

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



122nd STATED MEETING
CENTRAL PRESBYTERIAN CHURCH
BRISTOL, VA
March 10, 2016

NEXT STATED MEETING OF ABINGDON PRESBYTERY
June 11, 2016
Location: Fincastle Presbyterian Church
Bluefield, VA

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
122nd STATED MEETING – MARCH 10, 2016
CENTRAL PRESBYTERIAN CHURCH
BRISTOL, VA

PRESBYTERY CONVENED

The 122nd Stated Meeting of Abingdon Presbytery met at Central Presbyterian Church in Bristol, VA on March 10, 2016.

PRESBYTERY IN WORSHIP

Morning worship began at 9:30 a.m.

ROLL OF MINISTERS

P = PRESENT; E = EXCUSED; A = ABSENT

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

(P) Markel, John E.
(P) Martin, Jon E.
(P) Martin, Susanne S.
(E) Mayo, Wiley E.
(E) McChesney, Charles
(P) Murray, Curtis A.
(P) Napier, Bradley D.
(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.
(P) Webb, Randall E.
(E) Weller, Michael S.
(E) Whartenby, Thomas J., Jr.

ROLL OF COMMISSIONED RULING ELDERS

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

(P) Talbert, Stephen
(A) Walker, Jim

ROLL OF ELDER COMMISSIONERS IN ATTENDANCE

ANCHOR OF HOPE –
ANDERSON MEMORIAL – Reba Crawford
BETHEL – Wilma Caldwell
BIG STONE GAP – Grace Bradshaw
BLAND-LEYBURN –
BUCHANAN FIRST – Ron Cole
BUFFALO MOUNTAIN –
CASTLEWOOD –
CENTRAL – Ed Whitehead
DAMASCUS –
DINWIDDIE – Guydell Slate
FAIRVIEW – A/L. Noblett
FINCASTLE – Dwight Speeks
GALAX FIRST –
GALENA – Jane Davis
GATE CITY –
GLADE SPRING – Debra Simpson
GLADEVILLE – Jere Blackburn
GRACE – Jackie Ratcliffe
GRAHAM –
GREEN SPRING – Patricia Neel
HIGH POINT -
HILLSVILLE –

JEWELL RIDGE –
LEBANON – Gary Holliday
LOCUST COVE –
MAPLE GROVE –
MARY MARTIN MEMORIAL –
McCALL'S GAP –
McIVER MEMORIAL – Mary Ann Blevins
OAKWOOD –
POUND -
POWELL VALLEY – Walter Rollins
RICHLANDS – Brenda Lawson
RICH VALLEY –
RIVERVIEW –
ROCK SPRING –
ROYAL OAK – Barbara Weaver
SEVEN MILE FORD –
SINKING SPRING – Kate Shockley
SPRING CREEK -
STONE MEMORIAL – Emma Sexton
TAZEWELL – Dorothy Wright
VANSANT –
WALNUT GROVE – Bobby Endicott
WHITETOP -
WEST FORK – Karen Smith
WYTHEVILLE – Kat McCoy

VISITORS IN ATTENDANCE

Kemper Bausell, Buchanan First
Jerry Manning, Fincastle
Sam Helgesen, Bethel
Jennifer Mullins, Big Stone Gap
Jessie Rollins, Powell Valley
Linda DiYorio, Wytheville
John DiYorio, Wytheville
Jim Gearhart, Wytheville
Peggy Slate, Dinwiddie
Barbara Holliday, Lebanon
Jimmie Ruth Speeks, Fincastle
Elaine Alderman, Fairview
Edna Noblett, Fairview
Brian Alderman, King University
Beth Patterson, Walnut Grove
Susan Altizer, Richlands

Dickie Altizer, Richlands
Billy Rice, Presbyterian Children's Home of the
Highlands
Joe McGlothlin, Richlands
Paul Min, Richlands
Kim Min, Richlands
Mike Shortridge, Richlands
Susie Shortridge, Richlands
Pat Neely, Richlands
Cathy Harris, Richlands
Alice Freeman, Glade Spring
Wythe Hull, Sinking Spring
Frank Aichinger, Central
Ann Aichinger, Central

**Abingdon Presbytery
A Service of Worship
March 10, 2016**

Voluntary “Beach Spring” -Arr Dale Wood Joy Smith-Briggs,
Organist

Call to Worship (Responsively) -Psalm 18 Elder Brenda Lawson,
Liturgist

I love you, O Lord, my strength. The Lord is my rock, my fortress, and my deliverer;

My shield, and the horn of my salvation, my stronghold.

I call upon the Lord, who is worthy to be praised;

In my distress I called upon the Lord; to my God I cried for help.

This God-his way is perfect; the promise of the Lord proves true; he is a shield for all who take refuge in him.

For who is God except the Lord? And who is a rock besides our God? The God who girded me with strength, and made my way safe.

Let us worship the Lord our God!

Hymn 694 Great God of Every Blessing

Prayer of Confession (Unison)

Faithful God, you have entrusted us with much treasure, and commissioned us to steward it wisely, that your kingdom of love and justice may increase. Yet we have shown ourselves unfaithful, even with small things you have entrusted to us. Forgive our carelessness with your gifts. Stir us up by your Spirit to dedicate back to you all you have so richly bestowed upon us. Keep us ever mindful that all that we have, and all that we are, comes from you and belongs to you, through the redeeming work of Jesus, Savior and Lord. AMEN.

Assurance of Forgiveness

Old Testament Lesson: I Chronicles 29: 10-18

The Word of the Lord.

Thanks be to God.

Anthem by the Choir “Did Christ for Sinners Weep?” -Doc Watson Robert Campbelle, Choir
Director

The Gospel: Matthew 6: 19-21

This is the Gospel of the Lord. Praise be to you, O Christ.

The Sermon: “Living the Heart of God” The Rev. Brad
Napier

“The Lord has done great things for us, and we rejoiced” Psalm 126: 3 NRSV

“The Lord will do great things for us, and we will rejoice.” Psalm 126: 3 The Jewish Bible

Necrology - 2015

Hymn 716 God, Whose Giving Knows No Ending

Benediction

Postlude “Aurelia” -Arr L. Smith Joy Smith-Briggs,
Organist

MEMORIAL SERVICE

"For we know that if our earthly home of this tabernacle were dissolved, we have a building of God, an house not made with hands, eternal in the heavens." (2 Cor.5:1)

NAME	CHURCH	DATE OF DEATH
<u>ELDERS</u>		
Jeff Hall	Anderson Memorial	December 6, 2015
Paul Childress	Buffalo Mountain	December 10, 2015
Dr. Frank S. Blanton	Central	December 6, 2015
Fay Gearren	Fairview	February, 2015
Harry L. Buston, III	Fincastle	June 25, 2015
Duane Davis	Fincastle	September 15, 2015
Joyce Grubb	Galena	December 3, 2015
James "Jay" Henderson	Glade Spring	July 30, 2015
Alice Davis	Graham	February 4, 2015
Jeff Sword	Lebanon	March 4, 2015
Elizabeth Nash	Lebanon	September 4, 2015
Anna Kreiner	Lebanon	October 20, 2015
Angaline Cummins	McIver Memorial	July 22, 2015
Leon (Bud) Stedman	McIver Memorial	July 25, 2015
Nancy Grey (Haynes) Call	Riverview	November 4, 2015
Curtis Addison	Sinking Spring	June 27, 2015
Jay R. McCallum	Sinking Spring	March 14, 2015
Robert McCoy	Wytheville	September 9, 2015
John Fontaine	Wytheville	September 15, 2015
Dorothy Lacy	Wytheville	November 9, 2015

MINISTERS

Ronald W. Kronk	October 23, 2015
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PRESBYTERY IN MISSION & DECLARATION OF QUORUM

The moderator of Presbytery, Reverend Jon Martin, called the meeting to order with prayer. Elder Bill Parish, Stated Clerk, declared a quorum present.

APPROVAL OF DOCKET & APPOINTMENT OF STANDING COMMITTEES

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

Recording Clerk: Mrs. April DiYorio, Asst. to the Stated Clerk, Presbytery staff

Hospitality Committee: Elaine Alderman, Fairview
David Kester, Anderson Memorial
Ron Cole, Buchanan First

Temporary Clerks: Tony Palubicki, Big Stone Gap and Powell Valley
Alan Gray, Royal Oak
Andy Cundiff, Stone Memorial

Bill and Overtures: John Markel, Walnut Grove
John DiYorio, Wytheville
Grace Bradshaw, Big Stone Gap

WELCOME

The Reverend Frank Aichinger welcomed Presbytery to Central Presbyterian Church, Bristol, Virginia.

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 Bill Parish presented the Stated Clerk's Report.

The Presbytery approved:

Ruling Elder Bill Parish presented the Stated Clerk's Report.

The Presbytery approved:

1. That the minutes of the 121st Stated Meeting of Abingdon Presbytery held at Green Spring Presbyterian Church be approved;

2. That all ministers requesting to be excused from all or part of the 122nd Stated Meeting of Presbytery be granted their excuse, and that all Honorably Retired ministers not in attendance be excused;
3. That all non-member 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; and
4. That all reports with amendments be received as information, admitted to the record, and recorded in the minutes of Abingdon Presbytery.

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

COUNCIL REPORT

Rev. Tim Bird, Chair of Council, gave the Council Report.

The Presbytery:

1. Approved that it accept an invitation from Fincastle Presbyterian Church to host the June presbytery meeting on Saturday, June 11, 2016; and
2. That it commission its Commissioners and Young Advisory Delegate to the General Assembly; and
3. Approved the proposed changes to the "Policy of Abingdon Presbytery for Churches Requesting Disaffiliation and Dismissal with Property to Another Reformed Denomination in Communion with the Presbyterian Church (USA)"; and
4. Established a Stewardship Sub-Committee, under the auspices of the Budget and Finance Subcommittee, with a budget of \$2,000.

A commissioning service followed the report of the Council. (See the Commissioning in the minutes).

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

COMMITTEE ON MINISTRY REPORT

Rev. Tim Reynolds, Chair of the Committee on Ministry, gave the report of the Committee on Ministry.

The Presbytery:

1. Examined Rev. Paul Min, sustained his examination, and approved the terms of his call to the Richlands Presbyterian Church; and
2. Appointed an Administrative Commission for the installation of Rev. Min to be held May 22, 2016, at 5:00 pm; and
3. Examined the Revs. Frank and Ann Aichinger, sustained their examinations, and approved their terms of call to the Central Presbyterian Church (Note: This vote was taken on a secret ballot and
4. Appointed an Administrative Commission for the installation of Frank and Ann Aichinger to be held April 9, 2016; and

5. Approved the 2016 terms of call for called and installed pastors (see attached terms in the COM report; and
6. Heard a report on the ministry of the Dinwiddie Presbyterian Church and approved the appointment of an Administrative Commission to begin March 11, 2016, and to continue for at least 6 months with responsibilities as defined in attachment 4 which was altered by amendment to read for item 9. “ The Administrative Commission shall determine and make a recommendation to Abingdon Presbytery regarding the continued viability, financially or otherwise, of the Dinwiddie Congregation.”

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

PERSONNEL COMMITTEE REPORT

Elder Jim Gearhart, chair of the Personnel Committee, gave the report of the Personnel Committee Report. Two action items concerning the Shepherd to the Presbytery were presented for first reading which would have changed the manual description of the Shepherd. After considerable discussion the Presbytery voted to table these two action items until the next meeting of Presbytery.

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

EVANGELIST/SMALL CHURCH FACILITATOR REPORT

Edwin Lacy reported on his work as the Evangelist/Small Church Facilitator.

CHILDREN’S HOME REPORT

Billy Rice addressed the Presbytery about the work of the Children’s Home and called attention to the report in the docket.

ANNOUNCEMENTS AND LUNCH BLESSING

Brad Simpson reported on a mission program held at the Wytheville Church and reminded the Presbytery about the missionaries that would soon be visiting in our Presbytery.

Curtis Murray addressed the Presbytery thanking them for their prayers during his illness. He also offered praise to God for His Grace.

Brad Napier called attention to the Synod of the Mid-Atlantic Men’s Conference. More information about this event would be forthcoming.

Shepherd Randy Webb addressed the Presbytery. He called attention to his report in the docket. Because of his daughter’s graduation, he would not be able to be at the June meeting of Presbytery and suggested that the proposals on the Shepherd Position would be better discussed at a special called meeting of Presbytery when he could be present and the Presbytery could focus on these proposals alone. He also said he had a recommendation for a new Shepherd’s STAF to be created that would be able to assist the work of the Shepherd.

After some comment the understanding was that Council would discuss whether to call a special Presbytery meeting at its next meeting.

The lunch blessing was given by the Moderator.

LUNCH

The meeting was reconvened with prayer by Jon Martin and the following Hospitality Committee report was given by David Kester:

We all loved the children's marvelous songs. We all know their part of the presentation was short, they come in do their thing and leave. But, there is an awful lot of work that we do not see, the waiting in the hall, and the practicing, helping kids stay in line as they come and go. For that, we wanted to thank the director Celena and all the teachers by name - Zack, Jessica, Stephanie, Michelle, Jennifer, Angel, Rhonda, Melissa, Terri, Leslie, Ann, Kim, and Lorraine. Frank already thanked "Trisha James and her minions" while we were eating in the fellowship hall - I wanted to go and get all the names of all the people that helped so we could thank them individually, because God knows us each by name. When I got to the sign-up sheets, I realized that there were way too many names for me to do that, without making this report way too long. So, we wanted to thank all those that brought food, prepared and helped serve that wonderful soup and salad. We also wanted to thank the greeters that welcomed us in the parking lot, and at the front door - directing us to where we needed to go. Finally, we want to thank the session for inviting us to worship with them at this beautiful facility. Most of all, we want to thank God for giving us the opportunity to meet, being with us while we conduct the business of the church, and for safe travel to and from the meeting.

