.70	
Total New Covenant Investments	\$715,802.23	
Receivables		
1-10202 - Notes Receivable - Litz Church	\$53,756.97	
1-10206 - Notes Receivable - Galena	\$4,791.20	
1-10208 - Notes Receivable - Anchor of Hope	\$5,623.41	
Total Receivables	\$64,171.58	
Total Current Assets		\$1,417,909.61
Fixed Assets		
1-10103 - Computers	\$34,866.62	
1-10104 - Furniture, Fixtures, Equipment	\$39,596.77	
1-10106 - Accumulated Depreciation - Other	(\$31,980.74)	
Total Fixed Assets		\$42,482.65
Other Assets		
Other Investments		
1-10300 - Bank of America Stock	\$139.32	
1-10301 - M. Lou Bowen Kroll Partnership, LLC	\$15,660.43	
1-10302 - Mt. Carmel Presbyterian Church	\$153,384.00	
1-10305 - Seven Mile Ford Presbyterian Church	\$89,600.00	
1-10311 - Wild Goose (Former IV Ch.) & Manse	\$234,900.00	
Total Other Investments	\$493,683.75	
Total Other Assets		\$493,683.75
Total Assets		\$1,954,076.01
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Payroll Withholdings		
1-20001 - Federal W/H	\$545.71	
1-20002 - State W/H	\$182.73	
1-20003 - Employee FICA W/H	\$193.44	
1-20004 - Employer FICA W/H	\$193.44	
1-20005 - Employee Medicare W/H	\$45.24	
1-20006 - Employer Medicare W/H	\$45.24	
1-20007 - Acrued Wages/Vacation Pay	\$604.62	
Total Payroll Withholdings		\$1,810.42
Transfer Accounts		
1-20020 - General Fund Transfer	\$91,759.09	
Total Transfer Accounts		\$91,759.09
Notes Payable		
1-20050 - IKON Copier Payable	\$20,249.39	

Abingdon Presbytery
Balance Sheet- Month End
September 2013

Note: The Report Option to include Open Transactions is selected.

Accounts

Total Notes Payable		\$20,249.39
Total Liabilities		\$113,818.90
Net Assets		
1-30001 - Net Assets - General/Operating Fund	\$225,122.21	
1-30003 - Net Assets - Reserved Operating	\$193,777.29	
1-30007 - Net Assets - Minister's Discr. Fund	\$5,649.66	
1-30009 - Net Assets - New Church Development	\$1,102,239.45	
1-30010 - Net Assets - Manse Equity	\$2,729.38	
1-30011 - Net Assets - Nellie Preston Scholar	\$36.23	
1-30012 - Net Assets - Two Cents A Meal	\$19,960.10	
1-30013 - Net Assets - Allison Ewing LoanFund	\$97,630.06	
1-30015 - Net Assets - Restricted Fund Offset	(\$606,723.13)	
1-30016 - Net Assets - Other Internal Funds	\$303,610.28	
Excess Cash Received	(\$110,497.55)	
Total Net Assets and Excess Cash Received		\$1,233,533.98
Restricted Funds		
Total Temporarily Restricted	\$430,711.25	
Total Permanently Restricted	\$176,011.88	
Total Restricted Funds		\$606,723.13
Total Liabilities, Fund Principal, & Restricted Funds		\$1,954,076.01

Committee on Preparation for Ministry

Rev. Susanne S. Martin, Chair

Items for Information:

1. Jacob Singleton, Inquirer, has received the first installment of scholarship funds from Abingdon Presbytery in the amount of \$2,000 to assist with seminary expenses.
2. The Committee on Preparation for Ministry has conducted a final assessment of candidate Sarah Bird's, readiness to receive a call. The CPM has determined that she has satisfactorily completed all of the requirements of the preparation for ministry process, as set forth in G-2.0607 of the Book of Order and is now certified as ready, pending a call, to be examined for ordination.
3. The Committee on Preparation for Ministry has determined that candidate Sarah Bird has met the following requirements in order to enter into negotiation for ministerial service:
 - *Has completed at least two years of theological education (at Princeton Theological Seminary)
 - *Has had consultation within the last year
 - *Has satisfactorily completed all the standard ordination exams
 - *Has received approval of the Committee on Preparation for Ministry

