

**Minutes of the
186th Stated Session**

**of the
PRESBYTERY OF SHENANDOAH**

August 22, 2020

Via Zoom

NEXT STATED SESSION

**Tuesday, November 17, 2020
TBA**

**Saturday, February 27, 2021
TBA**

**Tuesday, May 25, 2021
TBA**

SHENANDOAH PRESBYTERY IS A COVENANT BODY WHERE:

- » **congregations are empowered to be centers for mission,**
- » **lay persons are equipped to be Disciples of Christ in a challenging world,**
- » **church leaders and members are nurtured and strengthened for service,**
- » **open communication and information are used constructively and creatively to keep us connected.**

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SHENANDOAH PRESBYTERY CORPORATION
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Current Officers

Kenneth Miller, President
Ronald Hylton, Vice President
Alan Garrison, Secretary
Linnea J. Spradlin, Treasurer

Advisory Members

Brown Edwards & Company, LLP,

CANDIDATES FOR MINISTRY OF THE WORD AND SACRAMENT

Kelley Connelly	Home Church – Winchester First
Molly Morris	Home Church – Staunton First

INQUIRERS FOR MINISTRY OF THE WORD AND SACRAMENT

Hannah Altman	Home Church - Warrenton
Mark Dewey	Home Church – Winchester First
Benjamin Kent	Home Church – Warrenton
Cassandra Semler	Home Church - Tuscarora

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**PRESBYTERY OF SHENANDOAH
MINUTES OF THE 186th STATED MEETING**

The 186th Stated Meeting of the Presbytery of Shenandoah was held via Zoom at 10:00 a.m. on Saturday, August 22, 2020. Teaching Elder Rachel Crumley opened the meeting with detailed procedural instructions. Moderator Richard Comstock then lead in prayer.

MANUAL REVISION

Stated Clerk Bronwen Boswell, presented the following revision to the Manual, *which was approved 92-0*:

That Presbytery approve the Special Rules of Order and Standing Rules for electronic Meetings of Shenandoah Presbytery and to add them to the Presbytery Manual, Section 5.5. (See pages 44-45)

WORSHIP

Teaching Elders Rachel Crumley and Kate Rascoe organized today’s Worship with participation from multiple churches across the Presbytery.

QUORUM AND ENROLLMENT

The Stated Clerk reported that a quorum was present. The final enrollment was as follows:

Adm	Administrator	DYP	Director, Youth Program	P	Pastor
Asst	Assistant	ED	Educator	Prof	Professor
Assoc	Associate	HR	Honorably Retired	SS	Stated Supply
Chap	Chaplain	IA	Interim Associate	Stu	Student
CM	Campus Minister	IN	Inactive	T	Teacher
COP	Co-Pastors	IP	Interim Pastor	TM	Tent Making
Coun	Counselor	ML	Minister-at-Large	TP	Transitional Presbyter
DP	Designated Pastor	OM	Overseas Missionary	WC	Without Charge

(Description code for attendance: P = present E = excused A = absent)

P	Allamon, Karen H.	P	Staunton First	JoAnn Tigert
E	Allen, Donald R., Jr.	HR		
E	Atwood, Roxana M.	HR		
A	Barner, Ann Elizabeth	HR		
A	Barner, Fred Thomas	HR		
P	Bethard, John T.	P	Charles Town	Roger Snook
P	Boswell, Bronwen W.	GP/SC		
P	Boswell, Howard W., Jr.	P	Buena Vista	Absent
E	Boyer, Grace Jones	HR		
E	Brandon, Joseph C.	HR		
E	Bridgman, Stewart G.	HR		
E	Brownlee, J. Malcolm	HR		
P	Bunker, Jonathan W.	P	Berryville	Sam Miller
A	Caperton, William G.	HR		
A	Carlsson, Charles M., Jr.	HR		
E	Carr, Gwendolyn B.	ML		
E	Carrico, Thomas J., Jr.	P	Finley Memorial	Absent
E	Cathcart, C. Stevens	HR		
P	Channell, Kevin J.	P	Collierstown	Roger Lees
A	Chapman, George W.	ML		
A	Clark, Casey R.	COP	New Monmouth	Absent
A	Clark, Rachel F.	COP	New Monmouth	
A	Condro, Joseph F.	HR		
A	Conrad, Scott A.	Supply	Hot Springs	
A	Corder, William “Lee”	ML		
E	Cornish, Homer T.	HR		
E	Cox, C. William	HR		

A Craft, John K.	P	Bethany	Absent
E Cranford, April H.	P	Westminster	Absent
A Crannell, J. Scott	ML		
P Crumley, Rachel	P	Tuscarora	Eric Hulett
A Cushwa, John W.	HR		
A Dawkins, Edward C.	Supply	Nineveh	
P Dax, Betty G.	HR		
P Dent, William H., Jr.	HR		
E Dietrich, Richard S.	HR		
A Donohoe, Patricia A.	HR		
A Douty, Horace D.	HR/IP	Oxford	
P Evans, Caroline B.	P	Front Royal	Lee Bowen
A Evans, George W.	HR		
P Everhart, William G.	Supply	Sunnyside	
P Farthing, Stanley H.	Supply	Zetta	
P Fetterman, Amy	Supply	New Providence	
E Field, Robert F.	HR		
E Fisher, Merle L., Jr.	HR		
P Forbes, Thomas H.	DP	Keyser	Absent
		Piedmont	Laura Groves
P Foster, M. Kerry	P	Bridgewater	Emily Heatwole
E Franklin, John S.	HR		
E Garrison, John D.	HR		
E Goodman, William R., Jr.	HR		
E Goshorn, Robert D.	HR		
P Greenawalt, Karen J.	P	Gerrardstown	Judith Becker
A Harmon, Melissa L.	ML		
P Hay, Kevin W.	P	Middletown	Absent
E Hay, Thomas D.	HR		
P Held, Ann Reed	HR		
E Hellmuth, Barton L.	HR		
A Hendy, Susanna	ML		
A Hill, Richard H.	Supply	Beulah/Monterey	
E Hill, Robert S., Jr.	HR		
P Hill, Sarah L.	HR		
P Holden, Thomas J., III	HR		
P Hopkins, E. Reed	P	Loch Willow	Absent
P Howard, Carl D.	HR		
P Howard, David D.	P	Strasburg	Absent
E Hunt, Patricia	HR		
P Hutcheson, Fletcher, Jr.	P	Circleville	Absent
		Seneca Rocks	Absent
E Inglis, J. Leslie	HR		
P Kave, Jacob R.	SS	Broadway	
A Klein, Deborah H.	HR		
A Klein, William M.	HR		
P Lanaghan, Patrick R.	P	Timber Ridge	Donna Lanaghan
P Langdon, J. Bradford	HR/SS	Mt. Hope	
A LaPrade, Lester N., Jr.	HR		
A Lawton, James S.	HR		
A Lewis, Elizabeth	Chap	Westminster-Canterbury	
A Losher, D. Jay	ML		
E Lowe, Emory G.	HR		
A Lown, John W.	HR		
A Lowrance, William J.	HR		
P Lunde, James E., II	P	Warrenton	Michael Edwards Linda Thompson
E Macbeth, Bruce A.	HR		
A Martin, Tracie E.	PA	Opequon	
A McClintock, Lynn	ML		