In Christ,

Hospitality committee - David Kester, Elaine Anderson and Ron Cole

BUDGET COMMITTEE REPORT

John DiYorio gave the report of the Budget Committee.

He referred to the new Stewardship Subcommittee of the Budget Committee which had been approved during the Council Report. He also called attention to the financial reports included in the docket.

STEWARDSHIP SUB-COMMITTEE REPORT

Brad Napier reported on the new Stewardship Sub-Committee and the work that this group will be taking on.

COMPASSION MINISTRIES COMMITTEE REPORT

Hunger Enabler Phyllis Canter reported for the Compassion Committee Chair Sue White calling attention to the work of the Compassion Committee.

(Please see the Compassion Ministries Committee Report in the docket.)

REPORT ON SPEER FUND

Wythe Hull, Abingdon Presbytery’s representative on the Speer Fund, spoke to the Presbytery about the work of the Speer Fund. He encouraged our presbytery’s churches to consider applying for grants from this fund. He noted that he was available to speak with anyone about the grant process.

ADJOURNMENT

The presbytery adjourned at 2:50 pm, with a prayer by the Moderator. The next stated meeting of Abingdon Presbytery is scheduled for June 11, 2016.

Jon Martin

Bill Parish

Jon Martin, Moderator

Bill Parish, Stated Clerk

**COMMITTEES THAT DID NOT REPORT AT THIS MEETING OF THE PRESBYTERY ARE AS FOLLOWS:
COMMITTEE ON PREPARATION FOR MINISTRY, COMMUNICATIONS, EDUCATION, COMMITTEE ON REPRESENTATION, AND PERMANENT JUDICIAL COMMITTEE.**

OTHER REPORTS AND LISTS ATTACHED TO THESE MINUTES INCLUDE:

STATED CLERK, COUNCIL, COMMITTEE ON MINISTRY, PERSONNEL COMMITTEE, PRESBYTERIAN CHILDREN’S HOME OF THE HIGHLANDS, BUDGET COMMITTEE, COMPASSION MINISTRIES COMMITTEE, SHEPHERD’S REPORT, PRESBYTERIAN WOMEN, CHURCH DEVELOPMENT COMMITTEE, NOMINATING COMMITTEE

**DOCKET OF ABINGDON PRESBYTERY
122nd STATED MEETING
March 10, 2016**

9:00 am	Registration-Fellowship-Refreshments	
9:30 am	Morning Worship Service	
10:15 am	Call to Order and Prayer by Moderator	Jon Martin
	Declaration of Quorum	Bill Parish
10:20 am	Appointment of Standing Committees	
	Welcome and Announcements	Frank & Ann Aichinger
	Introduction of Guests and Recognition of First-time Elders	
	Introduction of New Business	
	Adoption of the Docket	
10:25 am	<u>Stated Clerk's Report</u> (p.6-7)	Bill Parish
10:30 am	<u>Council Report</u> (p.8-22)	Tim Bird
10:40 am	<u>Committee on Ministry Report</u> (p.23-43)	Tim Reynolds
11:40 am	<u>Personnel Committee Report</u> (Supplement)	Jim Gearhart
11:50 am	Report from Evangelist/Small Church Facilitator	Edwin Lacy
12:00 pm	<u>Children's Home Report</u> (p.44-46)	Billy Rice
12:05 pm	Announcements and Lunch Blessing	
12:10 pm	Lunch (Report from Hospitality Committee)	
1:00 pm	Reconvene with Prayer	
1:05 pm	<u>Budget Committee Report</u> (p.47-49)	John DiYorio
1:10 pm	<u>Stewardship Sub-Committee Report</u>	Brad Napier
1:20 pm	<u>Compassion Ministries Committee Report</u> (p.50-51)	Phyllis Canter
1:25 pm	Report on Speer Fund	Wythe Hull

Written Reports

- Shepherd's Report (p.52-54)
- Presbyterian Women (p.55)
- Church Development Committee Report (p.)
- Nominating Committee Report (p.)

1:30 pm	Closing Prayer
1:35 pm	Anticipated Adjournment

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

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

Stated Clerk's Report
Bill Parish, Stated Clerk

Items for Information:

1. **Who are the members of the governing body?** The members of the governing body are the thirty-eight teaching elders who are members of Abingdon Presbytery, the ten Commissioned Ruling Elders, and the forty-eight ruling elder commissioners that represent the forty-eight congregations of the Presbytery. For the purpose of this meeting of Presbytery, the members of the Presbytery are signified by either a **blue dot** or a **yellow dot** on your name tag that you received when you registered for this meeting of Presbytery. A **blue dot** on your name tag signifies that you are a minister member of Presbytery, while a **yellow dot** indicates that you are an elder commissioner. For this meeting of Presbytery, only minister members and elder commissioners have the privilege of voice and vote at this meeting. If you do not have either a **blue dot or a yellow dot** on your name tag, then you do not have the privilege of voice or vote at this meeting, only those members in attendance with either a **blue dot or a yellow dot** on their name tag have the privilege of addressing the Presbytery and voting on action items before the governing body.
2. If you are wearing an adhesive name tag, this signifies that you are a visitor to this meeting of Presbytery. If the way be clear, then visitors will be permitted to speak and participate in the round table discussions, but shall not be allowed to speak in the plenary discussion or vote on issues before the Presbytery.
3. Thank you to the Reverends Frank and Ann Aichinger and the members of Central Presbyterian Church for hosting this meeting of Presbytery.

Items for Action:

1. That the Minutes of the November 12, 2015 stated meeting of Abingdon Presbytery at Green Spring Presbyterian Church be approved.

✓ Motion Made ✓ Approved Disapproved

2. That the ministers properly requesting to be excused from all or a part of the 122nd 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 non-member 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 all reports with amendments be received as information and be admitted to the record and recorded in the Minutes of Abingdon Presbytery.

____ ✓ ____ Motion Made ____ ✓ ____ Approved _____ Disapproved

Council Report

Tim Bird

Items for Information:

1. Met in January to review, discuss and plan for the future funding of presbyteries mission and operation.
2. Assigning churches to care of new council members.
3. Need invitation for November presbytery meeting.
4. Scheduled Council meeting in April to review committee structure of Presbytery.

Items for Action:

1. Move to accept invitation from Fincastle Presbyterian Church to host June presbytery meeting on Saturday, June 11, 2016.

Motion Made Approved Disapproved

2. That Presbytery commission its Commissioners and Young Adult Advisory Delegate to the General Assembly.

Motion Made Approved Disapproved

3. To approve the proposed changes to the "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.)". (See attached for the full document.)

Proposed changes are as follows:

In the Introduction: (page 1 paragraph 1)

"Even the Apostle Paul and his partner Barnabas ran into an unsolvable church conflict with each other. They broke the unity of the church ***They each felt compelled*** to go their separate ways ***although God continued to work through them both.*** Acts 15:36-40."

In Part One: (page 3 paragraph C)

"Upon notification of a request for disaffiliation and dismissal from a particular session, the Committee on Ministry shall send a conflict utilization team ***presbytery response team (PRT)*** to meet with the session of the congregation requesting disaffiliation and dismissal. The conflict utilization team ***presbytery response team (PRT)*** shall have seven primary responsibilities:..."

(page 3 paragraph A)

A. "The ***formal*** process for any congregation requesting disaffiliation and dismissal..."

(page 3 paragraph B)

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...”

(page 3 paragraph D)

D. “If the Committee on Ministry’s conflict utilization team *presbytery response team (PRT)* determines that a loyal remnant of Presbyterian Church (U. S. A.)...”

(page 4 paragraph E)

E. “Provided that it is apparent to the Committee on Ministry’s conflict utilization team *presbytery response team (PRT)* that reconciliation is not possible...”

In Process: (page 3)

Abingdon Presbytery, when it becomes aware by any means of difficulties within a congregation, which relate to denominational concerns or other issues, will exercise its responsibility to “counsel with a session concerning reported difficulties within a congregation,..” G-3.0303d, at the earliest possible time. In order to fulfill its responsibilities to “guide... its congregations for the most effective witness to the broader community,” G-3.0303 Abingdon Presbytery will be a full participant with its congregations in related discussions of denominational issues. “With these guiding principles providing a foundation for discourse, the following policy and three-part process is established:”

(This is the second reading of the proposed changes to this document. The first reading of the proposed changes occurred at the November 2015 meeting of Presbytery. A simple majority vote of approval is required for the proposed changes to go into effect [Manual of Operations 1.0202 B].)

Motion Made Approved Disapproved

- 4. To establish a Stewardship Sub-Committee, under the auspices of the Budget and Finance Committee, with a budget of \$2,000.

Motion Made Approved Disapproved

Commissioning Service:

Sentences of Scripture (responsive)

Phyllis Canter

There is no longer Jew or Greek; there is no longer slave or free; there is no longer male or female,

Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of Spirit in the bond of peace.

There is one body and one Spirit, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

Call to Discipleship (responsive)

Gerald Manning

God calls ordinary people from ordinary places to do extraordinary work with God's people. God called Abraham and Sarah to pack their belongings and follow God to a new land.

So Abraham and Sarah packed up and followed God.

God called Moses to take the people of Israel out of the land of Egypt. Moses said, "No, God, not me! The people won't believe me. I am slow of speech and slow of tongue." God said, "Moses, I want you to go. Aaron, your brother, can speak for you."

So Moses took his wife and his children and went back to Egypt.

God called David to be a king, even though he was a young boy and the youngest of all of Jesse's sons.

So Samuel anointed David, and he rose to be a great king.

God called Jonah to preach to the Ninevites and Jonah decided to flee from the call of God. Jonah spent a few days in the belly of a great fish. Jonah prayed to God from the belly of the fish and when God answered his prayer, God also called him a second time to go to the Ninevites.

So Jonah set out and went to Ninevah.

God called Mary to have a baby and name the child "Jesus," because he would save the people from their sins.

And Mary said to the Lord, "Let it be done to me according to Your word."

Throughout history God has called persons to be set aside for a special work and they dropped what they were doing and followed God's call in their lives.

To Be Commissioned Today:

Moderator Rev Jon Martin

The following persons have been selected by Abingdon Presbytery to be commissioners to the General Assembly which is to meet in Portland, Oregon.

Jim Gearhart – Ruling Elder Commissioner

Edwin Lacy – Teaching Elder Commissioner

Lindsey Pratt – Young Adult Advisory Delegate

The grace bestowed upon you in Baptism is sufficient for your calling because it is God's grace. By God's grace we are saved and enabled to grow in the faith and to commit our lives in ways that serve Christ.

God has called you to a particular service. Show your purpose by answering these questions:

Who is your Lord and Savior?

Jesus Christ is my Lord and Savior

Will you be Christ's faithful disciple, obeying his word and showing his love?

I will, with God's help.

Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world?

I do.

Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

I will, with God's help.

Do we, members of Abingdon Presbytery, confirm the call of God to our sisters and brothers to labor with and for us in the service of Jesus Christ?

All: We do.

Will you support and encourage them in this ministry?

We will.

Commissioning Prayer

Rev. Tim Bird

Charge and Blessing

**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 *They each felt compelled* to go their separate ways *although God continued to work through them both* (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.

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

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.).
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:

Abingdon Presbytery, when it becomes aware by any means of difficulties within a congregation, which relate to denominational concerns or other issues, will exercise its responsibility to “counsel with a session concerning reported difficulties within a congregation,..” G-3.0303d, at the earliest possible time. In order to fulfill its responsibilities to “guide... its congregations for the most effective witness to the broader community,” G-3.0303 Abingdon Presbytery will be a full participant with its congregations in related discussions of denominational issues.

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.

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

Part One:

- A. The *formal* 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.

(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 *presbytery response team (PRT)* to meet with the session of the congregation requesting disaffiliation and dismissal. The conflict utilization team *presbytery response team (PRT)* 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 *presbytery response team (PRT)* 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 *presbytery response team (PRT)* 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.

Waiver 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
Tim Reynolds, Chair

Items for Information:

Since the November 12, 2015 Stated meeting of the Presbytery, the COM has met three times: December 1st, January 12th and February 18th.

At its December 1st meeting the Committee on Ministry:

1. Approved a Tynes Fund loan to Richlands Presbyterian Church for the purchase of a manse. The terms of the loan are \$150,000 payable monthly over 30 years at 2% interest annually.
2. Reappointed Tim Reynolds as the moderator of the Tazewell session in anticipation of Bob Button moving off the field at the end of 2015.
3. Appointed John DiYorio as moderator of the Fincastle session.

At its January 12th meeting the Committee on Ministry:

1. Elected Tim Reynolds as COM Chair for 2016.
2. Elected Bill Parish as the COM Secretary for 2016.
3. Approved a request from Shepherd Randy Webb to labor outside the bounds of Abingdon Presbytery for 2016 in order to continue serving as part-time pastor to Nineveh Presbyterian Church in Shenandoah Presbytery. The COM requests that Council and Personnel continue to work with Shepherd Webb to clarify expectations in regards to future years.
4. Allowed Bob Button to continue as moderator of the Tazewell session through February 2016, at which point Tim Reynolds will take over as moderator.
5. Forwarded to Council for its input a Liaison Proposal for keeping in contact with the congregations of the Presbytery on a regular basis.
6. Appointed Brad Napier to serve as Presbytery mentor for Paul Min (Richlands) upon entering the field.

At its February 18th meeting the Committee on Ministry:

1. Approved a request from McIver Presbyterian Church to be exempt from elder rotation for 2016.
2. Approved a request from Stone Memorial Presbyterian Church to be exempt from elder rotation for 2016.
3. Established an examination subcommittee of the COM with the responsibility of examining all incoming teaching elders and making a recommendation to the COM as a whole.