Items for Action:

1. Abingdon Presbytery certifies Sarah Bird as ready, pending a call, to be examined for ordination.
 Motion Made Approved Disapproved
2. In accord with G-2.0607 of the Book of Order, Abingdon Presbytery grants Sarah Bird approval to enter into negotiation for service as a teaching elder.
 Motion Made Approved Disapproved

Nominating Committee Report

Jon Martin, Chair

Items for Information:

The Nominating Committee is always looking for elders and lay people to elect to the committees of the Presbytery. Any member the forty-eight congregations of the Presbytery may be considered, though some committees are only for elders. Suggestions may be forwarded through the Presbytery web site.

Items for Action:

1. Commissioners to the 221st General Assembly of the Presbyterian Church (U.S.A.) in Detroit, Michigan, June 14-21, 2014:

Teaching Elder (Primary): Tony Palubicki, Powell Valley and Big Stone Gap

Teaching Elder (Alternate): Jon Martin, Green Spring

Ruling Elder (Primary): Alice Freeman, Glade Spring

Ruling Elder (Alternate): Wythe Hull, Sinking Spring

Young Adult Advisory Delegate: Megan Lacy, Wytheville

Young Adult Advisory Delegate (Alternate): Ethan Kester, Anderson Memorial

Motion Made Approved Disapproved

2. Council: Class of 2016

Tim Bird, Glade Spring

Susanne Martin, Damascus and Rock Spring

Motion Made Approved Disapproved

3. Budget: Class of 2016

Charlotte Purdue, Fincastle

Peggy Slate, Dinwiddie

Motion Made Approved Disapproved

4. Church Development: Class of 2016

Edwin Lacy, Wild Goose Worshiping Community

Andy Parkey, Locust Cove and Rich Valley

Motion Made Approved Disapproved

5. Committee on Ministry: Class of 2016

Mary Davis, Lebanon

Alan Gray, Royal Oak

Brad Simpson, Wytheville

Tom Whartenby, Galax

Dorothy Wright, Tazewell

Will Gipe, Gladeville/Pound Class of 2015

Motion Made Approved Disapproved

6. Compassion Ministries: Class of 2016
Kevin Campbell, Hillsville
Mike Riley, McCall's Gap
Sue White, Walnut Grove

 Motion Made Approved Disapproved

7. Education: Class of 2016
Sally Johnson, Bethel
David Kester, Anderson Memorial
Janet Pratt, Locust Cove

 Motion Made Approved Disapproved

8. Personnel and Facility Oversight: Class of 2016
Jim Gearhart, Wytheville
Mary Ruth Spencer, Vasant

 Motion Made Approved Disapproved

9. Permanent Judicial Commission:
Kevin Campbell, Hillsville Class of 2015

Tom Whartenby, Galax Class of 2019
Isaac Freeman, Glade Spring

 Motion Made Approved Disapproved

10. Committee on Preparation for Ministry: Class of 2016

Dennis Hoffman, Honorably Retired

 Motion Made Approved Disapproved

11. Synod Commissioner:

Brad Simpson, Wytheville Class of 2016

 Motion Made Approved Disapproved

Church Development Committee

Tony Palubicki, Chair

Your Church Development Committee continues to seek new and creative ways to respond to needs and changes taking place in the Presbytery. Since our last Presbytery meeting the committee has:

- i Partnered with the Christian Education Committee in preparation for and hosting of the first very successful Mountain Top Retreat held at Royal Oak Presbyterian Church September 28, 2013
- i Approved proposed changes to the Church Development Committee portion of Abingdon Presbytery's Manual of Operations.
- i Approved contacting our denomination's seminaries to investigate the possibility of partnering together to establish a summer intern program in which candidates for ministry could serve our congregations as supply pastors during the summer.
- i Encourage your input and support in seeking to discover ways to revitalize, reform, and transform the congregations of our Presbytery.