P	McCoig, Dan M., Jr.	P	Winchester First	Chuck Alverson Patricia Grosso Thomas Jones
A	McCrary, Elizabeth L.	SS	Waynesboro Second	
P	McDonald, John L.	IP	Falling Waters	
A	McKune, Debra Y.	ML		
A	Miles, Larry C.	HR		
E	Moore, William L.	OM		
E	Muncy, Robert L.	HR		
E	Newman, Howard A.	HR		
P	Newquist, Gusti L.	P	Shepherdstown	Jeff Hornbeck
P	Noll, Frederick E.	IP	Bethesda	
P	Normington, Seth A.	P	Cooks Creek	Mark Williams
A	Norville, Charles K.	HR		
A	Osborne, Robert S.	HR		
E	Owen, Jan G.	HR		
E	Painter, William L., Jr.	HR		
P	Peterson, John C.	P	Covenant	Rebecca Allison Janice Rockwell
P	Pettit, Ann R.	Assoc	Massanutten	
P	Pettit, Patrick S.	IP	Augusta Stone	
A	Poland, Ernest L. Jr.	ML		
E	Pollock, Richard	HR		
P	Potter, Ronald R.	SS	Bunker Hill	
E	Price, Norman G.	HR		
A	Pyles, Elizabeth A.	P	McDowell	Absent
P	Rascoe, Clayton T.	ML		
P	Rascoe, Kathryn R.	IP	Woodstock	
P	Rayle, Kelly-Ann	PA	Lexington	
E	Reller, Charles K.	HR		
E	Rhyne, C. Thomas	HR		
P	Robertson, Helen	SS	Fairfield	
A	Ross, Anne M.	HR		
A	Ryan, Patrick S.	P	Tinkling Spring	Debra Fitzgerald-O'Connell Absent
A	Sale, M. Anderson	HR		
A	Shearer, J. David	ML		
A	Sherman, H. Wray	P	Hermitage	Ron Brower
P	Sieck, Philip L.	HR		
P	Singleton, Jacob R.	P	Staunton Third	Absent
E	Slider, C. Richard II	HR		
P	Smith, Evan R.	P	Staunton Second	Absent
P	Smith, James M.	P	Mossy Creek	Shelly James
A	Smith, Nancy A.	ML		
P	Smith, Vanessa M.	P	Hedgesville	Virginia Cobb
A	Sommer, Philip W.	HR		
P	Sorge, Stephanie	P	Trinity	Linda Bradley
E	Stanley, Arthur L.	HR		
E	Stephens, Millard M.	HR		
E	Stokes, Martin L.	HR		
A	Stow, Elizabeth J.	Chap	Westminster-Canterbury	
A	Summers-Minette, Teresa L.	HR		
E	Swezey, Charles M.	HR		
A	Symons, Charles D., Jr.	HR		
A	Thomas, Aaron Lee	P	Olivet	Absent
P	Thomas, Amanda M.	AP	Winchester First	
E	Thornton, Joel P.	DP	Ivanhoe	Absent
			Wardensville	Absent
P	Tongen, Harold M.	HR		
E	Tremba, Randall W.	HR		

P	Vaughan, Robert C.	P	Romney	Jeannie Hampton
E	Vernon, Joseph H. J.	HR		
A	von Oeyen, Jr., Robert	HR		
A	Watkins, John M.	HR		
E	Whiteley, Nancy S.	HR		
E	Wilkens, Jack B.	HR		
A	Wilson, Joan M.	ML		
E	Wilson, Stanton R.	HR		
A	Wing, Andrew P.	ML		
P	Witt, David R.	P	Opequon	Carole Fox Mary Himelright
P	Wolf, Sarah	AP	Covenant	
P	Yao, James C.	P	Moorefield	Absent
P	Yao, Nancy Meehan	AGP		
E	Young, Betty Jean	HR		
E	Young, Richard O., Sr.	HR		
P	Ytterrock, Jonathan A.	P	Mount Horeb	Absent

CHURCHES WITHOUT INSTALLED PASTORS

Augusta Stone	Absent
Ben Salem	Absent
Berkeley Springs	Absent
Bethel	David Schooley
Bethesda	Absent
Beulah	Mary Lou Cox
Bloomery	Joanne Laird
Broadway	Absent
Buckton	Lisa Schooley
Buffalo Gap	Absent
Bunker Hill	Andrew Huff
Burlington	Excused
Burnt	Absent
Clear Brook	Absent
Craigsville	Absent
Elk Branch	Absent
Elkton	Franci Edwards
Fairfield	Bonny Wilson
Falling Waters	Absent
Franklin	Absent
Glen Kirk	Absent
Goshen	Absent
Halltown	Absent
Hebron	Michael Fallin
Highland Memorial	Absent
Hot Springs	Absent
Immanuel	Absent
Lexington	Poppy Orendorf
	Absent
Little Falls	Absent
Martinsburg First	Absent
Massanutten	Doug Smith
	Skip Wissinger
McCutchen	Absent
Millboro	Absent
Monterey	Excused
Mount Carmel	Absent
Mount Hope	Absent
Mount Joy	Absent
Mount Olive	Absent
Mount Storm	Absent

New Providence	Mary Linda Wolfe
Nineveh	Sandra Ey
Oxford	Thomas Jarvis
Petersburg	Lila Frye
Pines Chapel	Absent
Rocky Spring	Absent
Ruddle	Absent
Second Opequon	Absent
Slanesville	Denise Rouse
Smyrna	Absent
Springfield	Excused
Sunnyside	Mary Jo Johnson
Tabler	Absent
Tomahawk	Maria Bock
Union	Excused
Waynesboro First	Bruce Bosselman
Waynesboro Second	Absent
Williamsville	Absent
Woodstock	Jane Runyon
Zetta	Excused

VOTING RULING ELDERS:

Commissioned Ruling Elders

A Michele Elliott	P Judy Hensley	P Mark Johnson
A Isca Mitchell	A David Omps	E Linda Reece
A Alvin Russell	P Bobby Spurgeon	P Susanne Taylor
A Paul Wolverton		

Voting Ruling Elders of Presbytery Staff or Coordinating and Planning Commission (CPC):

- P Richard Comstock, CPC
- P Donna Lanaghan, Staff

NON-VOTING VISITORS:

Special Reports

Martha Reisner, Board of Pensions David Staniunas, Presbyterian Historical Society

Visiting Ministers

Steve Willis, Presbytery of the Peaks, Interim at Hebron Church

Presbytery Staff

Kim Stroupe

Visitors

Kathy Baker	Katharine Lewis Brown	JoAnn Harman
Janis Hatfield	Betty Inskip	Mary Colleen Knapp
Betsy Ruehl	Evelyn Todd	

Teaching Elders = 55 Voting Ruling Elders = 52 Additional Guests = 12 TOTAL = 119

WELCOME

The Moderator welcomed everyone to the first Zoom meeting of the Presbytery of Shenandoah.