Items for Action:

1. That the Rev. Dr. Paul Min, teaching elder member of Hudson River Presbytery, be admitted to the floor of Abingdon Presbytery so that he may be examined for membership in the Presbytery. (See attached Statement of Faith and Biographical Sketch.)

Motion Made

Approved

Disapproved

2. That the examination of the Rev. Dr. Paul Min be sustained, that the attached terms of call for Rev. Paul Min as pastor of the Richlands Presbyterian Church be found in order and approved, and that he sign the Book of Obligation and be enrolled as a member of Abingdon Presbytery.

Motion Made Approved Disapproved

3. That the following Administrative Commission for the installation of the Rev. Dr. Paul Min as pastor of Richlands Presbyterian Church be approved and a Service of Installation be set: ***Names and date to be submitted at the Presbytery meeting.***

Motion Made Approved Disapproved

4. That the Rev. Dr. Frank and Rev. Ann Aichinger, teaching elder members of Western North Carolina Presbytery currently laboring within the bounds of Abingdon Presbytery, be examined for membership in Abingdon Presbytery. (See attached Statements of Faith and Biographical Sketches.)

Motion Made Approved Disapproved

5. That the examination of the Rev. Dr. Frank and Rev. Ann Aichinger be sustained, that the attached terms of call for the Rev. Aichingers as co-pastors of Central Presbyterian Church be found in order and approved, and that they sign the Book of Obligation and be enrolled as members of Abingdon Presbytery. ***The Presbytery will vote on this motion via a written ballot. This motion requires 75% of Presbytery vote. (G-2.0504c)***

Motion Made Approved Disapproved (41 Yes, 4 No)

6. That the following Administrative Commission for the installation of the Rev. Aichingers as co-pastors of Central Presbyterian Church be approved and a Service of Installation be set for April 9, 2016:

Ruling Elder Bill Parish – Stated Clerk of Abingdon Presbytery & Chair of the
Commission Ruling Elder Edgar Whitehead – Clerk of Session, Central Presbyterian
Teaching Elder Susanne Martin
Teaching Elder Jon Martin
Teaching Elder Randy Webb – Shepherd to Abingdon Presbytery

Invited Guests of the Commission:

Dr. Tom Hay – Assistant Stated Clerk of the PCUSA
Dr. George Fitzgerald – honorably retired
Dr. Brian Alderman – King University

Motion Made Approved Disapproved

7. That the 2016 terms of call for called and installed pastors be approved (See attached sheet).

Motion Made Approved Disapproved

8. That Abingdon Presbytery appoint an Administrative Commission for Dinwiddie Presbyterian Church to begin March 11, 2016 and continue for at least six (6) months with comprehensive

responsibilities as defined in Attachment 1 or to be superseded by Attachment 4 in the event that the pastoral relationship is dissolved and with the following individuals appointed as the members of said Administrative Commission:

Teaching Elder – Reverend Bob Button to be named as Moderator of the Commission

Teaching Elder – Reverend Ann Aichinger

Teaching Elder – Reverend Brad Simpson

Ruling Elder – Alice Freeman

Ruling Elder – Brenda Lawson

Ruling Elder – Susan Lowry

Motion Made

Approved

Disapproved

Rev. Dr. Paul Min – Statement of Faith:

It was the Word of God that changed my life. God gave me an opportunity to read the Bible for an elderly woman every night for two years in exchange for cheaper rent while attending college. After six months, I found myself reading the Scripture early in the morning until late at night of my own volition. At that time, I accepted God as my Lord.

It was the Word of God that called me as His servant. God directed me to build and lead weekly Bible studies for international married graduate students at Texas A&M University. When my friends returned to their home countries, many of them confessed to me, "Paul, I am prouder of becoming a Christian than earning a Ph.D. degree." At that time, I accepted God's calling as His servant.

According to my personal experiences of the power of the Word of God, I believe that the Bible is the living Word of God that was inspired and commanded by the Holy Spirit. Through it, the same God speaks and makes promises to us. This Word of God is the final authority that all should appeal to for truth.

I believe in the Triune God: God the Father, the Son Jesus Christ, and the Holy Spirit. God created all in this world. He created humans in His own image to be in loving relationships with Him and each other. He is in charge of everything according to His will. Yet, through the power of evil and the sin of humanity, we separated ourselves from Him. This sin has led to evil in the world.

However, God has reached out to overcome that separation. Jesus Christ, the Son of God, came to the world to live with us and show us who God is and how much God loves us. He was fully human and fully divine. He took our sins on the Cross once for all, rose from the dead, and ascended into Heaven, thereby exhibiting His victory of eternal life over the power of evil. His love throughout His life redeemed us and offered us the opportunity to return to a right relationship with Him and with each other. It is something that we neither earn nor deserve. We receive this love as a gift from God, by grace through our faith in Jesus Christ!

The Holy Spirit is God with us. He calls us to repentance, and transforms us into new creatures in Christ. The Holy Spirit empowers us to conform ourselves more closely to the people God wills us to be. He always comforts, heals, and encourages us, and He always leads my life and ministry.

The church is the holy family built upon sisters and brothers in Christ who worship God. In worship, we gather in Christ's name and listen to God's Word; we are refreshed, recharged, and sent to the world to live as Christians by sharing God's love with people around us.

I love, praise, and thank God, since He is my Creator, my Savior, and my Strength. Every day, I am excited to experience that God is with me and guides my life and ministry. Every day, I witness His Good Works. Every day, I pray that I act as a role model, keeping a constant personal relationship with God and following Jesus Christ, a perfect example for us.

In Christ Jesus,

Rev. Dr. Paul Min

Paul Min – Short Biography:

The Rev. Dr. Min has served as a pastor at Bethlehem Presbyterian Church in New Windsor, NY, for 8 years, after serving as pastor of a First Presbyterian Church at California, PA, and before that as Associate Pastor for Youth, Family & Outreach at White Hall, MD. He received his Master of Divinity degree from Columbia Theological Seminary in Decatur, GA, and his Doctor of Ministry at Drew Theological Seminary in Madison, NJ. Prior to his call to ministry, he worked as a Senior Researcher/R&D Coordinator for the Seoul Olympic Games at Korea Institute of Science & Technology in Seoul, South Korea. He is the author of "Daring to Welcome Angels: The Practice of Hospitality in the Small Congregation" (Drew University, 2012).

Proposed Terms of Call for Rev. Dr. Paul Min to the Richlands Presbyterian Church

Compensation

Cash Salary	\$40,706	
Manse Value (30% of cash salary)	\$12,212	
½ SECA		\$3,739

Total Compensation \$56,657

Professional Expenses

Travel Allowance	\$2,675
Education Allowance	\$1,250

Total Professional Expenses \$3,925

Benefits

Major medical	\$13,289
Family Medical	\$867
Pension, death & disability	\$6,933

Total Benefits \$21,089

Total Compensation, Expenses, Benefits \$81,262

Other:

Moving cost to the field
4 weeks paid vacations inclusive of Sundays
2 weeks paid study leave inclusive of Sundays
Church to acquire manse

My Journey of Faith

by Dr. Frank C Aichinger

The Beginnings:

I was born and raised in suburban Chicago. My mother was a Roman Catholic, and I had twelve years of Catholic education, through the changes and dislocations of Vatican Council II. It was during my college years at the University of Virginia, that I claimed a deeper faith in Jesus through small group Bible Studies at the university. I found my way to the Presbyterian Church because it was there I found the best preaching.

The Call to Ministry:

In completing my degree in Architecture, I struggled with my direction. Even though I had enjoyed my architecture education, I did not want to take that on as a career. Through the influence of professors and friends, I looked into ministry, and while visiting Princeton Theological Seminary, had an experience of call. I applied, was accepted and received financial aid. It was during my first year of field education that I discovered a real passion and compassion for youth.

The Ministry:

My first call was in a small, yoked field in the mountains of North Carolina in what was then Concord Presbytery. From there I moved to a growing suburban congregation near Atlanta as Associate Pastor. After a sabbatical to do course work on a ThM at Columbia, I went on to being the solo Pastor of suburban congregation in South Carolina. Six months after I married Ann, I took a call as Pastor of Grace Presbyterian Church, in Fort Myers, FL. Through these opportunities, I developed a passion for preaching, a skill in administration, and a continuing concern for youth.

After ten fulfilling years in Fort Myers, we felt a call that our work there was finished. We have become very comfortable, but God had other things to move us towards. In 2003, we accepted a call to become Co-Pastors of Middletown Presbyterian Church in suburban Philadelphia. Here we worked as a team, going with our personal ministry strengths. This was not an easy ministry, as we have had to confront the dysfunctions of a plateaued church; however we have seen many triumphs. We learned much from this experience, about ourselves and our God. We realized that much of what we had

to do meant that this was not the long term call that we had intended.

A formative experience was my three year participation in Beeson Leadership Institute from Asbury Seminary. The program took us three times a year to successful churches throughout the United States for dialogue on areas of ministry. It has helped us build a dynamic understanding of ministry for this new time.

Although New Church Development had always intrigued me, I had not really seriously considered it until Ann and I got a response from the NCD in Conover. At New Vision NCD we had brought together a congregation of formerly de-churched along with a Latino contingent. However after five years, it became obvious that this congregation could not support two pastors, and we began a search.

In Spring 2014 we got a call to be interims at Central, Bristol. This was the congregation where Ann had grown up, and where her dad had been the pastor. There were many reasons not to go there, but we sensed a call, and have to say that it has been a truly great experience.

The Marriage:

I met Ann while doing course work for my post-graduate degrees. After dating for a year, we built a relationship that culminated in our marriage in October, 1993. The next months were hectic, as I received a call to Grace Church in Fort Myers, a call that we both affirmed, although Ann did not at that time know how she would live out her ministry.

Our experiences at Grace lead to that gradual understanding that what we had said we would never do – work in the same ministry – was actually what we wanted to do. In our partnership in ministry, we compliment and support each other.

On a Personal Note:

Over the years, I and then Ann and I have taken in a series of “strays” -- teenagers and college students, who need a family. Fourteen years ago the “last” of these moved in with us. He and his wife live in Fort Myers, and have twin girls and a boy due in March 2016. We love the beach, enjoy travel, and are avid readers.

STATEMENT OF FAITH

By Dr. Frank Aichinger

I believe in Jesus, the Christ, my Lord and Savior,
through belief in Jesus, I find meaning and purpose,
forgiveness for my sins and hope for my future
In Jesus' birth, I come to know a God who is with me
and knows our human sufferings and joys
in Jesus' life and teaching, I come to see how God created me to live
in Jesus' death on a cross, I confront the reality of evil in our world,
which seeks to destroy all that is good
in Jesus' resurrection, I come to find hope in a God who can bring life from death.

Through Jesus, I come to know the Creator God, who Jesus called Father,
and invited all peoples to join in this relationship.

The Creator God began all that is good and continues this creation
Not only in the world but in our individual lives,
as our decisions and sins are woven into God's larger creative process and purpose.

Through Jesus, we receive the Spirit who gives us life,
and which binds believers together in relationships with God, others and our very selves.

Through the Scriptures we come to know the story of God's work with humanity.

The scriptures are the unique and trustworthy witness to this story,
And we are invited into this story we find in the Bible and must let it form our lives.
We must test any word that comes to us,
in the church, world or our inner experience by the Bible.

Through Jesus, we come into the church, the people of God
The church's purpose is to witness to Jesus in the world
And to build up disciples who will follow Jesus in this mission.

The church gathers together to worship God, to nurture faith,
to have fellowship with each other,
and to witness to God in the world through our words and actions.

We live together as a part of the Presbyterian (USA) family.
We believe that God guides the church through teaching and ruling elders
And that we are accountable to each other to maintain a faithful ministry.

There are two signs and seals of our identity with Christ,
In baptism, we are brought into the family of faith;
In the Lord's Supper we are strengthened for our continuing journey of faith.

I find that the best way to understand God and my relationship to God is through the Reformed tradition
which emphasizes the action of God in our lives
so that all of our actions are responses to the grace God has given us;
which values the life of the mind as a way to serve God;
which seeks to give order to the chaos of life as we find guidance in the scriptures;
which reminds us always that our salvation is for service to God;
which teaches a faithful stewardship of our times and talents,
which calls for responsible social action,

Finally, we are Reformed and always reforming;
the content of our faith is constant however the context in which we live it out changes.

We must never be simply content with how it was always done
but must constantly ask where God is going now and if we are following.

Biography of Ann Fitzgerald Aichinger

I am first and foremost a child of God, and I have been a child of God from my birth. I was raised in a Christian home, with parents who prayed with and for me, with grandparents and lots of extend family who were all Christian. My father is a Presbyterian minister and so I am a child of the manse. I was baptized by my Grandfather at Covenant Presbyterian Church, Roanoke, VA at the age of 4 months. But throughout my life, the church has been a significant part of my faith development. I attended a church Kindergarten at First Presbyterian Church, Columbia, TN, and then in the 5th grade, I moved with my family to Bristol, VA where my father became the pastor of Central Presbyterian Church. Though this move was difficult, it was at Central that I went through confirmation class and joined the church, where I was in the youth group, and worked on mission projects, especially the Nestle Boycott of the 1970s. There were people in that congregation who nurtured me and allowed me to explore my God given gifts and talents, as well as challenged me to find ways of being faithful.

I graduated from Agnes Scott College, Decatur, GA with a double major in Classical Language and History and Biblical studies with a minor in Botany, and had planned to be a Latin/English High School teacher, but that shifted during college, and I found myself on my way to Seminary. Because I had been in school near Columbia Theological Seminary, I wanted to go to a different school. Both my major professor and my pastor at Central Presbyterian, Atlanta, GA had separate lunches with me and encouraged me to look at Princeton. At the time, I did not even know where Princeton was. But I soon found out, as I found my way to Princeton Theological Seminary to pursue a Masters of Divinity degree with an emphasis in Christian Education. While at Princeton, I did my field work in a small community church outside of Atlantic City, NJ, at Madison Ave. Pres. Church, New York, and in Newtown Square, PA. From there I have served churches in Western Kentucky, South Carolina, Florida, Pennsylvania, North Carolina and now in Virginia. I am amazed to see the hand of God at work in my life, in making a way for me to serve in wonderful congregations and in wonderful places.