Wild Goose Worshipping Community

- i Approved reallocation of funds designated for the Wild Goose project to address mold issues that needed to be corrected in the basement of the Wild Goose church building.
- i Has had heat pump installed and continues to make necessary improvement and renovations to the church building
- i Formed a planning and leadership team.
- i Pleased to announce that this effort has caught the attention and has been reported on by National Public Radio – and a reported from Presbyterians Today is writing an article on the community currently scheduled to appear in the January 2014 issue of the magazine
- i We've also received word that the next '1001 Worshipping Communities video *may* be of Wild Goose.
- i Verna White, National Director for '1001 Worshipping Communities' will speak at our June Presbytery meeting.
- i Uprisings are averaging 30 in attendance and square dances are now an every 4th Tuesday event.

Education Committee

Mary Davis, Secretary

The Education Committee has met 7 times this year, 3 of them in joint meetings with the Church Development Committee as together we planned and then evaluated the Mountain Top event on September 28, 2013.

The Mountain Top day at the Royal Oak PC included great fellowship, worship led by those who went on the Youth Mission Trip to NYC, keynoter Dr. Von Clemans on using social media, box lunches, mission sharing by congregations, a mission workshop by Greg Wood and Tony Palubicki, and a media driven workshop by Alice Blanton on the Apostles' Creed.

It was a wonderfully energetic and thought provoking day. Forty-five persons attended, involving 18 churches, 9 pastors, and 3 CREs.

We have started plans for next year and have set the date for **Mountain Top 2014 as Saturday, September 13, 2014 from 9 am – 2 pm.** We are exploring having a theme connected to Worship, and one of several well-known speakers for the keynote address. We plan on having several topical groups in the afternoon such as a Preachers' Seminar, Treasurers' Gathering, Clerks' Training, and Elders' Training. Two minute videos or displays of memorable worship experiences will be encouraged from congregations for the show and tell portion of the lunch time.

In addition to developments regarding the Mountain Top planning and enactment, the Education Committee has been looking at other ways we might best be of service to our presbytery. Ideas include:

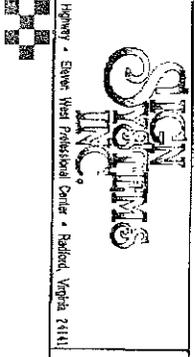
- i experiment with having some virtual committee meetings through Skype so that more committee members can participate and less time and money are absorbed in travel
- i partner with the presbytery office to help provide a vehicle for the dissemination of information such as what exactly each presbytery committee does and about how often they meet, when various churches are having VBS or other special events which other churches might be able to publicize or attend also, etc.
- i facilitate the exchange of excess CE materials, music, etc.
- i arrange for book publisher representatives to bring materials to a presbytery meeting or Mountain Top
- i occasionally use the Education time at a presbytery meeting to encourage table discussions on educational topics.

Personnel & Facility Oversight Committee Report

Jim Gearhart, Chair

Items for Information:

1. The development of Exterior and Interior Signage at the Wytheville Church to direct visitors to the Presbytery Offices has now been completed. Signs, Inc. of Radford, VA furnished the signs and performed the work and a diagram of the signs is included.
2. The Committee has completed its portion of the Presbytery Manual of Operations dependent upon approval by Presbytery.
3. Part-time Acting Stated Clerk John DiYorio has been effectively and efficiently performing on this position since his installation at the June 2013 Presbytery Meeting.
4. The Committee has evaluated the performance of Office Manager April DiYorio for 2013. Continuing through this past year, She has been doing her job extremely well on behalf of the Presbytery.
5. The Transition of the Presbytery Office from the Spiller Street Building to its Offices within the Wytheville Presbyterian Church has been completed and well within the funds budgeted for the move. The final Office Move Accounting is included.