DOCKET

The docket was approved as presented. (See page 46)

STATED CLERK REPORT

Teaching Elder Bronwen Boswell gave the following report, *which was approved*:

I. FOR INFORMATION:

- A. Please see pages 57-63 for informational reports from the following committees: Educational Resources, Mission and Outreach, Pastoral Transition, Presbytery Administration, and Representation.
- B. The Minutes of the 2019 meetings of Shenandoah Presbytery were read and found to be without exceptions.

II. RECOMMENDATIONS: (all approved)

- A. That Presbytery excuse from attendance from all or part of this stated meeting those ministers who submit such a request.
- B. That Presbytery receive the minutes of the commission to ordain and install Teaching Elder Robert Vaughan at the Romney Church as found on page 47.
- C. That Presbytery approve the minutes from the February 22, 2020, meeting of Presbytery as distributed.

ASSOCIATE GENERAL PRESBYTER

Teaching Elder Nancy Meehan Yao reported on the following:

- Worship surveys – 68 congregations responded to the survey that was sent in July reporting the following:
 - 17 have resumed in-person worship (with 2 having to stop due to positive Covid-19 cases within the church)
 - 4 are doing drive-in type worship
 - The remainder are doing online worship.
- This summer's Bible Study on Matthew 25 can be found on the Shenandoah Presbytery YouTube site
- PW Horizons Bible Study will be via Zoom on September 19
- Preaching workshop for ruling elders will be held September 14, 21, and 28 at 7:00 p.m.
- Moffett Grant applications are due October 8. Applications can be found on the ShenPres website
- Mandatory boundary training will be held in the fall. The training is required every three years.

PRESBYTERIAN HISTORICAL SOCIETY

David Staniunas gave a brief reminder of what the Historical Society does for the Denomination.

BOARD OF PENSIONS

Martha Reisner gave updates on what the Board has to offer in 2021.

GENERAL ASSEMBLY COMMISSIONER REPORTS

TEs Howard Boswell and Amanda Thomas, along with REs Kathy Baker and Jeff Hornbeck, gave reports on the 224th General Assembly.

COMMITTEE ON NOMINATIONS

Honorably Retired Teaching Elder Brad Langdon, chair, gave the following report, *which was approved*:

I. Recommend that Presbytery elect the following to serve:

Committee on Educational Resources:
Class of 2022: John Dull (Tinkling Spring)

Committee on Mission and Outreach:

Vice-Chair: Teaching Elder Helen “Punker” Robertson (Fairfield & Williamsville)

Class of 2021: Isabel Chewning (New Providence)

Committee on Preparation for Ministry

Class of 2022: Tina Glenn (Rocky Spring)

- II. Recommend that the Committee on Nominations of Shenandoah Presbytery assume the duty to recommend persons from Shenandoah Presbytery for nomination to serve on four Permanent Synod Committees (Nomination Committee, Jubilee, Committee on Representation, and Synod Permanent Judicial Commission) as required.
- III. Grant an exception so that Sarah Hill, teaching elder at Mt. Carmel Presbyterian Church, and co-chair of the Committee on Educational Resources, may serve one additional year, for the Class of 2021, when her current term expires this December.

There were no nominations from the floor.

COMMITTEE ON NEW CONGREGATIONAL DEVELOPMENT

Committee on New Congregational Development continues to support, encourage and pray for our New Worshiping Communities including Stephen City 2: the Stephen City Food Bank and Faith on Tap in Stephen City, VA; Church of the Wild Two Rivers in Shepherdstown, WV and our newest NWC that is still in the planning stages, The Community Cup in Martinsburg, WV. If you are interested in or are thinking about a New Worshiping Community, please contact one of the members of the CNCD. We would love to listen and talk together to find out what God might want to start.

COORDINATING AND PLANNING COMMISSION

The Coordinating and Planning Commission met via Zoom on April 28 and July 28 and conducted the following business:

I. FOR INFORMATION:

Heard reports from all committees of the Presbytery.

I. ACTIONS TAKEN:

Cancelled the May 2020 Stated Meeting of Shenandoah Presbytery per the Executive Orders of both Virginia and West Virginia in relation to Covid-19.

Approved the following business related to the above action:

- A. Granted the status of honorable retirement to Rev. Deborah H. Klein effective May 31, 2020.
- B. Granted the status of honorable retirement to Rev. William M. Klein effective May 31, 2020.
- C. Granted the status of honorable retirement to Rev. William J. Lowrance effective June 1, 2020.
- D. Approved the changes in terms of call report for installed pastors for 2019-2020.
- E. Approved the following nominees to serve:
 - Committee on Educational Resources - Renata Kamp, Class of 2021 (Warrenton)
 - Committee on Mission and Outreach – RE Mac Sterrett, Class of 2021 (Augusta Stone)
TE Rob Vaughan, Class of 2022 (Romney)
 - Committee on New Church Development – TE Gusti Newquist, Class of 2022 (Shepherdstown)
 - Committee on Pastoral Transitions – TE Karen Allamon, Class of 2022 (Staunton-First)
 - Committee on Relational Ministry – TE Jamie Smith, Class of 2022 (Mossy Creek)
RE Beth Smith, Class of 2022 (Massanutten)
- F. Approved the annual reports of ministers, candidates, inquirers, DCE’s and churches for the year December 31, 2019.

G. Approved the statistical reports summary for the year ending December 31, 2019.

H. Approved the financial review for the year ending December 31, 2019.

III. RECOMMENDATION:

The Coordinating and Planning Commission commends the resolution from the Trinity Session to the Presbytery as stated:

In this moment, when Black women like Althea Bernstein and Oluwatoyin Salau, and especially Black trans women like Riah Milton, Dominique "Rem'mie" Fells, and Nina Pop are facing brutalization and death because of the intersections of race and gender, it is imperative that we lift up and honor the ways that black women and girls are disproportionately affected by the systems of white supremacy and misogynoir in communities, the church, and society at large. We cannot sit by and allow Black women and girls to remain invisible. We must confess that we have participated in structural sin that has exploited, abused, and dehumanized Black women and girls. We affirm the imago dei of Black women and girls as we recognize their cries. The Presbytery of Shenandoah confesses the failure of the 224th General Assembly to include this statement in the affirmation that Black Lives Matter. We commit to listening and in the work of racial justice, attending to the particularity of the plight of Black women and girls.

Teaching Elder Stephanie Sorge, Trinity Church, gave a brief rationale of the above resolution from Trinity's Session. After discussion, the following amendment to the motion was made from the floor:

That the resolution be amended by removing all names.

The amendment failed 65-17.