I met my husband, Frank Aichinger while we both were working on advanced degrees at Columbia Seminary. We were in classes held in Florence, SC, and sparks flew. Our churches were 57 miles apart, and we made it work for a while. After we were married, Frank accepted the call to be pastor in Ft. Myers, FL, and I went wondering what I would do. It didn't take long for me to be involved in Presbytery life, to the Presbytery Youth coordinator, and then to start a PCUSA Campus Ministry at Florida Gulf Coast University. I loved the variety of work there, but mostly, we were learning how to serve as Co-pastors. Then we moved to serve Middletown Pres, Media, PA as Co-pastors, to use our strengths in leading a church as well as to model a different way of being church: as a team. After five years, we were called to be a part of NCD in Conover, NC. Though it was not a true, NCD, it was a wonderful experience of trying new things, reaching out to those who were de-churched and to merge with a Hispanic congregation. In July 2014, we were called to be the interim pastors of Central, Bristol, VA, the church where I grew up into the faith.

I am completing in November, 2015 my certification for Spiritual Direction from the Charlotte Spirituality Center. This has opened up a whole new aspect for ministry for me and has enhanced my listening skills as well as helping people to be aware of the Presence of God. The verse of Scripture that helps to define my call is from Matthew 25:40: "When you have done it to the least of these, you have done it to me."

I enjoy knitting, and doing crafts of all kinds as well as painting. I like mowing grass, because it is a job with beginning and an end, when so much of ministry is on-going work. We have a son, Chauncey who is married to Laura. We have two granddaughters, Sydney and Sophia, who are 3 1/2 year old twins, and a grandson on the way in March, 2016.

I have seen how the hand of God has been a part of my life, and look forward to continuing this amazing journey with Jesus serving in Bristol.

Faith Statement

Ann Fitzgerald Aichinger

I believe in Jesus Christ, as Lord and Savior. In Jesus, I find meaning and purpose for life, forgiveness of sins, and hope for the future. In Jesus' birth, I know a God who is with us, who knows our sufferings and joys; in his life and teaching, I understand how God created us to live; in his death on a cross, I see God's great love for us, and for the world; yet in the cross, we also see the reality of evil in our world which seeks to destroy all that is good; in his resurrection, I find hope in a God who can bring life from death, and who continues to write the great story.

Through Jesus, I know God as the Creator, and whom Jesus called Father, and who invites me and all people into this intimate relationship, as a child of God.

Through Jesus, we receive the Holy Spirit which gives us life and builds the relationship with God, others and ourselves. The Holy Spirit is the present witness of God in our lives, and is that Guide in living our life as Christ's disciples.

Through Jesus, we live together in the church as the people of God. The church is the people called together to live in the world as witnesses of God's love and grace. The church's purpose is to be the witness to Jesus in the world, and to build up disciples who will follow Jesus. The church gathers together to worship God, to nurture faith, to have fellowship with each other, and then to be sent out to witness to God's love and grace in the world through our words and actions.

Through baptism, we are claimed as God's children, and welcomed into the fellowship. Baptism is the visible sign of an outward grace, and it is the sign and seal of God's covenant on our lives. The Lord's Supper reminds us of Christ's sacrifice and life giving gift to us. We meet Jesus at the table and are also nourished and strengthened for our journey of faith with Christ.

We live together as a part of the PC(USA). God leads through the guidance and governance of Teaching and Ruling Elders, and we are accountable to each other. The sovereignty of God emphasizes the action of God in our lives, so that all of our actions are responses to the grace God has given us through Jesus. We are to value the life of the mind as a way to serve God and to be guided by the Scriptures which gives order to the chaos of life. Through the Scriptures we come to know the story of God's work with humanity. The scriptures are the unique and trustworthy witness to this story, and we are invited into this story to let it form our lives.

Our salvation is for service to God in the world, and we are to live out a faithful stewardship of our time and talents and treasures. We are called for responsible social action, knowing that while we will never bring about God's kingdom now, we must continue to work for justice and truth in our systems and governments as well as in our individual relationships. I am committed to working for the balance of "peace, purity and unity" of the church.

Terms of Call

For: Ann and Frank Aichinger as (Part-time) Co-Pastors
 From: Central Presbyterian Church, Bristol, VA

	Installed Pastor Compensation (1/1/16)	
	Frank	Ann
Salary	40,000	40,000
Housing	10,000	10,000
Effective Salary	50,000	50,000
Medical Dues	13,100	Note 1
Pension	6,000	6,000
Dental	905	--
Professional Exp	3,000	3,000
SECA	3,825	3,825
Total Compensation	76,830	62,825
Total to Church	139,655 (+7,650)	

Four weeks for vacation, including up to four Sundays
 Two weeks Study Leave

Note 1: Board of Pensions Administrative Rule #123
 If a clergy couple serves that same church for less than 35 hours a week, (14-09 couple) they will only have to pay one medical dues.

Other Notes:

- i The PNC felt that the money that the Interim Co-Pastors had set aside for a youth worker in their package from July 2014 should be returned to them. By adding in one-half of the SECA, this was more than fulfilled.
- i In the Call as Interims from July 2014 we had a deferred salary of \$10,000 as a tithe to Central Presbyterian. This will continue in this new contract.

Professional Expenses:

These are a part of the total compensation to the Co-Pastors approved by the congregation and the presbytery. They are reimbursed upon the Co-Pastor’s request for the following purposes:

- i Mileage driven for ministry purposes, at the approved IRS rate;
- i Meal and entertainment expenses where the primary purpose is either pastoral or ministry planning related;
- i Continuing Education that has been approved by Administration and Staff Committee. This includes cost for the event, travel, meals and lodging;
- i Books and resources that will increase the Co-Pastor’s understanding and practice. These are a part of the Co-Pastor’s personal library;
- i Supplies that are used in the practice of ministry.

TERMS OF CALL FOR INSTALLED PASTORS – 2016

BIRD, TIMOTHY E.	GLADE SPRING	
	2015	2016
COMPENSATION:	\$29,913	\$30,212
HOUSING:	\$19,753	\$19,951
½ SECA	\$ 3,810	\$ 3,849
AUTO:	\$ 4,500	\$ 4,545
CONT. ED.:	\$ 2,046	\$ 2,000
PENSION:	\$19,920	\$19,136
OTHER:	\$ 1,850	
CAFETERIA:	<u>\$ 6,517</u>	<u>\$ 6,582</u>
TOTAL:	\$88,309	\$86,275

BEHRENDT, BEN FAIRVIEW	2015	2016
COMPENSATION:	\$21,221	\$23,694
HOUSING:	\$20,000	\$20,000
½ SECA:	\$ 3,153	\$ 3,343
AUTO:	\$ 3,326	\$ 3,500
CONT. ED:	\$ 1,000	\$ 2,000
PENSION:	<u>\$14,427</u>	<u>\$15,363</u>
TOTAL:	\$63,127	\$67,900

CAMPBELL, KEVIN M.	HILLSVILLE	
	2015	2016
COMPENSATION:	\$40,800	\$41,616
MANSE EQUITY:	\$ 2,500	\$ 2,500
UTILITY:	\$ 4,000	\$ 4,000
½ SECA:	\$ 4,300	\$ 4,300
AUTO:	\$ 4,000	\$ 4,000
CONT. ED:	\$ 1,000	\$ 1,000
PENSION:	<u>\$23,600</u>	<u>\$27,466</u>
TOTAL:	\$80,200	\$84,882

GIPE, WILLIAM C. GLADEVILLE (60%)/ POUND (40%)	2015	2016
COMPENSATION:	\$10,200	\$ 9,700
UTILITY:	\$ 8,500	\$ 9,000
403(B):	\$10,000	\$10,500
AUTO:	\$ 3,000	\$ 4,500
CONT. ED.:	\$ 2,000	\$ 500
PENSION:	<u>\$</u>	<u>\$</u>
TOTAL:	\$33,700	\$34,200

GRAY, FREDERICK A.	ROYAL OAK	
	2015	2016
COMPENSATION:	\$26,831	\$24,831
HOUSING:	\$22,000	\$24,000
½ SECA:	\$ 3,736	\$ 3,736
AUTO:	\$ 3,326	\$ 3,326
CONT. ED.:	\$ 1,300	\$ 1,300
OTHER:	\$ 2,000	\$ 2,000
PENSION:	<u>\$17,823</u>	<u>\$17,823</u>
TOTAL:	\$77,016	\$77,016

HAGA, N. KATHY DINWIDDIE	2015	2016
COMPENSATION/SECA	\$	\$ 7,444
MANSE EQUITY:	\$	\$ 263
UTILITY:	\$	\$ 656
½ SECA:	\$	\$ 730
AUTO:	\$	\$ 832
CONT. ED.:	\$	\$ 250
PENSION:	\$	<u>\$12,729</u>
TOTAL:	\$	\$22,904

MARKEL, JOHN E. WALNUT GROVE	2015	2016
COMPENSATION/SECA	\$32,133	
HOUSING:	\$12,000	
AUTO:	\$ 1,500	
CONT. ED.:	\$ 1,000	
PENSION:	\$16,109	
OTHER:	<u>\$ 1,632</u>	
TOTAL:	\$64,374	

MARTIN, JON E.	GREEN SPRING	
	2015	2016
COMPENSATION:	\$29,562	\$29,562
HOUSING:	\$31,927	\$31,927
½ SECA:	\$ 4,707	\$ 4,704
AUTO:	\$ 2,800	\$ 2,800
CONT. ED.:	\$ 2,000	\$ 2,000
PENSION:	\$23,498	\$23,461
OTHER:	<u>\$ 2,256</u>	<u>\$ 250</u>
TOTAL:	\$96,750	\$94,704

NAPIER, BRAD	BUCHANAN FIRST	
	2015	2016
COMPENSATION:	\$40,000	\$40,000
½ SECA:	\$ 3,600	\$ 3,600
403(B):	\$ 2,500	\$ 2,500
AUTO:	\$ 1,500	\$ 3,600
CONT. ED.:	\$ 1,400	\$ 1,400
PENSION:	<u>\$20,167</u>	<u>\$20,166</u>
TOTAL:	\$69,167	\$71,266

PALUBICKI, TONY R. VALLEY {COMBINED}	2015	2016
COMPENSATION:	\$24,853	\$25,000
MANSE EQUITY:	\$ 906	\$ 1,000
UTILITY/FURNISHINGS:	\$ 7,700	\$ 7,700
½ SECA:	\$ 1,769	\$ 1,767
AUTO:	\$ 250	\$ 250
CONT.ED.:	\$ 1,750	\$ 1,750
OTHER:	\$ 705	\$
PENSION:	<u>\$14,672</u>	<u>\$15,585</u>
TOTAL:	\$52,605	\$53,052

PARKEY, ANDREW LOCUST COVE (40%)/RICH VALLEY (60%)	2015	2016
COMPENSATION:	\$27,602	\$15,582
MANSE EQUITY:	\$ 1,181	\$
UTILITY:	\$ 9,603	\$ 8,902
½ SECA:	\$ 3,217	\$ 2,064
AUTO:	\$ 3,722	\$ 2,158
CONT.ED.:	\$ 1,068	\$ 630
PENSION:	\$17,290	\$10,429
OTHER:	<u>\$ 1,108</u>	<u>\$ 755</u>
TOTAL:	\$64,791	\$40,520

NO REPORT FROM LOCUST COVE

PRIVETTE, CYNTHIA ANCHOR OF HOPE/GALENA	2015	2016
COMPENSATION:	\$26,797	\$13,934
MANSE EQUITY:	\$ 945	\$
UTILITY	\$	\$ 1,900
½ SECA:	\$ 2,461	\$ 1,290
AUTO:	\$ 3,200	\$ 1,500
CONT.ED:	\$ 900	\$ 470
PENSION:	<u>\$14,414</u>	<u>\$ 7,311</u>
TOTAL:	\$48,717	\$26,405

NO REPORT FROM ANCHOR OF HOPE

REYNOLDS, TIM SINKING SPRING	2015	2016
COMPENSATION:	\$32,760	\$34,000
HOUSING:	\$30,312	\$31,000
DENTAL:	\$ 1,440	\$ 1,445
½ SECA:	\$ 4,935	\$ 5,083
AUTO:	\$ 3,500	\$ 3,500
PROFESSIONAL:	\$ 2,500	\$ 2,500
PENSION:	<u>\$23,546</u>	<u>\$24,252</u>
TOTAL:	\$98,993	\$101,780

SIMPSON, BRAD WYTHEVILLE	2015	2016
COMPENSATION:	\$44,102	\$45,425
HOUSING:	\$10,400	\$10,400
½ SECA:	\$ 4,169	\$ 4,271
AUTO:	\$ 4,000	\$ 4,000
CONT. ED.:	\$ 1,000	\$ 1,000
PENSION:	<u>\$19,071</u>	<u>\$19,539</u>
TOTAL:	\$82,742	\$84,635

WHARTENBY, THOMAS JR. GALAX	2015	2016
COMPENSATION:	\$40,500	\$40,500
HOUSING:	\$12,334	\$12,334
UTILITIES/FURNISHINGS:	\$ 7,350	\$ 7,350
½ SECA:	\$ 6,480	\$ 6,480
AUTO:	\$ 4,860	\$ 4,860
PENSION	\$24,006	\$24,006
OTHER:	<u>\$ 1,200</u>	<u>\$ 1,200</u>
TOTAL:	\$96,730	\$96,730

Report and Recommendation from the Committee on Ministry
regarding the ministry at Dinwiddie Presbyterian Church
To be presented at the Stated Meeting of Abingdon Presbytery on March 10, 2016

Conclusion and Recommendations

The congregation of Dinwiddie Presbyterian Church is deeply divided and fractured. The current situation is the direct result of actions taken by Rev. Kathy Haga in the summer of 2015 when she presided at the marriage of a same-gender couple and the subsequent reactions of the membership and Session of Dinwiddie Presbyterian Church. Though Rev. Haga's actions were legal and permissible under both the laws of the state of Virginia and the polity of the Presbyterian Church, these actions served to further divide an already divided congregation, as well as to exacerbate and inflame an issue that had not yet been fully addressed or settled within the congregation. The Committee on Ministry has come to the conclusion, after extensive review and discussion, that Rev. Haga and the Session leadership of the Dinwiddie church cannot effectively bring reconciliation to their fragmented congregation on their own and that an Administrative Commission should be formed to address the situation as it currently stands. This decision is made with reluctance and only after the Committee on Ministry has worked for the last six months to seek peace, unity, and purity among the Dinwiddie congregation and between the Dinwiddie congregation and its pastor.