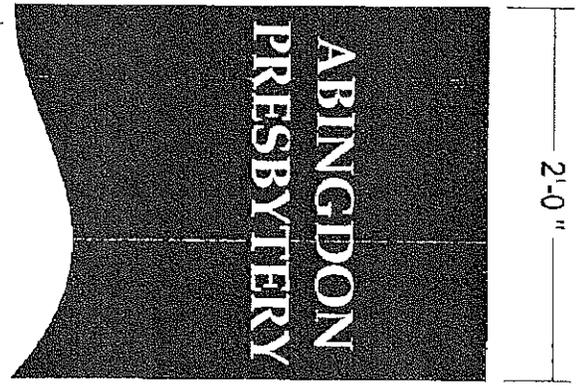
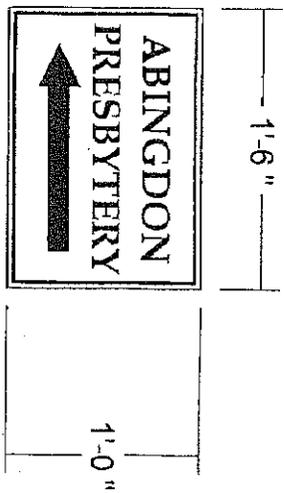
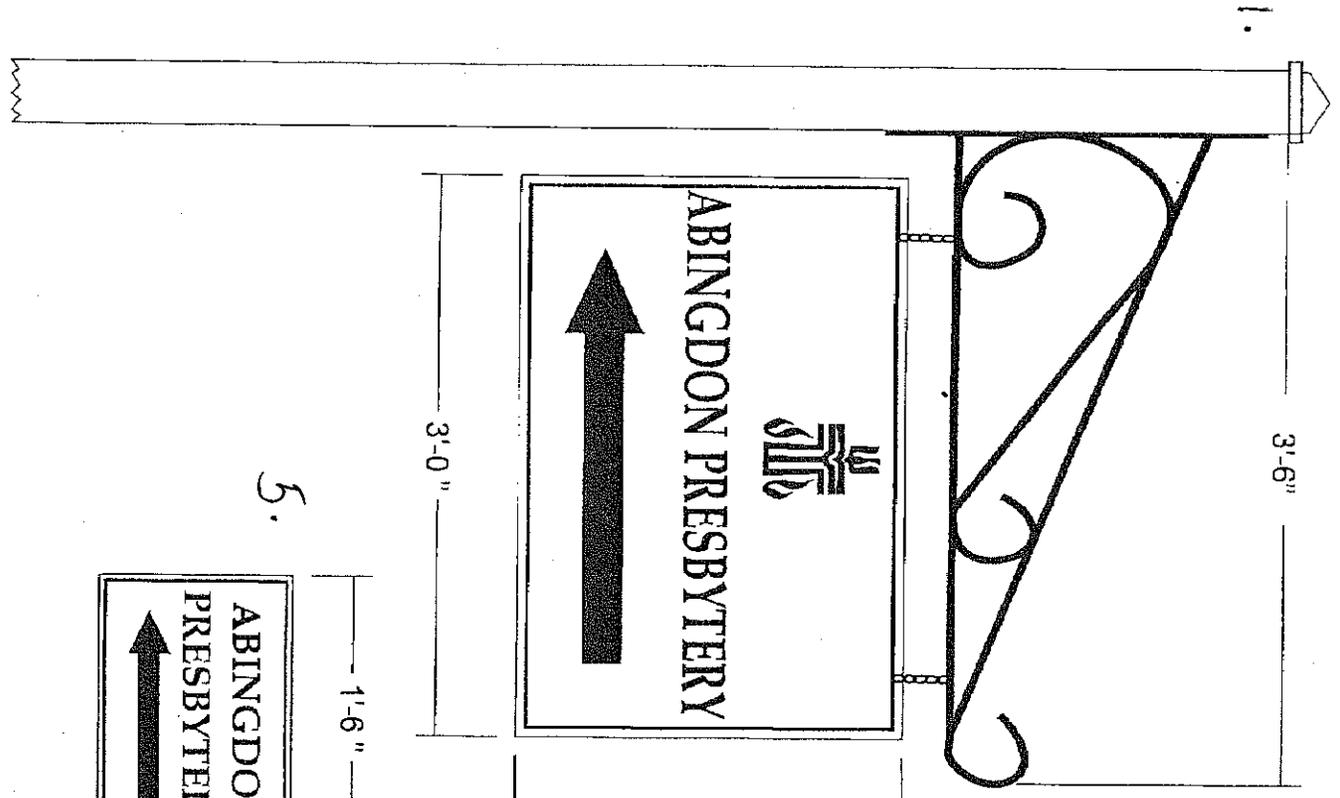
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OFFICE MOVE ACCOUNTING