The following amendment to the motion was made from the floor:

That the resolution be amended by adding the following sentence at the end: *This resolution is to be forwarded to the Stated Clerk of the General Assembly as well as to all congregations in the Presbytery of Shenandoah.*

The amendment passed 78-1.

The above resolution was approved as amended 76-1.

COMMITTEE ON PREPARATION FOR MINISTRY

Teaching Elder Kate Rascoe, chair, asked for prayer for the four inquirers and two candidates under the care of CPM.

COMMITTEE ON CHURCH VITALITY AND TRANSFORMATIO

Teaching Elder David Witt, chair, reported they continue to meet monthly via Zoom and have been focusing on sharing what is happening within our churches and communities, new developments in ministry, and how to offer and communicate support to congregations. TE Witt lifted the book Canoeing the Mountains: Creative Leadership in Unchartered Territory, by Tod Bolsinger, that takes an in-depth look about what it means to be about adaptive change.

Mary Colleen Knapp of Trinity Church gave a report on their most recent ministry mission. Trinity Church, already a Matthew 25 congregation, discussed how to help their immigrant neighbors with the long application process to citizenship. The most pressing need is transportation to the Northern Virginia area to check-in with various government agencies. The Valley Area Network for Immigrant Transportation (VANITA) was established and was doing well until Covid-19. Trinity House Church began working with New Bridges to raise funds for immediate needs since those in the area were not getting stimulus checks. The goal was \$50,000 and thus far over \$90,000 has been raised.

See pages 48-49 for full report

COMMITTEE ON RELATIONAL MINISTRY

Honorably Retired Teaching Elder Betty Dax, chair, made the following recommendations on behalf of the committee, *which were approved*:

- A. That Presbytery approve the revised Sabbatical Leave Policy as found on pages 51-52.
- B. That Presbytery approve the revised Salary Policy as found on pages 53-56.

After discussion, the following motion was made from the floor, seconded and approved 58-2:

Remove the following sentence from the Salary Policy: The term “cash salary” describes the cash amount of compensation paid to the teaching elder annually, EXCLUDING a housing allowance

The amended Salary Policy was approved 64-2

For a full report, see page 50

ADJOURNMENT

The meeting adjourned at 1:15 p.m. with prayer by the Moderator. The Presbytery will meet in stated session on Tuesday, November 17. Time and place to be determined.

Richard Comstock, Moderator

Bronwen W. Boswell, Stated Clerk

Kim Stroupe, Recording Clerk

SPECIAL RULES OF ORDER AND STANDING RULES for Electronic Meetings of Shenandoah Presbytery

For the purpose of any electronic meetings of the Shenandoah Presbytery conducted before a regular or special meeting may be convened in person to formally adopt rules for future electronic meetings, the Presbytery approves these special rules of order and suspends any standing rules that interfere with them:

1. All business of the meeting will be conducted using Zoom and features of that platform for simultaneous visual and aural communication, seeking recognition, and vote taking.
 - a. Dialing in by phone alone without using the Zoom client for laptop/desktop computers or the Zoom app for tablets or smartphones is not be permitted because of the limited tools available to interact meaningfully with the other participants in the meeting.
 - b. Additional technical guidance will be provided separately by the planning team and will offer opportunities to practice using Zoom in advance of any online meeting of the Presbytery.
2. The presence of a quorum shall be established by sign-in to Zoom and joining the meeting. The continued presence of a quorum shall be determined by the online list of participating members.
3. While every effort will be made to provide stable access to the platform, participants are responsible for their own audio and internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.
4. Greetings, reports, ceremonies, worship services, and other elements ordinarily included in meetings of the Presbytery but unrelated to items of business may be included, altered, or omitted at the discretion of the planning team.
5. To be enrolled as participants with voice and/or vote, minister members, commissioners, and corresponding members must use the free Zoom software appropriate for their device.
6. All voting participants are required to join the meeting on individual devices (one person, one device). This preserves the right of each voting member to vote individually. (If more than one device is being used in the same room, the microphone and speaker on all but one device must be muted to prevent feedback.)
7. Upon entering the meeting, all participants must ensure that the participant's name displayed by Zoom conforms to the following examples so that the moderator and stated clerk can verify the status of each participant with voice and vote or voice only:
 - Minister/Teaching Elder member: "Firstname Lastname /TE"
 - Ruling Elder Commissioner from congregations: "Firstname Lastname /REC/ Church Name"
 - Ruling Elder Certified Christian Educator: "Firstname Lastname /RE/CCE"
 - Commissioned Ruling Elder currently serving a church: "Firstname Lastname /CRE/ Church Name"
 - Corresponding Member: "Firstname Lastname /CM/Organization"
 - Visitor: "Firstname Lastname /Visitor/ Church or Organization"

8. Participants will ensure their own microphones remain muted unless recognized by the moderator to speak.
9. The “raise hand” feature on the participant list in Zoom will be used both for seeking recognition from the moderator and for voting when directed by the moderator. Participants will be recognized only using the “raise hand” feature, not by waving at the computer or device camera.
10. Zoom’s “chat” feature in a meeting of the presbytery will be limited to communicating only with the Stated Clerk and electronic hosts of the Zoom meeting, like passing a note to the Stated Clerk during a meeting.
11. Any motion other than a procedural one should be entered in writing into the participant “chat” to the appointed person if possible before seeking recognition using the “raise hand” feature. When recognized by the moderator, participants should state that the text of the motion is in the chat, and then make the motion. No motion will be brought before the meeting from chat until after the speaker is recognized by the moderator. Submitting a motion in chat *does not* jump the line waiting to be recognized.
12. A vote will normally be taken by using the green (yes) and red (no) buttons on the participants screen, or using the means of a raised hand by phone.

When the moderator seeks unanimous consent, only those who object to unanimous consent will be asked to indicate that by a raised hand (🙋) by phone or a red “x”(❌) on the participants list; to avoid confusion, no one who consents should take any action to indicate consent.

DOCKET

- 10:00 a.m. Call to Order and Prayer
- 10:05 a.m. General Presbyter: Electronic Meeting Recommendation
- 10:10 a.m. Worship
- 10:30 a.m. Meeting Instructions
Determining a Quorum
Procedural Rules
Welcome and Introduction of Guests
Adoption of the Docket
Report of the Stated Clerk – TE Bronwen Boswell
Report of the Associate General Presbyter – TE Nancy Meehan Yao
- 10:50 a.m. Presbyterian Historical Society – David Staniunas
- 10:55 a.m. Board of Pensions – Martha Reisner
- 11:10 a.m. General Assembly Commissioner Reports
- 11:20 a.m. Committee on Nominations – Brad Langdon
- 11:30 a.m. Committee on New Congregational Development – Karen Greenawalt
- 11:35 a.m. Coordinating and Planning Commission – Rachel Crumley
- 11:50 a.m. Committee on Preparation for Ministry – Kate Rascoe
- 11:55 a.m. Committee on Church Vitality and Transformation – David Witt
- 12:05 p.m. Committee on Relational Ministry – Betty Dax
- 12:15 p.m. Anticipated Adjournment

MINUTES OF COMMISSION TO ORDAIN AND INSTALL THE REV. ROBERT VAUGHAN, as pastor of the Romney Presbyterian Church of Romney, West Virginia. In accordance with the appointment of the Committee on Pastoral Transition, the commission convened at the Romney Presbyterian Church, on Sunday, March 14, 2020 at 3:30 p.m.