Therefore, based on the Book of Order Section G-3.0109b and the Abingdon Presbytery Manual of Operation 3.0102, and acting under the responsibility granted in the Abingdon Presbytery Manual of Operation 6.0105.A.9, the Committee on Ministry of Abingdon Presbytery recommends the following:

Action Item: That Abingdon Presbytery appoint an Administrative Commission for Dinwiddie Presbyterian Church to begin March 11th, 2016 and continue for at least six (6) months with comprehensive responsibilities as defined in Attachment 1 or to be superseded by Attachment 4 in the event that the pastoral relationship is dissolved and with the following individuals appointed as the members of said Administrative Commission:

Teaching Elder - Reverend Bob Button to be named as Moderator of the Commission
Teaching Elder - Reverend Ann Aichinger
Teaching Elder - Reverend Brad Simpson
Ruling Elder - Alice Freeman
Ruling Elder - Brenda Lawson
Ruling Elder - Susan Lowry

Background & Rationale for Recommendation

The Committee on Ministry was contacted by Ruling Elder Guydell Slate, Stated Clerk of the Dinwiddie congregation, in August 2015. Elder Slate informed the COM that a division had occurred within the congregation surrounding Rev. Haga's performing a wedding ceremony between two members of the same gender. The wedding occurred away from church property but was still in the town. Though not required to do so, Rev. Haga sought the advice and counsel of some members of the congregation, therefore some of the congregation members were aware of Rev. Haga's intention to perform the ceremony ahead of time and others were not.

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

At some point in the days following the ceremony, details of the event, along with Rev. Haga's role in it, were posted to Facebook. One member of the congregation became aware of what had occurred through Facebook and others were made aware of it by this member of the congregation, who printed out the Facebook post and distributed it. Still others became aware of Rev. Haga's role in the ceremony by word of mouth from residents of the community. In the days and weeks that followed a number of congregation members demanded that Rev. Haga be removed as the pastor, a majority of members left the congregation with some resigning their memberships and others just leaving, a number of members remained, and two session members resigned from the Session. Elder Slate sent a letter to the Committee on Ministry requesting that they form an Administrative Commission to "assume original jurisdiction" and determine which group was the "true church" and how to proceed. The Committee on Ministry met with both Elder Slate and Rev. Haga. As part of this meeting it was discovered that Rev. Haga had been threatened with physical violence by a member of the congregation who was angry with her decision to preside over a same-gender marriage. It was established that Rev. Haga had done nothing to violate neither Presbyterian polity nor the laws of the state. It was also established that a number of congregation members did not agree with either Presbyterian polity or the laws of the State and felt betrayed by Rev. Haga who, in their opinion, had offered them assurance that she would not engage in such activity.

The Committee on Ministry offered a two-part solution. Part one was that Shepherd Randy Webb would immediately address the issue of the threat of gun violence with law enforcement agencies and with the session of the Dinwiddie congregation. Part two was that a Presbytery Response Team would be formed to meet with members of the Dinwiddie congregation in one-on-one listening sessions and to determine how fractured the congregation was and what would be the best way forward. Over time Shepherd Webb was able to work through the immediate threat of gun violence by working with a Dinwiddie Session member with a military background, the local sheriff, state police, the FBI, and, ultimately, by meeting personally with the person who had issued the threat. The Response Team, however, experienced some internal conflict that prevented them from completing their work in a timely fashion.

In November 2015 the Committee on Ministry authorized Shepherd Webb and Ruling Elder John DiYorio to complete the listening sessions with the members of the Dinwiddie congregation. Additionally, the Committee on Ministry was concerned, because of personal conversations and email correspondence with Rev. Haga, that Rev. Haga had become defensive over the issue, refusing to acknowledge that her handling of the situation had led to greater conflict and an inability to bring reconciliation to an already divided congregation. The Committee on Ministry became convinced that reconciliation would not be possible as long as Rev. Haga was involved with the process. Teaching Elder Tim Reynolds and Stated Clerk Bill Parish were dispatched on behalf of the Committee on Ministry to communicate the following recommendations to the Dinwiddie session:

- i That Rev. Haga be granted a sabbatical of two months by the Dinwiddie congregation;
- i That during the sabbatical Rev. Haga would continue to be paid a full salary and benefits by the congregation and that it be clearly communicated that Rev. Haga was not being removed as pastor of the congregation;

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

- i That during the sabbatical Rev. Haga would engage in directed study, workshops, and seminars, to be determined in conjunction with the COM, that would help her in her relationship with the Dinwiddie congregation moving forward;
- i That during the sabbatical the Presbytery would help find and provide someone to fill the pulpit in Rev. Haga's absence;
- i That during the sabbatical the Committee on Ministry would come alongside the Dinwiddie session and congregation to engage in a process of healing and reconciliation, which might involve hiring an outside consultant to facilitate this process.

In December 2015 Shepherd Webb, Abingdon Presbytery Stated Clerk Bill Parish, Rev. Reynolds, and Elder DiYorio met with Rev. Haga, the two remaining members of the Dinwiddie session, and two congregation members that Rev. Haga had invited to the meeting for moral support. At this meeting the results of the listening process were presented to Rev. Haga and the Dinwiddie session. The results of this process are attached in Attachment 2. They reveal that the congregation is bitterly divided. Some members of the congregation support Rev. Haga's actions while many congregation members do not. Though the remaining Session members continue to support Rev. Haga's ministry at Dinwiddie, not everyone who remains at Dinwiddie support Rev. Haga's actions or agree that she should remain the pastor of Dinwiddie Presbyterian Church. Many people feel betrayed and hurt by Rev. Haga's actions, however there are some who are proud of what Rev. Haga did. Many people are very emotional about the issue. The primary conclusion of the listening sessions, however, is that the division at Dinwiddie has ceased to be about any particular issue and has come to be centered on Rev. Haga herself, with lines being drawn in the congregation as either being "for" or "against" her.

The sabbatical/reconciliation proposal was also presented at the meeting of December 2015. There was reticence on the parts of both Rev. Haga and the Dinwiddie session to accept the recommendation and a lengthy discussion took place regarding what such a process might look like. The four elders who represented the Committee on Ministry left the meeting even more strongly convinced that the entire situation has coalesced around Rev. Haga, that Rev. Haga has exacerbated the conflict and division already present in the congregation, and that healing, forbearance, and reconciliation are not possible as long as Rev. Haga is involved in either the congregation or the reconciliation process.

In January 2016 the Dinwiddie session responded to the Committee on Ministry's recommendation by offering a modified version of the recommendation. This counter-proposal did not include a sabbatical for Rev. Haga but did include meetings without her presence for the purpose of healing and reconciliation. The Dinwiddie response is attached to this document as Attachment 3.

The Committee on Ministry met to discuss this counter-proposal in January of 2016 and came to the following conclusions:

- i The healing and reconciliation process is beyond the scope of the diminished Dinwiddie session's capabilities and skills.
- i Any reconciliation and healing process that is initiated from within the session is doomed to failure due to the amount of distrust that exists within the congregation.
- i Both the Dinwiddie session and Rev. Haga are unable to be objective about how they have contributed to the division that has occurred.

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

Rev. Haga has allowed her own personal theological beliefs regarding marriage and homosexual relationships to limit her ability to minister to the entire congregation, many of whom do not share her views and beliefs. Accordingly, Rev. Haga is not able to embrace the wide range of beliefs of the membership, rendering her unable and/or unwilling to provide pastoral care for the entire congregation of Dinwiddie Presbyterian Church, which has further divided the congregation.

- i Rev. Haga seems to have interpreted the permission given by the PCUSA General Assembly to congregations and clergy regarding same-gender marriages as a “shall” rather than a “may” and does not acknowledge the legitimacy of other viewpoints on this subject. Nor does she recognize that other viewpoints may be founded in deep theological and biblical convictions.
- i The congregation is deeply divided over this issue, and has been so for a long time. Rev. Haga’s actions have further divided the congregation, rather than bringing peace and unity. As a result, the congregation’s division has now been defined over those who support Rev. Haga’s ministry and those who believe she should be removed as the pastor of Dinwiddie Presbyterian Church.
- i The leadership provided by Rev. Haga and the remaining members of the session has resulted in further division, rather than healing.
- i Healing and reconciliation will not be possible as long as Rev. Haga is involved in any way with the Dinwiddie congregation or with any plan that has healing and reconciliation as its goal.

It is the opinion of the Committee on Ministry that if there is any hope of healing and reconciliation for the Dinwiddie congregation, the way forward must be guided by an Administrative Commission of the Presbytery rather than the Session of Dinwiddie Presbyterian Church. To this end, at its stated meeting on January 12, 2016, the Committee on Ministry voted unanimously to recommend to Abingdon Presbytery that an Administrative Commission be formed for Dinwiddie Presbyterian Church. A task force was appointed to determine the comprehensive responsibilities of the Administrative Commission. Subsequently, at the stated meeting of the Committee on Ministry on February 18, 2016, the task force returned with this recommendation and the responsibilities as defined in Attachment 1. The Committee on Ministry voted unanimously to recommend to Abingdon Presbytery the attached responsibilities and a starting date of March 11, 2016.

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

Attachment 1

Proposed Administrative Commission Authority and Duties

At a special meeting of the Committee on Ministry on January 26, 2016, members voted unanimously to recommend to Abingdon Presbytery that an Administrative Commission for Dinwiddie Presbyterian Church be formed to assume the following responsibilities beginning on March 11, 2016, and continuing for at least six (6) months. The work/term of the Administrative Commission may be extended by action of Abingdon Presbytery.

1. The Administrative commission shall act on behalf of Abingdon Presbytery in all matters regarding the pastor, the session, and the congregation of Dinwiddie Presbyterian Church.
2. The Administrative Commission shall be granted access to all church records, including, but not limited to, membership rolls, minutes of Session and all boards and committees, financial records, membership directories, newsletters, and materials distributed for congregational information.
3. The Administrative Commission shall be granted the authority to call a congregational meeting.
4. The Administrative Commission shall have the authority to assume original jurisdiction of the Dinwiddie congregation in order to achieve any or all objectives stated herein.
5. The Administrative Commission shall confer with Rev. Haga regarding the strength of her call and make a recommendation to Abingdon Presbytery regarding the continued viability of the pastoral relationship between Rev. Haga and the Dinwiddie congregation.
6. The Administrative Commission shall work pastorally with the members of the Dinwiddie congregation, developing and engaging in a process similar to the one specified by the Dinwiddie Session in the letter to the Committee on Ministry dated January 5, 2016 (Attachment #3) in order to bring peace and unity to the whole congregation, bridge differences of theological convictions and biblical values, encourage healing of the divisions within the congregation and, where possible, to establish an atmosphere of mutual forbearance on the path towards reconciliation. Costs for supply or guest preachers shall be taken from the funds of the Dinwiddie congregation.
7. The Administrative Commission shall have the authority to contract with an outside consultant to facilitate the healing process if this is deemed the best way to achieve #6 above. Should a consultant be hired, the source of funding shall be determined by the Administrative Commission.
8. The Administrative Commission shall develop a plan for pastoral care for the members of Dinwiddie congregation during the process specified above.

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

9. The Administrative Commission shall determine and make a recommendation to Abingdon Presbytery regarding the continued viability, financially or otherwise, of the Dinwiddie congregation. To this end a congregational meeting shall be held at the conclusion of the process specified above, during which the following shall take place:
 - ~~a. The congregation shall vote by written ballot on the following question: Shall Dinwiddie Presbyterian Church be dissolved? (This vote is an advisory vote to the Presbytery. G-3.0303, G 4.0205)~~
 - ~~i. Should this vote pass, the Administrative Commission shall report the outcome of the vote as an action item to the Presbytery at its next stated meeting and declare that there is no further action to come before the congregation.~~
 - ~~ii. Should this vote fail, the Administrative Commission shall:
 1. Immediately proceed with "Item b." below;
 2. Develop and implement a plan for ministry for the Dinwiddie congregation by: determining the "true church" (G 4.027); establishing a new church roll; providing for the election, training, and installation of new elders; and reconstituting the Session of Dinwiddie Presbyterian Church. These may occur at the already convened congregational meeting or at a subsequently called congregational meeting.~~
 - b. The congregation shall vote by written ballot on the following question: Shall the Reverend Kathy Haga be the pastor of Dinwiddie Presbyterian Church?
 - i. Should this vote pass, the Administrative Commission (in consultation with the Session, provided original jurisdiction has not been assumed) shall present new Terms of Call for the congregation's approval. Once Terms of Call have been approved by the congregation they shall be presented to the Committee on Ministry, whereupon the Committee on Ministry shall examine Rev. Haga and make a recommendation to the Presbytery.
 - ii. Should this vote fail, the Administrative Commission (in consultation with the Session, provided original jurisdiction has not been assumed) shall:
 1. Negotiate Terms of Severance;
 2. Develop and implement a plan to call an Interim or Stated Supply Pastor to serve Dinwiddie Presbyterian Church.
10. The Administrative Commission shall report monthly to the Committee on Ministry both in writing and in person.