<u>DESCRIPTION</u>	<u>PROPOSED BUDGET</u>	<u>ACTUAL</u>	<u>% of Budget Used</u>
ACTUAL MOVING COSTS	3,500.00	985.36	28.15%
COMPUTER/PHONE EQUIP.	25,000.00	20,172.77	80.69%
DOCUMENT SHREDDING/DISP.	3,000.00	369.13	12.30%
MOVING COPIER/ELECTRICIAN	2,000.00	784.50	39.23%
REPLACEMENT/NEW OFFICE FURN.	7,500.00	2,929.38	39.06%
POSSIBLE STORAGE UNIT	1,200.00		0.00%
FIRST MONTH LEASE PAYMENT	500.00	500.00	100.00%
CONTINGENCE	7,300.00	1,128.91	15.46%
TOTAL:	50,000.00	\$26,870.05	53.74%
<hr/>			
SALE OF FURNITURE		\$200.00	
TOTAL:		\$27,070.05	

**Presbyterian Women of Abingdon Presbytery
October 2013**

The past few months have been busy, exciting, and productive for the Presbyterian Women of Abingdon Presbytery.

Nine women from the presbytery attended the 25th annual Summer Gathering at Massanetta Springs, June 13-16. Those attending were : Bettie Galliher and Elizabeth Nash, Co-Moderators, Edna Noblett – Assistant Hospitality Chair at the Gathering, Thais Sikora – Sewing for Missions workshop leader, Betty Jo Sprinkle-first-time attendee, Julia Butler – first-time attendee, Doris Homan, Linda Morris and Nancy Norman who now reside at Sunnyside. Since this is the 25th anniversary of the Presbyterian Women organization (1988-2013) we celebrated with an ice cream social on Thursday night, anniversary cake on Friday night, and a very special “sit-down” dinner on Saturday night. The Horizons Bible Study – AN ABIDING HOPE – The Presence of God in Exodus and Deuteronomy, which was presented by the author Janice Catron. Each presbytery in the Synod was asked to bring a basket/baskets worth at least \$100 for a silent auction. Abingdon Presbytery brought nine baskets (more than any other presbytery) which brought in \$373.00 (more than any other presbytery)!! Many thanks to all who contributed.

On August 11th the Coordinating Team (CT) met at Walnut Grove Presbyterian Church at which time plans were made for the Annual Fall Gathering at Royal Oak Presbyterian Church on September 7th. At this gathering Thais Sikora gave an overview of the Horizons Bible Study, and at the 2nd session workshops were held for the various officers in the local churches.

Since this is the 25th anniversary year, anniversary cake was served between session 1 and session 2 at the Gathering.

The fall meeting of the Presbytery CT will be a retreat held on October 25-26 at Cox’s Barn at Dugspur. The meeting will begin with supper at 6:00 P.M. The Rev. Mary Davis, pastor of the Lebanon Church will be the retreat leader. The retreat will be held on Friday night and will be continued on Saturday morning. The CT will follow the retreat.

We will continue to strive to meet our goals and fulfill our objectives for the year.

**Respectfully submitted,
Bettie Galliher and Elizabeth Nash
Co-Moderators PPW**

Compassion Ministries Committee

Sue White, Chair

The Compassion Ministries Committee has been busy working with the churches of Wise County on their Mission Grants and we are happy that all have now been completed as follows:

- Big Stone Gap – God’s Little Acre
 - The Least of These
 - Fellowship and Beyond
- Powell Valley – Ongoing Revival
 - Men’s Mission Outreach
 - Adult/Junior Mission Outreach
 - Community Awareness Outreach
- Mary Martin -
 - St. Paul School Backpack Program
 - Castlewood Shoes and Clothing Fund
 - Mary Martin PC Outreach Program
 - Food Banks
 - Animal Rescue Program
- Gladeville -
 - Pound Food Bank
 - Habitat for Humanity
 - Hope House Homeless Shelter
- Pound -
 - Elderly Shut In Meal Delivery Program

Each of the five churches was awarded \$8,000 to fund their Mission Outreach Programs. The Committee has copies of each of the grants if anyone is interested in viewing them.