Commission members present: Teaching Elders: Kevin Hay, Ann Pettit, and Nancy Meehan Yao
Ruling Elders: Kathy Kuykendall (Romney) and Lynn West (Moorefield)

Also invited were Teaching Elder Judith Fulp-Eickstaedt from National Capital Presbytery and Teaching Elder Bronwen Boswell, General Presbyter/Stated Clerk, in place of Moderator Richard Comstock and Teaching Elder James Yao from Moorefield Church.

A quorum was present.

Bronwen Boswell, convener, called the commission to order and led in prayer. The commission elected Bronwen Boswell as moderator and Nancy Meehan Yao as recording clerk.

The congregation was called to worship. Judith Fulp-Eickstaedt preached the sermon on the subject “Life and Death, Blessings and Curses” from Romans 7:15-25a. Bronwen Boswell stated the proceedings of the presbytery preparatory to the ordination and pointed out its nature and importance; Bronwen then asked the questions of the candidate and Kathy Kuykendall asked the questions of the congregation. These being answered in the affirmative and with prayer led by Kevin Hay, the commission ordained Robert Vaughan to the ordered ministry of teaching elder as a minister of the Word and Sacrament and installed him as pastor of the Romney Presbyterian Church.

Bronwen Boswell delivered the charge to the congregation, and Kevin Hay delivered the charge to the pastor.

At the conclusion of the service the newly ordained and installed pastor made a brief statement and pronounced the benediction.

After the installation service the officers and members of the church came forward to their pastor and gave him an appropriate expression of cordial reception and affectionate regard.

Bronwen Boswell, Moderator
Nancy Meehan Yao, Clerk

COMMITTEE ON CHURCH VITALITY AND TRANSFORMATION (CCVT)

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

CCVT Members: David Witt, chair; Phil Sommer, vice-chair; Malcolm Brownlee, Rick Comstock, Ed Dawkins, JoAnn Harmon, Tracie Martin, Juliana Ritchie, Karen Thatcher; Nancy Meehan Yao, Associate General Presbyter, Staff Support

Report to Shenandoah Presbytery – August 22, 2020

We will look forward to testimonies this year at the presbytery meetings from Trinity and Opequon churches, both who have gone through the CAT process and have been journeying forward through a season of visioning with their installed pastors. Trinity will report in August, Opequon in November.

✓ **CAT Application**

Patrick Pettit, Nancy Meehan Yao, Bronwen Boswell, and David Witt met via ZOOM to discuss next steps in the process of training a team of “super CAT consultants,” who would accompany a congregation for a season (possibly 1-2 years) as the congregation utilizes the CAT during a pastoral transition or in a planning/visioning process and then seeks to apply and implement the results of the CAT in designing mission and ministry. This will bring CCVT, CPT, and the presbytery staff together in an intentionally collaborative process. Follow-up is ongoing.

✓ **Grants to Churches for Innovative Worship**

CCVT has awarded 14 grants since March, totaling just under \$10,000, all the grants for the advancement of technology for worship, both hardware and connections (ZOOM). These grants have come from the 2018 Fund, which was originally for \$3,000 per year, 3 grants per year, with a single congregation receiving up to \$1,000 per year. The application is on the presbytery website, has been highlighted at presbytery meetings, and has been included in recent e-letters. Considering the COVID pandemic, CCVT has set aside the limit of three grants per year but reaffirmed the \$1,000 maximum per year to one congregation. CPA graciously and generously allocated \$5,000 in additional funds for CCVT to award; all of those funds have now been awarded. Thankfully, CPA has now made additional funds available, based on the dire and growing need. These grants are making virtual worship available now within many communities and will be useful for ministry through worship and other areas in the future. We invite churches to seriously consider applying for grants as you make changes, modifications, and improvements in this season of life and ministry in the world. Please do not hesitate to apply. Applications are found on the website and should be emailed to David Witt (pastor@opequonchurch.org) or mailed to him at 217 Opequon Church Lane, Winchester, VA 22602.

Grants Have Been Awarded to the following churches:

Beulah, Bridgewater, Buckton, Buena Vista, Finley Memorial, Lexington, Loch Willow, Middletown, Monterey, Moorefield, Nineveh, Romney, Timber Ridge, Waynesboro Second, Westminster, Woodstock and Waynesboro area churches.

Recent ZOOM Meetings

At our recent meetings, we have focused on sharing what was happening within our churches and communities, new developments in ministry, and how we could offer and communicate support to congregations. While we solicited ideas and resources for ministry/outreach through request in the presbytery e-letter, we didn't receive any. We have discussed financial implications, the Board of Pensions deferment, loan applications, the mental health of pastors, helping people grieve, what to do when people/pastors get sick, and disaster plans for congregations. We certainly want people to share their needs in this season of crisis/concern/distancing/isolation.

At our August meeting, we will be discussing how current changes and developments will impact our churches in the future and how we will make modifications in working with them. How can we best engage congregations? What are the best resources in this season and in these changing times? Going forward, we will encourage congregations to think critically about the following:

- For what are you grateful?
- What are the opportunities going forward?
- How is the Church becoming something new and different?
- What have you learned? What will you do in the future?

And we will ask, “How can we listen to help/accompany/empower the churches of Shenandoah Presbytery?”

✓ **Today’s Presentation**

- ❖ **CCVT is pleased to present a special report from special people from a special church at the presbytery meeting today...we celebrate Trinity Presbyterian Church of Harrisonburg, Virginia!**

COMMITTEE ON RELATIONAL MINISTRY (CRM)