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

Attachment 2

Brief Summary of Learnings From Listening to members and friends of Dinwiddie Presbyterian Church January 2016

Members of the Presbytery Response Team sent from COM to help address the issues at Dinwiddie, completed the first phase of the Team's response in early December, 2015. The first phase of the response was an effort to contact everyone on the roll given to us by the Dinwiddie Session and listen to whatever they had to say.

The experience was a positive one. No one was nasty or vulgar, which might have been expected, given the verbal accounts we had heard about all that had taken place. Each person we contacted, whether in a telephone interview or in person, was grateful for the opportunity to be heard. With a few possible exceptions, the response team succeeded in reaching everyone. (Phone lines to the Shepherd are still open if we did miss anyone.)

The people we heard from, whether they had left or were still active in the congregation's life, all have "a heart for Dinwiddie." Their comments were thoughtful and honest, even if painful. We heard from no one who wants the situation to continue as divided as it is, and many are concerned about the future of Dinwiddie Church.

The comments we heard from both "sides" were from people who were grieving. Some are at the "anger" stage of the grief process. Others have given up hope or moved on. Still others want to see Dinwiddie recover from this and continue to be a viable congregation. At that point however, there are several widely differing opinions about how that might be achieved. A key question in that whole discussion is the role of their current pastor, Rev. Kathy Haga.

The listening phase of our response was able to document several pages of specific comments, questions and suggestions from the people who responded. That raw data is very helpful, sometimes hurtful, but we believe it is always honest, and not motivated by any vengeful spirits. The listening phase also discovered some surprises which will be helpful to the COM in moving forward.

Among those who have left, many had positive comments about Rev Haga as a person, even though her actions as the pastor of Dinwiddie Church have created a matter of conscience for them, as well as an embarrassing association with their church among their friends and neighbors in that community. While none of these people wish any ill to Rev. Haga, they just don't see how resolution of the congregational issues can happen as long as she is still the pastor there.

Among those who stayed and are still active, there appear to be three different "camps," only united by the fact that they are committed to Dinwiddie Church's survival, mission, and ministry. Those different sub-groups each coalesce around three different views of the question of Rev. Haga's present and future role at the church.

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

To summarize those active member points of view:

1. We have no particular problem with what Rev Haga has done, but she should have resigned as soon as she realized she hurt the church. She is a good person but does not fit as the pastor of our church.
2. We disagree with what Rev. Haga did and it bothers us, but we are loyal to our church and we are not leaving. We think Rev. Haga should leave for the good of the congregation.
3. We have no problem with what Rev. Haga has done and we appreciate her continuing pastoral leadership. If she is forced to leave for any reason then we will leave too. (The one exception to this is if Rev. Haga chooses to leave for personal reasons, such as the personal threats and continued tremendous stress that she is living with and the way that may affect her. Those who support her most strongly would understand this course of action and would be OK with it.)

In addition, the session was surprised that no one we talked with seemed to question their leadership. Perhaps everyone on both sides knows that this is a very difficult and very complicated situation. It is for that reason, and the fact that the current session is identified (rightly or wrongly) with one of the "sides" in the division, that the session turned to the Presbytery and its Committee on Ministry for assistance.

In conclusion, it appears to us that with God's help, reconciliation can happen at Dinwiddie, and the church can be restored to a viable status, which is not the trajectory it is currently on. This may involve some very difficult decisions made by the Presbytery and COM after a time of prayerful discernment. The process for reconciliation and healing will need to be carefully and intentionally pursued by all concerned, and part of an overall plan and season of reconciliation, renewal and recommitment for all persons concerned.

On behalf of the Presbytery Response Team;

Elder John DiYorio

Rev. Dr. Randall Webb, Shepherd

Report and Recommendation from the Committee on Ministry regarding the ministry at Dinwiddie Presbyterian Church

Attachment 3

Letter from the Session of Dinwiddie Presbyterian Church – January 2016

Abingdon Presbytery
Committee on Ministry
PO Box 317
Wytheville, VA 24343

Dear COM Members,

The Dinwiddie Session met on Monday, January 4, 2016 to discuss the recommendations made by the COM concerning the situation at Dinwiddie. We were unable to meet in December due to illnesses. Our understanding of the recommendations from the COM is:

1. Rev. Kathy Haga should take a two-month sabbatical with the COM furnishing pulpit supply
2. During that time, the congregation should work toward reconciliation with those who have left, making use of a mediation consultant and/or pastors provided by the COM to have meetings with those willing to attend
3. Membership renewal through placing all members on the Church Membership Roll, invite all members to review the meaning of Active Membership and sign a Pledge of Membership in order to be placed on the Active Membership Roll. COM to provide assistance in leading membership meetings.
4. Propose to Presbytery an alternative plan if desired

After a time of prayer and consideration, the Session of Dinwiddie met and reviewed these recommendations. The Session declines the recommendation that Rev. Kathy Haga take a two-month sabbatical. We feel that taking two months away from pastoral work while working a full time job and continuing to live in sight of the church does not fit the definition of a sabbatical. We feel this will be confusing to all involved and would greatly increase the stress on Rev. Haga.

We would like to have a Month of Reconciliation, or a Reconciliation Month, or some other name. This would involve the COM providing a mediation consultant to lead weekly meetings of anyone willing to attend, and a pastor to preach a sermon each Sunday. These meetings and sermons should focus on reconciliation, forgiveness, church membership, getting along with differences of theology, and other related topics.

During this time, with the approval of the COM, all members will be removed from the Active Membership Roll. To be placed on the Active Membership Roll, each person is expected to participate in at least one of the weekly meetings and at least one of the worship services. On the last Sunday, each person wanting to be placed on the Active Membership Roll will bring forward a signed membership pledge and will renew their commitment to active membership at Dinwiddie in a special service led by the speaker on that day. A covered dish fellowship lunch will follow the worship service. Anyone

Report and Recommendation from the Committee on Ministry
regarding the ministry at Dinwiddie Presbyterian Church

unwilling to renew their commitment to Active Membership will remain on the Church Roll but will not be moved to the Active Church Roll.

Rev. Haga will not take part in any meetings during this time, but she will be expected to attend worship service each Sunday. We feel it is important for everyone to understand that Kathy is a continuing part of Dinwiddie and that this process is not meant to remove her from the pastor position.

We would like to hold this the month of February if possible, with the first two weeks of March as snow days if needed. This would have the process completed by Easter. An alternate time would be the month of April. After plans have been finalized, we request that a joint letter from the COM and Dinwiddie be sent out to every member on the Church Rolls of Dinwiddie inviting them to participate in this reconciliation.

Also at our meeting, Rev. Kathy Haga has agreed to voluntarily accept an adjustment of her Terms of Call to a quarter-time position until such time the congregation and the COM can approve it. This will not reduce the amount paid by the church on her major medical/pension and will not affect her continued use of the manse.

We invite and encourage continued dialog with the COM, the Presbytery Response Team, and Bill Parish as the Stated Clerk concerning this process. We do hope to move forward with this very soon.

Yours in Christ,

Guydell Slate
Clerk of Session

Attachment 4

Proposed Administrative Commission Authority and Duties If the Pastoral Relationship is Dissolved

At a special meeting of the Committee on Ministry on January 26, 2016, members voted unanimously to recommend to Abingdon Presbytery that an Administrative Commission for Dinwiddie Presbyterian Church be formed to assume the following responsibilities beginning on March 11, 2016, and continuing for at least six (6) months. The work/term of the Administrative Commission may be extended by action of Abingdon Presbytery.

1. The Administrative commission shall act on behalf of Abingdon Presbytery in all matters regarding the pastor, the session, and the congregation of Dinwiddie Presbyterian Church.
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3. The Administrative Commission shall be granted the authority to call a congregational meeting.
4. The Administrative Commission shall have the authority to assume original jurisdiction of the Dinwiddie congregation in order to achieve any or all objectives stated herein.
- ~~5. The Administrative Commission shall confer with Rev. Haga regarding the strength of her call and make a recommendation to Abingdon Presbytery regarding the continued viability of the pastoral relationship between Rev. Haga and the Dinwiddie congregation.~~
6. The Administrative Commission shall work pastorally with the members of the Dinwiddie congregation, developing and engaging in a process similar to the one specified by the Dinwiddie Session in the letter to the Committee on Ministry dated January 5, 2016 (Attachment #3) in order to bring peace and unity to the whole congregation, bridge differences of theological convictions and biblical values, encourage healing of the divisions within the congregation and, where possible, to establish an atmosphere of mutual forbearance on the path towards reconciliation. Costs for supply or guest preachers shall be taken from the funds of the Dinwiddie congregation.
7. The Administrative Commission shall have the authority to contract with an outside consultant to facilitate the healing process if this is deemed the best way to achieve #6 above. Should a consultant be hired, the source of funding shall be determined by the Administrative Commission.
8. The Administrative Commission shall develop a plan for pastoral care for the members of Dinwiddie congregation during the process specified above.

9. The Administrative Commission shall determine and make a recommendation to Abingdon Presbytery regarding the continued viability, financially or otherwise, of the Dinwiddie congregation. To this end a congregational meeting shall be held at the conclusion of the process specified above, during which the following shall take place:
- a. ~~The congregation shall vote by written ballot on the following question: Shall Dinwiddie Presbyterian Church be dissolved? (This vote is an advisory vote to the Presbytery. G-3.0303, G-4.0205)~~
 - i. ~~Should this vote pass, the Administrative Commission shall report the outcome of the vote as an action item to the Presbytery at its next stated meeting and declare that there is no further action to come before the congregation.~~
 - ii. ~~Should this vote fail, the Administrative Commission shall:~~
 - 1. ~~Immediately proceed with "Item b." below;~~
 - 1. ~~Develop and implement a plan for ministry for the Dinwiddie congregation by: determining the "true church" (G-4.027); establishing a new church roll; providing for the election, training, and installation of new elders; and reconstituting the Session of Dinwiddie Presbyterian Church. These may occur at the already convened congregational meeting or at a subsequently called congregational meeting.~~
 - b. ~~The congregation shall vote by written ballot on the following question: Shall the Reverend Kathy Haga be the pastor of Dinwiddie Presbyterian Church?~~
 - i. ~~Should this vote pass, the Administrative Commission (in consultation with the Session, provided original jurisdiction has not been assumed) shall present new Terms of Call for the congregation's approval. Once Terms of Call have been approved by the congregation they shall be presented to the Committee on Ministry, whereupon the Committee on Ministry shall examine Rev. Haga and make a recommendation to the Presbytery.~~
 - ii. ~~Should this vote fail, the Administrative Commission (in consultation with the Session, provided original jurisdiction has not been assumed) shall:~~
 - 1. ~~Negotiate Terms of Severance;~~
 - 2. ~~Develop and implement a plan to call an Interim or Stated Supply Pastor to serve Dinwiddie Presbyterian Church.~~
10. The Administrative Commission shall report monthly to the Committee on Ministry both in writing and in person.

THANK YOU

Abingdon Presbytery

FOR HELPING US GIVE CHILDREN HOPE AND PURPOSE FOR THE FUTURE

CHRISTMAS AT THE CHILDREN'S HOME BRINGS MANY BLESSINGS

Christmas is always a joyous time at the Children's Home, and this year was no exception. There were individuals, churches and civic organizations that provided their time and resources to make sure that our children experienced a wonderful holiday. In addition to the presents that were received for the children, there were Christmas parties to attend and lots of tasty treats that were dropped off for all of us to enjoy. From Thanksgiving to Christmas there was something new every day, and we thoroughly enjoyed it!

The highlight of the season was the annual Christmas dinner and opening of gifts that was held on December 17th. We had a great crowd consisting of our children and members of their families, staff members and their families, social workers, Board members and other friends of the Children's Home. After an inspirational talk from the Rev. Brad Simpson, we had the reading of the Christmas Story by Tyler, one of our residents. This is one of our Christmas traditions and reflects our desire to make sure that our children understand the true meaning of Christmas. That was followed by a delicious traditional Christmas meal, after which we adjourned to the cottages for the opening of gifts. The generosity of our supporters was very evident, and the children were very grateful. For those children who were with us on Christmas day, we had some extra gifts and a special celebration.

It is important that our children learn to give back, and once again they participated in volunteer activities during the Christmas season. Both children and staff members volunteered at the Wythe County Santa's shop, rang the bell for the Salvation Army, and helped with setup of the Wytheville Christmas Parade. While the children volunteer through our "Giving Back" program throughout the year, the generosity of our supporters during the Christmas season makes it a perfect time to experience the joy and satisfaction of volunteering.

We want to thank everyone that participated in our Christmas season, whether it is through gifts directly to the children or a donation to our very successful Christmas

campaign. Each of you are members of the Children's Home family, and our ministry could not provide a home for our children without you. God bless you!

WEBSITE

If you tried to get on our website recently, you noticed that it was not available. Our website was hacked and we decided to take it down and start over. It has taken a couple of months, but by the time you read this the website should be up and running. Please take the time to go to pchh.org and check it out. You will find lots of information on the Children's Home and you also have the convenience of making a donation on line. We would love to have your feedback!

COVENANT CHURCHES

We started the Covenant Church Program a few years ago to honor the churches that faithfully support the Children's Home. We sent out letters asking a representative of the church to pledge to support our ministry and we would add your church to one of the beautiful plaques that grace the wall in our Board room. The great majority of churches in Abingdon Presbytery faithfully give to the Children's Home, but less than half of them are listed on our Covenant Church wall. We want to change that, and we will be taking a more personal approach to do so. We will be asking ministers and officers of churches that are supporting us for permission to list you on our wall. If you say it's OK, we will add your church's name to the list. So if you hear from one of us asking for permission to add your church to the list of Covenant Churches please say yes – we want to honor you!