The Committee also approved and endorsed the Abingdon Presbytery Cookbook Project that Grace Himstead of Central PC is compiling.

The Committee has also approved the Seed Potato and Citrus Projects again for 2014.

We are presently working on a grant application form and letter to the churches for those who are interested in applying for the funds from the sale of the Presbytery Office. This will be ready by January 1.

Hunger Report
“Share the Bountiful Harvest”

Our Gleaning program has been ultra-successful this year. The gleaners from Hurley have reported a total of 129,000 lbs. of fresh gatherings of nectarines, apples, beans, cabbage, peppers, corn, white potatoes, 5,000 lbs. of turnips and pumpkins, and many other assorted vegetables this summer. They have traveled as far as Western North Carolina to Winchester Virginia to various farms who have welcomed the gleaning so as not to have the produce rot in the fields. We are grateful to these generous farmers who enable this to be done. We are also grateful to Society of St. Andrew for linking us up to these gleaning areas.

In October, we were fortunate to be able to acquire a truckload of Russet potatoes from Wisconsin. These potatoes were packaged in five pound bags and were ideal for dispensing to the many recipients who depend upon our agencies for help. Our volunteers were elated with the packaging because it made the distribution much easier. And there was much less effort and less waste as when they are loose. This vegetable was a wonderful gift from God.

Another pleasant task for us has been working with the churches in Wise County on their Mission Grant requests. We have now completed all the grants with Mary Martin, Gladeville, and Pound receiving \$8,000 each. It is such a joy to see the wonderful mission work that is being done in all our churches. We applaud all of the endeavors and dedication in serving these needs.

The Committee approved a grant for Agape Food Pantry in the amount of \$2,500. The annual request for RAM in Buchanan County for water was approved for \$299.

I encourage the churches to let our Stated Clerk be aware of these good acts of kindness so that he can include them in his newsletter that he has been sending out. More churches have become involved with Backpack Program which is fantastic. Hillsville Church is the latest one to inform me of their program. Also there may be grants to help with the costs. Let us hear from you. Several churches are involved with meals for the elderly. Share them with us.

We are about mission and there are so many creative ideas that we can share with each other. I am excited and will be waiting to hear all that you do.

Work has already begun on the application for the Presbyterian Mission Grant. This will enable all churches and committees to apply for mission grants.

Peace and Grace, Phyllis, your HAE

Summary Digest of the 232nd Stated Assembly Meeting

Synod of the Mid-Atlantic

As the Commissioners from Abingdon Presbytery, Ruling Elder Peta Patton and Teaching Elder Brad Simpson submit the following information from the 232nd Stated Assembly Meeting on September 16-17, at Ginter Park Presbyterian Church in Richmond. This information includes excerpts from the Synod's website report of this meeting.

NOMINATING COMMITTEE

The Committee brought forward the nomination of Bill Parish, (Abingdon Presbytery, Ruling Elder) as Moderator, and Laura Lupton (Coastal Carolina Presbytery, Teaching Elder) as Moderator-in-Nomination. The two officers were elected by unanimous acclamation.

ADMINISTRATION AND PERSONNEL

Executive Search Committee – the Administration Committee chair, Beverly Bullock, noted that the Synod Executive/Stated Clerk Search Committee is moving ahead on its task, and wanted to alert the Synod Assembly to the likelihood of requesting a called meeting of the Synod to receive the Search Committee's report and take action on its nomination of a candidate for the position. The specific procedure for calling such a meeting was reviewed.

Review of Presbytery Minutes – the required annual review of presbytery minutes has been completed for all of our presbyteries except Salem, Western NC and AKAP.