I. FOR INFORMATION: CRM met via Zoom in March, April, May & July

II. ACTIONS TAKEN:

- A. Renewed the temporary supply contract between the Mt. Carmel Session and TE Sarah Hill from October 6, 2020-October 5, 2021.
- B. Transferred the membership of Teaching Elder Martin Stokes, Honorably Retired, to the Presbytery of Providence effective April 2, 2020.
- C. Renewed the supply pastor contract between the Craigsville Session and TE Gwen Carr from March 1, 2020-February 28, 2021.
- D. Renewed the commissioned ruling elder contract between the Union Session and CRE Judy Hensley from March 1, 2020-February 28, 2021.
- E. Renewed the commissioned ruling elder contract between the Buckton Session and CRE Mark Johnson from February 24, 2020-February 23, 2021.
- F. Renewed the parish associate contract between the Opequon Session and TE Tracie Martin from April 1, 2020-March 31, 2021.
- G. Renewed the revised terms of call between the Keyser and Piedmont churches and TE Tom Forbes beginning February 17, 2020.
- H. Renewed the commissioned ruling elder contract between the Little Falls Session and CRE Paul Wolverton from April 1, 2020-March 31 2021
- I. Renewed the recommissioning of Ruling Elder Mark Johnson to the Bloomery Church through December 31, 2022.
- J. Renewed the recommissioning of Ruling Elder Judy Hensley to the Union Church through December 31, 2022.
- K. Renewed the temporary supply contract between the Elk Branch Session and David Beeson from April 1, 2020-April 1, 2021.
- L. Renewed the temporary supply contract between the Buffalo Gap Session and Teaching Elder Gwen Carr from March 1, 2020-February 28, 2021.
- M. Renewed the temporary supply contract between the Lexington Session and Teaching Elder Kelly-Ann Rayle from May 1-November 30, 2020, pending signature of the clerk of session.
- N. Renewed the temporary supply contract between the Fairfield Session and Helen "Punker" Robertson from July 1, 2020-June 30, 2021.
- O. Renewed the commissioned ruling elder contract between the Burlington Session and Linda Reece from May 1, 2020-April 30, 2021.
- P. Renewed the commissioned ruling elder contract between the Springfield Session and Linda Reece from May 1, 2020-April 30, 2021.
- Q. Renewed the temporary supply contract between the Broadway Session and Jacob Kave from July 1, 2020-June 30, 2021.
- R. Renewed the temporary supply contract between the Clear Brook and Highland Memorial sessions and Charly Franks from August 1, 2020-July 31, 2021.
- S. Renewed the contractual relationship between the Mt. Olive Session and Stacy Meyerhoffer, James Smith, and Tom Holden from June 1, 2020-June 1, 2021.

Sabbatical Leave Policy for Pastors and Certified Educators in Shenandoah Presbytery

Approved at Presbytery October 28, 2003

Revised by Presbytery August 22, 2020

Policy statement:

The Presbytery of Shenandoah requires that all new calls for **full-time**, installed pastors and **fulltime** Certified Christian Educators include a compensated sabbatical of at least three (3) months after six (6) years of service to a particular position.

Book of Order G-3.0303c

{Presbytery} establish minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery

Minister or Educator responsibilities:

1. To bring at least six (6) months prior to the sabbatical a written proposal including a detailed description of the Sabbatical, the goals to be achieved and the expected benefits for the person and for the congregation along with a personal statement as to why this Sabbatical would be valuable.
2. Consult with the Session in bringing up to date all pending responsibilities before departing on a sabbatical and participating with the Session in preparing the congregation for the sabbatical period.
3. Upon return, to remain in the present position at least one year and to join with the congregation in reflecting upon the value and benefit.

Session Responsibilities:

1. To budget from the first year of service, money that can be accrued for the use of the session in meeting any additional expenses required to provide alternative leadership for the church during the Sabbatical.
2. To receive the minister or educator's proposal for a sabbatical at least six (6) months in advance of the intended commencement of the sabbatical.
3. Upon receipt of the proposal for a sabbatical, to begin developing a congregational plan for the Sabbatical, listing their goals and the financial implications.
4. Consult with the minister or educator in bringing up to date all pending responsibilities before a sabbatical and taking responsibility in preparing the congregation for the sabbatical period.
5. Upon completion of the sabbatical, to join with both the pastor/educator and congregation in reflecting upon the value and benefits of the sabbatical.

Additional guidance is provided in the "Shenandoah Presbytery Sabbatical Policy Details and Rationale" on the reverse.

Shenandoah Presbytery Sabbatical Leave Policy Details and Rationale

Sabbatical is a time for rest and renewal and supports future growth. “Sabbatical” means every seventh years. Sabbatical leave is an extension of the Biblical concept of a Sabbath day and a Sabbath year for renewal. It is both an act of faith that God will sustain us through a period of reflection and changed activity and an occasion for recovery and renewal of vital energies.

In Shenandoah Presbytery the normal Sabbatical shall be three months with allowance made for extending that period by adding accrued vacation and study leave.

Purpose: For the minister, sabbatical leave is a carefully planned period in which a pastor is granted leave away from normal ministerial responsibilities in order to spend an extended period in study and reflection. Sabbatical leave is not a vacation, nor is it expressly continuing education.

For the congregation, sabbatical leave can allow the people to re-establish their corporate memory or clarify their identity as a congregation. Without the normal relationships and patterns of reliance that a pastorate can create, the congregation recovers their own sense of ministry to the church and to each other. The Sabbatical is an opportunity to identify new patterns that can strengthen the church.

The desired purpose for any Sabbatical should be clearly defined in writing by the minister or educator upon requesting the Sabbatical and by the Session in making plans for the congregational Sabbatical.

Eligibility: A Sabbatical shall be a part of every new call for installed **full-time** pastors in the Presbytery and Certified Educators **working full-time**. The minister or educator may take Sabbatical in the seventh year of service in that position or at another time agreed upon by the pastor/certified educator and the session. It is expected that a minister or educator will remain in their present position at least for one year following a Sabbatical.

Funding: During the Sabbatical, the church will continue the minister or educator’s salary, pension/medical benefits, book and study allowance at the same level as those in effect at the time of the Sabbatical leave. The Church will also contract for substitute pastoral or educational ministry during the period of the Sabbatical.

Although on the face of it, the Sabbatical may seem like yet another financial burden for the local congregation to bear, it is a minor investment in long ministries and the future health of the congregation.

Clergy, educators and churches are encouraged to set aside funds each year in anticipation of the Sabbatical leave. A number of resources in the Presbytery, Synod and denomination are available to assist church professionals in funding Sabbatical projects.

Sabbatical Request Process: A request for Sabbatical must be made in writing to the Session at least six months before the Sabbatical is to begin. The request should include a detailed description of the Sabbatical, the goals to be achieved and the expected benefits for the person and for the congregation along with a personal statement as to why this Sabbatical would be valuable.

The Session would then begin to create their own plan for the Sabbatical, listing their goals and the financial implications. It is the responsibility of the Session, along with the minister or educator, to build support among the congregation in preparation for the Sabbatical.

Re-Entry: Upon return from Sabbatical, it is strongly suggested that the clergy or educator, along with the congregation, share together the details of the leave as well as reflections on its value and benefit.

SHENANDOAH PRESBYTERY SALARY POLICY
FOR INSTALLED POSITIONS

Approved by Presbytery February 11, 2017
 Revised by Presbytery August 24, 2019
Revised by Presbytery August 22, 2020

The purpose of this salary policy is to assist Pastor Nominating Committees (PNC) in negotiating the Covenant Agreement/Terms of Call between a **full-time** pastor nominee and the PNC, and completing the Pastoral Call Form. Resources used to prepare this policy includes the *Book of Order, Understanding Effective Salary* (published by Board of Pensions), IRS regulations, and policies established by the Shenandoah Presbytery.