100TH ANNIVERSARY PLANNING

We continue to plan for the celebration of the Children's Home 100th anniversary in 2019. Our newsletters, website, and our social media outlets will be providing updates on our progress and how you can help as we move forward. We will need your help!

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
John DiYorio, Chair

Items for Action:

1. That \$2,000 be added to the 2016 operating budget for operating expenses of the newly formed Stewardship subcommittee.

Motion Made Approved Disapproved

ACCT.	DESCRIPTION	2016 Proposed Amt.	Actual YTD	% of Budget
COUNCIL				Used
SHEPHERD				
1-50010	SALARY	16,500.00	1,375.00	8.33%
1-50011	SECA	2,525.00	210.42	8.33%
1-50012	HOUSING	16,500.00	1,375.00	8.33%
1-50013	PENSIONS/INSURANCE	12,435.00	1,173.33	9.44%
1-50014	TRAVEL EXPENSE	5,000.00		0.00%
1-50015	BOOKS/EDUCATION/PROF. EXP.	3,500.00		0.00%
	TOTAL:	56,460.00	\$4,133.75	7.32%
STATED CLERK				
1-50025	SALARY	15,000.00	\$1,250.00	8.33%
1-50026	EXPENSES	1,000.00		0.00%
	TOTAL:	16,000.00	\$1,250.00	7.81%
OFFICE MANAGER/APRIL				
1-50020	SALARY	38,563.00	3,213.58	8.33%
1-50022	PENSION/INSURANCE	15,408.00	1,275.40	8.28%
	TOTAL:	53,971.00	\$4,488.98	8.32%
HUNGER ACTION ENABLER				
1-50033	EXPENSE	5,000.00		0.00%
	TOTAL:	5,000.00	\$0.00	0.00%
OFFICE/OPERATION				
1-50051	TELEPHONE	3,079.00	461.24	14.98%
1-50054	PRESBYTERY AUDIT	6,210.00		0.00%
1-50055	POSTAGE	800.00		0.00%
1-50056	OFFICE SUPPLIES	1,200.00	70.18	5.85%
1-50057	EQUIPMENT MAINTENANCE	11,000.00	909.00	8.26%
1-50059	ACS/SUPPORT	2,500.00	540.64	21.63%
1-50065	RENT-WYTHEVILLE PRESBYTERIAN	7,500.00	625.00	8.33%
	TOTAL:	32,289.00	\$2,606.06	8.07%
GOVERNING BODY FUNCTION				
1-50070	COMMITTEE MEETINGS	3,500.00	412.87	11.80%
1-50071	STAFF-COURT FUNCTIONS	6,000.00	85.00	1.42%
	TOTAL:	9,500.00	\$497.87	5.24%
CORPORATION				
1-50060	WORKMAN'S COMPENSATION	700.00		0.00%
1-50061	FICA-EMPLOYER'S SHARE	4,098.00	341.46	8.33%
1-50062	SCC ANNUAL REG. FEE	25.00		0.00%
1-50063	OFFICE INSURANCE & BOND	900.00		0.00%
	TOTAL:	5,723.00	\$341.46	5.97%

<u>ACCT.</u>	<u>DESCRIPTION</u>			
		<u>2016 Proposed Amt.</u>	<u>Actual YTD</u>	<u>% of Budget</u>
PASTORAL SUPPORT/COMMITTEE ON MINISTRY				
1-50080	SHARED MINISTRY	500.00		0.00%
1-50081	CONT.ED. & COUNSELING	1,000.00		0.00%
1-50083	MISSIONARY MANSE EQUITY	1,050.00	87.50	8.33%
1-50084	COMMISSIONED RULING ELDER	1,500.00	50.00	3.33%
	TOTAL:	\$4,050.00	\$137.50	3.40%
PASTORAL SUPPORT/PREPARATION FOR MINISTRY				
1-50090	CANDIDATE EXPENSES	900.00		0.00%
1-50091	SCHOLARSHIPS	5,500.00		0.00%
	TOTAL:	\$6,400.00	\$0.00	0.00%
CHURCH DEVELOPMENT COMMITTEE				
1-50097	COMMITTEE USE	3,750.00		0.00%
	TOTAL:	\$3,750.00	\$0.00	0.00%
EDUCATION COMMITTEE				
1-50100	MOUNTAIN TOP LEADERSHIP EVENT	1,500.00		0.00%
1-50103	CAMP SCHOLARSHIPS	500.00		0.00%
	TOTAL:	\$2,000.00	\$0.00	0.00%
SUPPORT				
1-50110	CHILDREN'S HOME	22,800.00	1,900.00	8.33%
1-50112	PRESBYTERIAN WOMEN	2,000.00	166.67	8.33%
	TOTAL:	\$24,800.00	\$2,066.67	8.33%
PER CAPITA				
1-50002	GENERAL ASSEMBLY	\$25,653.36		0.00%
1-50003	SYNOD	\$2,882.40		0.00%
	TOTAL:	\$28,535.76	\$0.00	0.00%
	TOTAL:	\$248,478.76	\$15,522.29	6.25%
1-40009	YTD UMR (Accepted)	48,810.56	11,617.44	23.80%
	Hunger Action Enabler Grant	2,500.00	2,500.00	100.00%
	TOTAL:	\$51,310.56	\$14,117.44	27.51%
	1/31/2016		-\$1,404.85	

Compassion Ministries Committee

Sue White, Chair

The Compassion Ministries Committee met in mid-November and discussed several items of business.

The Committee unanimously approved to sponsor the Seed Potato Project again in 2016.

Two more grants, for the mission funds that have been set aside from the sale of the Presbytery Office, were approved.

So far twenty-two grants have been awarded \$85,628 of the \$123,179.95 leaving a balance of \$37,551.95. The grant application for these funds is on the Presbytery web site. Here is a list of the churches sponsoring the grants and the recipients of the grants.

Bethel	Underprivileged Children at Rhea Valley School
Big Stone Gap	Community Lunch Program
Buchanan First	Boys & Girls Club of Central Appalachia
Central	Bristol Food Recovery Program Bristol Reading Buddies Program
Fincastle	Dayspring Community Housing Repair
Galax First	Galax Backpack Buddies
Grace	Southern Manna Soup Kitchen Food Pantry
Green Spring	Green Spring Children's Center
Hillsville	Baskets for Young Mothers
Lebanon	Recovery Lebanon
McIver	Bristol Emergency Food Pantry
Oakwood	Boys & Girls Club of Central Appalachia
Powell Valley	Stop Hunger Now
Richlands	Teen Venture after School Program
Royal Oak	Encounter Generation
Sinking Spring	Healthy Families-Family Farms Luwerezi Church of Central Africa
Tazewell	Hearts and Hammers
Vansant	Boys & Girls Club of Central Appalachia

Walnut Grove

Bristol Faith in Action
Diapers for Bristol Faith in Action

West Fork

Teen Venture after School Program

Wytheville

IMCK

Shepherd's Report to Abingdon Presbytery

Rev. Dr. Randall E. Webb

March 10, 2016

PART ONE Relationships Are Everything

I continue to enjoy getting to know the pastors, CREs and members of the congregations in our presbytery, along with each congregation's unique situation, challenges and opportunities. The process of getting to know the people within our congregations and our presbytery goes beyond first meetings. We are beginning to build long term relationships which are a joy to me. As we work together to strengthen the life and ministry of the body of Christ in Abingdon Presbytery and beyond, there are opportunities for sharing our stories and our faith experience, and for building relationships of trust. These relationships are at the heart of our efforts to demonstrate to the communities around us, the quality of relationships in the Kingdom of God.

Our natural tendency is to focus on what we do not have: we want more people, bigger churches, more resources, etc. But actually our presbytery has marvelous resources of people, ideas and possibilities. The greatest resource, of which we should constantly remind ourselves and each other, is the presence of our risen Lord and God's promised Holy Spirit in our midst. That is what makes all things possible for us.

Jesus promised to be with us "where two or three are gathered in my name." To gather "**in Jesus' name**" is not simply to tack those words onto the end of our opening prayer, but to gather, for *His* purpose, to do *His* will, to carry on *His* ministry and mission. This may very well involve more praying and listening than talking, but that's for another report. The promise we need to claim, every Sunday in worship, and at every Session meeting, and every meeting of every presbytery committee, is that our Lord is true to his promise. He is present here with us.

In several meetings recently, with individual leaders, with sessions, presbytery committees, and congregations in our presbytery, I have sensed the Lord's presence with us, and the openness of God's people to hear and to follow him. This is a profound spiritual experience. When the Christ living in each of us recognizes the Christ in those around us, profound community results. This is also the reason why for the followers of Jesus, relationships are everything.

The Christian faith is not just about Biblical knowledge. The temptation of Jesus reminds us that even the Devil can accurately quote scripture. (Luke 4:10-11) Obviously in that quote from Psalm 91, even though it is quoted accurately, the Devil was NOT speaking for God, but using God's Word for his own evil purpose.

The Christian faith is also not just a set of right beliefs or proper procedures that are consistent with our Reformed tradition. Those are important, don't get me wrong. I can freely and enthusiastically affirm my ordination vow to "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." But the Christian faith is more.

The reason why relationships are so important for us is that more than biblical knowledge or right beliefs (both of which are important), **the Christian faith is above all a living relationship with God in Jesus Christ.** Because Christian faith in its essence is that relational truth, it is best experienced in a relational context. When Christian brothers and sisters are in right relationships with God and each other, and they are "tuned in" to Jesus' presence with them, miraculous things can happen as we fulfill the 6th great end of the Church: "the exhibition of the Kingdom of Heaven to the world."

I believe that God is moving in exciting ways in the churches and the lives of people in our presbytery. If I have not yet visited your church, or met with your session, or gotten to know you through work on presbytery

committees, please invite me. I believe that God will continue to bless us with the gifts of each other, and with every other spiritual gift that is necessary, as we gather “in His name” to continue his work.

PART TWO Shepherd’s Mission Challenge to the Presbytery

As part of our continuing work together to carry out Christ’s mission, and consistent with my job description as your Shepherd, I must return to the Mission Challenge that I shared with you at our November meeting. The quality of relationships that I addressed above is not just limited to our individual faith communities, or our presbytery. We are a connectional church; connected to each other and to brothers and sisters in Christ all over the globe, as we recognize that the “body of Christ” IS, but is also bigger than, our local expressions of it. To briefly recall that initiative, I invited every congregation to share what they are doing in three circles of mission: locally, regionally, and globally. The idea was to begin to share with each other the many wonderful things that God is doing through our congregations in our local communities and around the world. In telling these stories we not only see what God is doing in other places, we also get new ideas of ways that God might work in our own communities.

It was at the global level that the Challenge was specifically extended, because it is at the global level that the mission work of our church has the greatest need and the greatest opportunities to show the love of Jesus to a very hurting world. I challenged every congregation in our presbytery to be connected in a supportive way to at least one PC(USA) mission co-worker. Many of our churches support Michael and Rachel Weller because Michael is a member of our presbytery. That is wonderful! Keep up the good work and if you can, increase it! But for other congregations that are supporting other kinds of Global mission, I do want to challenge you to support our own PC(USA) mission co-workers. If you want a suggestion, I am suggesting Elmarie and Scott Parker who are serving in the face of overwhelming needs in the countries of Syria, Lebanon and Iraq. Last summer at the Big Tent event, I learned that our denomination for the first time in many many years has had to begin recalling mission co-workers from their ministries because of lack of funds. It was the urgency of that situation in the global mission work of our denomination that prompted me to issue the Shepherd’s Challenge to the presbytery last November.

I have nothing against other valid forms of Global Mission work. I have even worked in the past for one of those para-church organizations, working with 26 different denominations that was doing excellent global ministry work. Many of those other efforts are more successfully marketed and more widely publicized than our own Presbyterian mission work. As a result many of those global efforts are supported by many different churches and even by individuals who have no relationship with any church at all. I am glad they are getting that support.

But the reality is that only we Presbyterians will be the ones supporting our own Presbyterian mission co-workers. It grieves me to see our commitment to mission shriveling up, to think of the disappointment our partners in other countries must feel when our lack of support sends the message that we just don’t care very much about what happens to them.

At a recent meeting of our Committee on Ministry, Stated Clerk, Bill Parish, offered a very powerful opening devotion. He quoted a poem by Ann Weems, a Presbyterian elder, lecturer, and a popular poet. The poem is titled “The Word of God,” and the verses that particularly grabbed me are these: *We Presbyterians are not the*

only ones with internal problems.

*The Presbyterian Church
is worried about a significant
decrease in membership
and a significant decrease
in money.*

*How about the Presbyterian Church
worrying about a significant
decrease in faithfulness?!?!?!
We can’t find money enough*

*to budget some of the needed
justice and peace ministries,
but for years we've found money
to finance our quarreling,
our very costly quarreling.*

Bill wondered out loud if, when we get to the gates of heaven, we Presbyterians will have trouble explaining how we could allow mission NOT to happen.

How will we justify spending millions of dollars in legal fees to argue over property issues, and allow our mission co-workers to be recalled from their service because we cannot find enough money to do what Jesus has commissioned us to do?

How will we explain our lack of response to urgent mission needs that daily affect millions of people for whom Christ died? And if they do not yet know the name of Christ, whose fault is that? If they think the Christian scriptures are all talk and no action, will we show them otherwise? To build on James 2:15-16 *If a brother or sister is naked and lacks daily food, -- or is a homeless refugee freezing through a cold winter with only summer clothing -- and one of you says to them "Go in peace; keep warm and eat your fill," and yet you do not supply their bodily needs, what is the good of that?*

So there is a very great mission challenge before us. It is not just a challenge from your Shepherd, or from the World Mission part of the Presbyterian Mission Agency. In the most genuine sense, I believe this is a challenge from our Lord. The mission he has given us has never been rescinded and it has not yet been accomplished. It is not a valid excuse to spend our time and energy and our resources so extensively on lesser things. So this call to mission support also ends up being a call for renewal; a call for us to readjust our priorities, and be the mission people we are called to be.