Office Equipment and Technology – Sarah Cash, Synod Administrator reported to the Committee on recent upgrades to the office computer equipment and internet capability, and to the telephone system. Work has also begun on the task of developing a new and more functional web site for the synod.

Personnel -- the Synod Assembly approved the Committee's recommendation to concur with David McKee's request to retire from the position of Synod Executive and Stated Clerk effective December 31, 2013. The committee had conducted an exit interview with David earlier in the day.

Future Synod Assembly Meeting Dates

The next Stated Meeting of the Synod — the 233rd – will be held March 17-18, 2014 at the Ginter Park Presbyterian Church in Richmond.

The following dates have been set for Stated Synod Assembly meetings in 2014 and 2015 – also to be held at Ginter Park Church:

2014 -- September 15-16 (234th).

2015 – March 16-17 (235th) and September 14-15 (236th).

FINANCE

Carolyn Sprinkle (Salem), Chairperson, reported for the Committee, The Committee conducted a general review of year-to-date synod finances. They presented three recommendations which were approved:

- i that an independent formal audit be conducted every third year, with an independent financial review done in the intervening years. This is a change from a two-year cycle of a full audit followed by a review the next year.
- i that the synod per capita asking for 2014 be set at \$ 0.75

GRANTS & AWARDS

Synod approved grants from the following funds:

New and Small Church Grant Fund

- i Castlewood (Abingdon) -- \$2,500 for roof repairs

PRESBYTERY INITIATIVES COMMITTEE

Seven proposed initiatives were received and considered by the Committee, as follows:

1. "20 Somethings" Connection Gathering, endorsed by Peaks and Shenandoah, for \$2,000.
2. "Forty Under Forty" Bible Conference, endorsed by Peaks and Shenandoah, for \$2,500.
3. Youth Enablers project, to help lead the Massanetta middle school youth leadership conference at Massanetta, endorsed by Shenandoah and Peaks, for \$5,000.
4. Two PW Mission Projects -- for Hygiene Kits in disaster relief (\$3,600) and Blankets for Project Linus (\$2,000). Endorsed by Shenandoah and New Castle.
5. Child care costs for the PW Summer Gathering next year, endorsed by Charlotte and Eastern Virginia. \$2,000.
6. Charter buses for transporting attendees to and from the PW Summer Gathering next year. Endorsed by James and Eastern Virginia. \$4,800. Award is to cover 60% of the cost of two buses, with registrations verified by March 15th.
7. Synod Presbyterian Men mission trip to Kenya next year. Endorsed by Charlotte and Shenandoah. \$5,000 – (\$2,000 for supplies/furnishings, \$3,000 for three scholarships).

The Committee recommended approval of each proposed initiative, and the Synod Assembly concurred.

OTHER BUSINESS

"Round Table" Discussion – Having completed its scheduled and necessary business well before the projected adjournment time, and at the request of Moderator-Elect Bill Parish (Abingdon), the synod commissioners used these "found" moments to discuss the matter of recusal from Commissioners voting on matters affecting their presbyteries, either in committee or in plenary. It was decided to ask the synod officers and Stated Clerk to draft a policy in this regard for consideration at the Spring Synod Assembly.

CHRONOLOGICAL LISTING OF PAST MODERATORS OF ABINGDON PRESBYTERY MEETINGS
 JANUARY 1, 1980 – NOVEMBER 14, 2013

<u>MEETING</u>	<u>MODERATOR</u>	<u>DATE</u>	<u>CHURCH</u>
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

Abingdon Presbytery PJC Roster

<i>Last Name</i>	<i>First Name</i>	<i>(M) inister/ (E) lder</i>	<i>Class of</i>
Bowen	Joe	E	2013
Kronk	Ron	M	2013
Matney	Edd	E	2015
Carpenter	Cathy	M	2015
Bradshaw	Grace	E	2017
Campbell	Kevin	M	2017
Phillips	Helen	E	2017

Abingdon Presbytery Former PJC Members

<i>Last Name</i>	<i>First Name</i>	<i>(M) inister/ (E) lder</i>	<i>Class of</i>
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