Terms of Call are prepared as a part of the pastoral calling agreement with a new **full-time** pastor and as part of an annual review of the terms of call. A PNC negotiates the Terms of Call with a pastor nominee. Once terms are mutually agreed upon, the pastoral call form is completed **and** submitted to the Committee on Pastoral Transition (CPT) for review. ~~and becomes a part of the examination of the pastor by the examination committee.~~

All terms of call between churches and pastors or associate pastors in the Shenandoah Presbytery shall include the requirement that the financial terms of call be reviewed annually by the congregation. *“The session shall review annually the minister's terms of call...” (Book of Order, G-2.0804).* The terms of call includes compensation paid to the pastor, reimbursable expenses and allowances necessary to carry out the responsibilities of the position, required benefits, as well as vacation and/or other leave. The guidelines will describe each of these categories.

Personal Compensation

The Book of Order provides for the presbytery to have the authority to *“establish minimum compensation standards for pastoral calls” (G-3.0303c).* In accordance with this mandate, and encompassing both Board of Pensions calculations and IRS calculations in relation to clergy compensation, the Shenandoah Presbytery established minimum cash salary **is a two point calculation,** as follows:

Calls with a manse	
Minimum cash salary	Hours per week
\$33,000	40
\$24,750	30
\$16,500	20
\$8,250	10

Calls w/housing allowance	
Minimum cash salary	Hours per week
\$45,000	40
\$33,750	30
\$22,500	20
\$11,250	10

- A. ~~For installed positions that provide a manse, the minimum cash salary is \$33,000.00. Calculations for BOP and IRS allowances to be negotiated in the Terms of Call.~~
- B. ~~For installed positions that have a housing allowance, the figures includes the minimum cash salary established above plus the minimum housing allowance; therefore the total cash outlay for congregations shall be \$45,000.00, with the distribution for BOP dues and IRS Housing Allowances to be negotiated in the Terms of Call.~~

Presbytery recommends that the following factors be considered in determining equitable compensation above the minimum:

- Education
- Experience
- Size of congregation served
- Any special needs and exceptional expenses
- Cost of living in the area

“Effective salary”, as defined by the Board of Pensions, is “Any compensation received during a Plan Year, *including*, but not limited to, any sums paid as a housing (including utilities and furnishings) allowance”. Please refer to the guide *Understanding Effective Salary* <http://www.pensions.org/file/what-we-offer/benefits-guidance/forms-documents/Documents/pln-103.pdf> published by the Board of Pensions for more definitive information.

There are two allowances related to housing which are included as part of effective salary:

- *Use of a manse*: When a manse is provided, a utilities and furnishings and appurtenances allowance (to the extent these are paid for by the teaching elder). IRS regulations should be consulted but, generally speaking, any household expense is considered furnishings and appurtenances with the exceptions of food and maid service. This is part of Board of Pensions total effective salary and part of the teaching elder’s compensation package.
- *Provision for personally-owned housing*: The housing allowance includes either the lesser of the actual cost to maintain a home, including mortgage payments, utilities, and furnishings, and appurtenances, or fair rental value for personally owned housing plus utilities, furnishings, and appurtenances. **The established minimum for this item is \$12,000.**

As defined by the IRS, a “housing allowance” includes: Rental value of both the house and its furnishings, utilities, annual purchases of furnishing, taxes, interest, etc., virtually every household expense except food and maid service. This regulation applies whether or not a manse is provided. The Pastoral Call Worksheet provides very definitive guidance in determining how the Board of Pensions defines housing allowance to be included in total effective salary. The IRS and Board of Pensions differ in their description of housing allowance. (*Refer to IRS publication 517 for income tax requirements related to housing allowance.*)

Other compensation

Deferred income: Deferred income includes a Housing Equity Fund when a teaching elder is required to live in a manse. The Board of Pensions defines an equity allowance as "sums paid or contributed by an employing organization to a deferred compensation plan or other account on behalf of a member residing in a manse to compensate for equity which the member forgoes by not owning his or her own residence." The policy of Shenandoah Presbytery is that a minimum contribution of \$100.00 a month invested in a Housing Equity Fund shall be included in terms of call when a pastor is required to live in a manse. An amount at least equal to the minimum shall be paid on a monthly or quarterly basis by the church treasurer to an account selected by the teaching elder, subject to approval by CPT or CRM, as appropriate. The purpose of a Housing Equity Fund is to enable a pastor who lives in a church provided manse to build equity for future personally owned housing. Please refer to the Housing Equity Fund Policy on the Presbytery web site for more definitive information.

<http://shenpres.org/wp-content/uploads/2019/04/Equity-fund-policy.pdf>

- Other compensation which would be included as a part of deferred income may be annuities, retirement savings accounts, and other annual contributions. Contributions qualifying as deferred income and made by the church on behalf of the teaching elder are part of effective salary under Board of Pensions.
- Additional SECA (above the 50% required) (*optional*)

Reimbursable Expenses and Allowances

Presbytery requires the inclusion of the following in the pastoral call form:

- When the teaching elder owns and maintains an automobile for the performance of professional duties, the church shall provide as a *minimum allowance* an amount equal to that permitted by IRS. Record keeping on mileage is the joint responsibility of the teaching elder and congregation. The minimum amount for this expense is \$1,200 per year.

- Minimum of \$500 per year for business and professional books, and subscriptions. These funds may be accumulated over a period up to three (3) years with approval of session.
- Minimum of \$500.00 per year for continuing education allowance to provide reimbursement to the teaching elder for costs related to professional seminars, classes, etc. Teaching elders shall be granted two weeks' continuing education annually, with the provision that the teaching elder, after consultation with and approval by the session, may accumulate this leave for up to six weeks. Continuing education provides an opportunity for renewal and growth spiritually and professionally for the teaching elder.
- To sustain the Shenandoah Presbytery's Sabbatical Leave Policy, the calling congregation is required to set aside a minimum of \$500 per year to fulfill the Session Responsibilities as detailed in 13.3, line one of the policy: "13.3.- Session Responsibilities: To budget from the first year of service, money that can be accrued for the use of the session in meeting any additional expenses required to provide alternative leadership for the church during the Sabbatical."
- Moving expenses for a teaching elder's household and professional items to the field of a new call is the responsibility of the congregation.

Required Benefits

Terms of call *"shall include participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly."* (Book of Order G-2.0804)

The PC(USA) requires:

- All terms of call include the provision of Major Medical and Group Life Insurance for every ~~full~~ **time installed** teaching elder as available through the Board of Pensions.
- Congregations assume cost of participation of the teaching elder in the pension and disability program through the Board of Pensions.

The Board of Pensions has an established effective salary basis on which all computations for benefits shall be based when the effective salary is below that amount.

Churches shall reimburse teaching elders for 50% of their total SECA liability. Teaching Elders are considered self-employed for social security tax purposes and come under the Self-Employment Contributions Act (SECA). This reimbursement is not part of Board of Pensions total effective salary. When a church wishes to provide an additional amount over the 50% of SECA liability, that amount is included in Board of Pensions total effective salary and is part of the teaching elder's compensation package.