Any session can respond to this challenge. Any pastor, elder or member can make a personal commitment to this urgent need as I have done. Any congregation can support this mission. If I can help to provide resources or information, please call on me. I will be happy to talk with you, to provide resources or to meet with your session or congregation about this urgent need.

Your partner in this mission, Randy Webb, Shepherd to Abingdon Presbytery

Abingdon Presbyterian Women
Moderator Report
February 25, 2016

The Coordinating Team met at Higher Ground Christian Retreat November 13-14, 2015, for their fall retreat. Friday night we celebrated Thanksgiving, Saturday we had a Christmas celebration as Santa had visited during the night.

Rhonda Anderson from Fairview Church was our guest speaker. She spoke to us on the book 30 Days to Taming your Anger by Deborah Smithe Pegues. The ladies found her talk very informative. After lunch, we traveled home.

Death came again to our coordinating team. Joyce Grubb, our Cluster 5 leader died December 3rd, 2015. Joyce had held many offices in Presbyterian Women. Our loss is heaven's gain.

The regular coordinating team meeting was February 20th 2016 at Glade Springs. We discussed our finances, synod requests and Spring Gathering. Spring Gathering will be April 23rd at Richlands.

2016 Presbyterian Women Birthday Offering theme is Let Justice Roll Doom. The goal has been set at \$500,000. The 2016 recipients are Heartland 180 in Overland Park, KS, Habitat for Humanity East Bay/Silicon Valley, Oakland, California, Direct Action and Research Training Center, Miami, Florida, and Building Minds in South Sudan.

Planning team and Coordinating team will meet in Massanetta Springs March 11-12 to complete plans for our Summer Gathering.

Respectively Submitted,
Elaine Alderman
PW Moderator

Church Development Committee

Presbytery Report

March 10, 2016

With the beginning of the new year the Church Development Committee finds itself excited about the new relationship between the Presbytery and the Wild Goose Worshipping Committee; the possibility of greeting a seminary intern to work with some of our congregations; and the launch of the Reimagining Small Church Ministry effort.

On January 1, 2016 our relationship with the Wild Goose Worshipping Community entered a new phase – and ahead of schedule! Community participants have assumed a greater responsibility in funding and supporting the worship and ministry taking place there. With the majority of the necessary repairs and renovations complete, a committed core of community participants, a regular worshipping schedule in place, and an established community presence Edwin Lacy was able to move from a full time position into a half time position as the community's clergy leader. The Presbytery continues to be a committed partner in this 1001 Worshipping Community effort in mission and ministry support.

Once again this year the Rev. Brad Napier of Buchanan First Presbyterian has taken up the Committee's offer to supply the stipend for a summer seminary intern. This will be a shared effort between Buchanan First, Vansant, and Oakwood Presbyterian Churches. Brad began working on this last fall, has submitted church information and intern position descriptions to a number of our denomination's seminaries, and is working to secure an intern. We are praying, and invite everyone to do the same, for this effort as we believe it will be an exceptional experience for the churches and the intern.

Finally, we are excited that the Reimagining Small Church Ministry effort is out of the gate and up and going. Edwin Lacy, the program facilitator, already has two congregations who are participating in the program and is visiting and discussing this as a possibility with several others. He has also been working with the Synod of the Mid-Atlantic which has expressed a keen interest in this effort and who may supply a bit of additional financial support. He has also had some of our neighboring Presbyteries contact him and express their interest as well. If your congregation finds itself interested in participating in this effort, please contact Edwin and invite him to come and speak with you.

Nominating Committee Report
Linda DiYorio, Chair

The Nominating Committee will begin their work very shortly. If you would like to nominate someone from your church please use the attached form and return to the Presbytery Office by April 1. You can also forward your recommendations to me at richval48@embarqmail.com or to April.

**Abingdon Presbytery
Committee Recommendations**

CHURCH : _____ (CLUSTER _____)

ADDRESS: _____

MINISTER/CONTACT PERSON: _____

CONTACT PHONE: _____ EMAIL: _____

COUNCIL: The Council functions as a coordinating body. It brings together the work of the various committees of the Presbytery, plans for the gathering and implementation of Presbytery meetings, and strategizes about the future of the Presbytery. Those elected to the Council also serve as Trustees of the Presbytery. Council meets three times per year.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

BUDGET: Is responsible for preparing and presenting to the Presbytery a budget for the Presbytery's operation, as well as making financial recommendations to the Presbytery.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

CHURCH DEVELOPMENT: Is responsible for the development of new churches and for the redevelopment and transformation of existing congregations. This committee helps congregations think about their future ministry and mission.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

COMMITTEE ON MINISTRY: Is responsible for the care of teaching elders and for the oversight of congregations. This committee meets monthly.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

PREPARATION FOR MINISTRY: Is responsible for assisting inquirers and candidates to discern their sense of call to full time Christian ministry.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

**Abingdon Presbytery
Committee Recommendations**

COMMUNICATIONS: To improve the understanding of the nature, purpose and working of Presbytery by effectively opening lines of communication to and among its congregations.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

COMPASSION MINISTRIES: Helps to keep the Presbytery informed about missional needs and concerns that affect the Presbytery as a whole. This committee is responsible for overseeing the receipt and distribution of five-cents-a-meal funds.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

EDUCATION: Helps promote the need for Christian lifelong learning among both teaching elders and among the members of local congregations.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

NOMINATIONS: Recruits members from throughout the Presbytery to serve on its various committees.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

PERSONNEL & FACILITY OVERSIGHT: Is responsible to review and evaluate the work of the Shepherd to the Presbytery, the Stated Clerk, the Treasurer, the Office Personnel, and the Hunger Action Enabler.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

COMMITTEE ON REPRESENTATION: Brings to the attention of the Presbytery the need for equal representation with particular attention to diversity in gender, age, and district on its committees.

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

NAME:	ADDRESS:	PHONE:	EMAIL:
_____	_____	_____	_____
_____	_____	_____	_____

March 10, 2016

Personnel & Facility Oversight Committee Report
Jim Gearhart, Chair

ITEMS FOR INFORMATION

1. The Committee approved the Holiday Schedule for 2016 where the Presbytery Office will be closed. These dates match with previous years.
January 1 – New Year’s Day
March 25, 28 – Easter Holidays
May 30 – Memorial Day
July 4 – Independence Day
September 5 – Labor Day
November 23-25 – Thanksgiving Holidays
December 23, 26, 27 – Christmas Holidays
2. Office Manager April DiYorio has successfully negotiated a new contract for a new office copier. The cost per month will be less than half of the former machine and the new copier will continue to meet all office needs. The Committee concurred with our appreciation for April’s saving the Presbytery an estimated \$5,000 in 2016.

ITEMS FOR ACTION

1. The Personnel & Facilities Committee recommends the following revised Job Description for the position of The Shepherd to the Presbytery of Abingdon in the Abingdon Presbytery Manual of Operation (2.0400).

___✓___ Motion Made _____ Approved _____ Disapproved
2. That Presbytery approve the proposed 2016 Terms of Call for the half-time position of The Shepherd to the Presbytery of Abingdon. (2.0406)

___✓___ Motion Made _____ Approved _____ Disapproved

Motion was made, seconded, and passed to table both motions.

*Shepherd to the Presbytery
Proposed Job Description
Revised 3/10/2016*

2.0400 THE SHEPHERD TO THE PRESBYTERY

2.0401 TITLE: The Shepherd to the Presbytery of Abingdon.

2.0402 PURPOSE:

- A. To guide the Presbytery in living out its Mission. “Our Mission is to support churches and their leaders; providing up-to-date information and material on mission opportunities, evangelism, peacemaking, hunger issues, leadership development, and other means to enhance our relationship with God, to strengthen the local churches for more effective witness, to share the ministry of the greater Church in the world, as we serve our Lord together.”
- B. To facilitate, challenge, and encourage ministry, mission, and our people through continual effective training.
- C. To work with the Stated Clerk and to direct the Office Manager to provide support for the Churches and Leaders within the Presbytery.

2.0403 RESPONSIBILITIES:

- A. Shall be the chief facilitator for the implementation of the Presbytery’s decisions and matters of mission, strategy, program, and resources, and shall provide support services for the Presbytery’s committees.
- B. Shall clearly and effectively communicate the interests of the Presbytery to the Synod and to the General Assembly, and the interests of Synod and of the General Assembly to the Presbytery. ~~This shall include attending the General Assembly of the PCUSA.~~
- C. Shall clearly and effectively communicate the decisions, programs, and policies of the Denomination and the Presbytery to the councils and congregations of the Presbytery.
- D. Shall ensure and guide training for Leadership within the Presbytery.
- E. Shall serve as a resource advisor to the Presbytery in developing programs specifically for youth, students, and young adults.
- F. Shall serve as the pastor to pastors and commissioned ruling elders, and shall create relationships of caring and accountability. ~~Shall serve as ex officio, without vote, on the Committee on Ministry.~~ Shall serve as a resource and attend meetings of the Committee on Ministry when invited by the Chair.
- G. Shall serve as ex officio without vote, on the Council.

- H. Shall provide guidance for connecting Churches within the Presbytery. Will be an advisor to the Clusters. Shall communicate shared Missions and Programs between Churches.
- I. Shall foster an atmosphere of caring and support from Presbytery and between Churches within the Presbytery.
- J. Shall participate regularly in the worship, programs, celebrations, and/or meetings of congregations throughout the Presbytery.
- K. 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 Presbytery meeting.

2.0406 COMPENSATION: This is a half-time position as 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 Shepherd to the Presbytery and the consent of the Presbytery, with a minimum of thirty (30) days' notice by the Shepherd to the Presbytery; OR,
- B. By action of the Presbytery, upon the recommendation of the Personnel Committee, after fair and adequate consultation with the Shepherd to the Presbytery, with a minimum or thirty days' notice of termination by the Presbytery.

*Shepherd to the Presbytery
Proposed Terms of Call*

Proposed terms of call for the half-time Shepherd position:

	<u>2015</u>	<u>2016</u>
Salary	\$16,500	16,500
Housing	16,500	16,500
Effective Salary¹	\$33,000	33,000
Pension (11%) ²	3,908	3,630
Medical (23%) ²	8,171	10,120
Death/Disability (1%) ²	356	330
½ Social Security (7.65%)	2,525	2,525
Travel Expense ³	4,500	5,000
Professional Expenses ³	<u>3,500</u>	<u>3,500</u>
Total	\$55,960	58,105

Additional Terms:

- i 2 weeks' vacation
- i 1 week study leave
- i ~~Moving expenses will be reimbursed up to \$2,500~~
- i Moving expenses will be reimbursed up to \$2,172. These funds will be held in escrow until a move is made.
- i ~~All costs relating to attending General Assembly will be covered by the Presbytery during years in which General Assembly is held~~
- i ~~All costs related to attending the Annual Polity Conference and meeting of Execs will be covered by the Presbytery~~
- i Any continuing education or denominational-wide conferences at presbytery expense must be approved in advance by the Personnel Committee.
- i Except when approved by the Personnel Committee Chair in crisis situations, commuting trips to and from permanent residence in Woodstock, Virginia, are at Shepherd's expense.

Notes:

¹ Effective salary is the sum of salary + housing allowance + medical expense reimbursements. Retirement, medical benefits, death/disability, and ½ SECA are calculated off of this amount. The salary and housing numbers here are placeholders. The Shepherd will instruct us how to split the salary and housing, within IRS guidelines, once a housing situation has been arranged actual housing costs are known.

² Pension, Medical and Social Security are fixed amounts and calculated on the effective salary. Medical dues increased from 21% in 2014 to 23% for an individual and 24.5% for a family in 2016.

³ Travel and Professional Expenses are documented reimbursable expenses used in the discharge of the pastor's duties. Mileage is reimbursed at the 2016 rate of 54¢ per mile.

CHRONOLOGICAL LISTING OF PAST MODERATORS OF ABINGDON PRESBYTERY MEETINGS
JANUARY 1, 1980 – MARCH 10, 2016

<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
NINETY-SECOND	BRAD SIMPSON	3-09-06	BUCHANAN FIRST
NINETY-THIRD	MIKE SHORTRIDGE (E)	6-08-2006	BIG STONE GAP/POWELL VALLEY
NINETY-FOURTH	WILLIAM WING	11-9-06	GATE CITY
NINETY-FIFTH	GRACE BRADSHAW (E)	3-8-07	CENTRAL
NINETY-SIXTH	CINDY PRIVETTE	6-21-07	GALENA
CALLED MEETING	CINDY PRIVETTE	9-23-07	GLADE SPRING
NINETY-SEVENTH	TERRY MORRIS (E)	11-9-07	RICHLANDS
NINETY-EIGHTH	CATHY CARPENTER	3-13-08	MARY'S
NINETY-NINTH	GUYDELL SLATE (E)	6-19-08	DINWIDDIE
ONE-HUNDREDTH	DAVID WADSWORTH	11-13-08	SINKING SPRING
ONE-HUNDRED FIRST	BILL PARISH (E)	3-19-09	HILLSVILLE

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

Abingdon Presbytery PJC Roster

<i>Last Name</i>	<i>First Name</i>	<i>(M) inister/ (E) lder</i>	<i>Class of</i>
Bagwell	John	E	2015
Legg	Gale	E	2015
Bradshaw	Grace	E	2017
Phillips	Helen	E	2017
Whartenby	Tom	M	2019
Freeman	Isaac	E	2019

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
Bowen	Joe	E	2013
Kronk	Ron	M	2013
Campbell	Kevin	M	2015