Vacation, Leave & Other

It is important for the teaching elder, session, and the congregation to recognize and respect the need for the teaching elder to have time away from the responsibilities of pastoral service. Family vacations and continuing education opportunities give time for renewal of body, mind, and spirit, as well as reflection and relaxation. Terms of call shall include:

- Four weeks annual paid vacation, including four Sundays
- Two weeks annual study leave with pay, including two Sundays. Funds and leave time may be accumulated up to and including three years with agreement of the session.
- Inclusion of opportunity for sabbatical leave at the end of 6 years of service. An amount shall be budgeted annually to enable the session to offset expenses required to provide alternative leadership during the period of the sabbatical.

Shenandoah Presbytery encourages all teaching elders to schedule one day each week as a day off. Sessions and congregations are strongly encouraged to assist the teaching elder in observing this set aside time on a regular basis.

Total Disability or Death

The policy of Shenandoah Presbytery in the case of total disability or death of a teaching elder while serving as an installed pastor stipulates that the congregation continue the salary for a period of three months, and either occupation of the manse or other suitable housing rent free for a period of six months, or a continuation of the housing allowance for six months for personally owned housing.

Distribution of Pastoral Call Form

- Copy of the form completed by PNC, and agreed to by teaching elder, submitted to CPT prior to Exam (No information on terms of call are shared with session at this stage unless the negotiated effective salary is over and above the maximum effective salary listed on the MIF.)
- After exam and approval by CPT, the terms of call are shared with the congregation and session at the congregational meeting called to present information on the candidate, and to vote to approve the PNC recommendation.
- Following the congregational meeting, the pastoral call form is signed by the moderator of the congregational meeting, as shown on the form, and the original submitted to CPT; a copy becomes a part of the official minutes of the meeting; and a copy may be sent to the candidate.

COMMITTEE ON EDUCATIONAL RESOURCES (CER)

The CER met in June and July by Zoom.

The deadline for applications for camps and conferences was on June 1. One application was granted in the amount of \$1,300. That award was based on the strategy and development of a plan to keep all participants within their own family groupings. Strict measures were set out to assure everyone involved followed Covid-19 restrictions.

The deadline for higher education applications for scholarships was July 15. We received 23 applications representing 10 churches. The amount awarded was \$11,500. It was noted by the committee that the number of applications and participating churches has significantly increased over the past several years. The funds came from the following invested accounts: Blue, Brown & Hogshead, McClung and Grafton.

Rev. Nancy Meehan Yao will provide an overview of the Presbyterian Women's Horizon's Bible Study by Zoom on Saturday, September 19.

CER Members

Tommy Carrico, (TE)

Sarah Wolfe, (TE)

Amanda Thomas, (TE)

Cliff Gilchrest (RE)

Sarah Hill (TE) – co chair

April Cranford (TE)- co chair

COMMITTEE ON MISSION AND OUTREACH (CMO)

At the February meeting of the Committee on Mission and Outreach, we approved the request from Living Waters team for \$3250.00 to build a model of the water filtration system used in their projects. Also approved the request for \$5000.00 to be released from line item Water Projects to help support the work of Living Waters in Guatemala. Approved the request for \$5000.00 from the Bolling Hobson Fund/Mission Work Reserve and to become partners with the Voices of Jubilee, who was endorsed by the Mid-Atlantic Synod

At the March meeting of the Committee on Mission and Outreach, we voted to add the word of Faith Food Pantry and the Sherando Food Pantry to the Hunger Fund Distribution list.

At the May meeting we voted to approve the request for \$5000.00 from the Domestic Mission Reserves to the Thermal Shelter of Front Royal.

This report is given by the Committee on Mission and Outreach.

COMMITTEE ON PASTORAL TRANSITION (CPT)

I. FOR INFORMATION:

CPT met via Zoom in March (twice), April, May, June and August

II. ACTIONS TAKEN:

- A. Appointed the following moderators and liaisons:
Ben Salem: Larry Miles as moderator
Berkeley Springs: John McDonald as moderator
Lexington: Kevin Channel as liaison and John Peterson as moderator
Massanutten: Ann Pettit as moderator
Mt. Olive: Jamie Smith as moderator
Waynesboro First: Karen Allamon as liaison
- B. Approved the following interim ministry information forms and authorized Kim Stroupe to input the data onto the Church Leadership Connection web site:
Franklin/Ruddle, Hebron, Lexington, and Waynesboro First
- C. Approved the CAT reports from Massanutten and Woodstock churches.
- D. Granted permission for Massanutten and Woodstock churches to form pastor nominating committees:
- E. Appointed John Lown to serve as mentor to commissioned ruling elder Susanne Taylor
- F. Approved renewing the interim contract between the Augusta Stone Session and Teaching Elder Patrick Pettit from April 1-October 1, 2020.
- G. Approved the commission to ordain and install Robert Vaughan at the Romney Church on Saturday, March 14, 4:00 p.m.:
- H. Approved adding Honorably Retired Teaching Elder Bill Reinhold to the supply list. (TE Reinhold lives in the bounds of Shenandoah Presbytery and retains his membership in Coastal Carolina Presbytery.)
- I. Approved the supply contract between the Mt. Carmel Session and Teaching Elder Sarah Hill from April 1-October 5, 2020.
- J. Approved renewing the interim contract between the Falling Waters Session and Teaching Elder John McDonald from July 1, 2020-June 30, 2021.
- K. Sustained the examination of Teaching Elder Steve Willis (Peaks Presbytery) who has received an interim contract to the Hebron Church, and granted permission for TE Willis to labor in the bounds of the Presbytery.
- L. Approved the interim contract between the Hebron Session and TE Steve Willis from July 13, 2020-July 13, 2021.
- M. Sustained the examination of Teaching Elder Patrick Pettit (Shenandoah Presbytery) who has received an interim contract to the Waynesboro First Church.
- N. Approved the interim contract between the Waynesboro First Session and Teaching Elder Patrick Pettit from September 1, 2020-September 1, 2021.

COMMITTEE ON PRESBYTERY ADMINISTRATION (CPA)

Items for information:

The CPA met on May 21, 2020

1. Shenandoah Presbytery Office Property, 1111 N. Main Street, Harrisonburg

The CPA met with realtor, Jeff Robb, and decided to reduce the price of property to \$895,000, with no option to subdivide. Depending on activity, the property will be reduced by \$50,000, every 2 or 3 months, until we get to \$795,000, where we will hold.

2. New Presbytery Office space

A task force, composed of GP Bronwen Boswell, Hannah Bush (RE Hebron), and Heidi Rutz (RE Front Royal), will explore options for the new Presbytery office. It was mentioned that staff prefers that the office to be near the Harrisonburg area.

3. Presbytery Office status

The presbytery staff members are mostly working from their homes and continue to function at a very productive level. The presbytery's telephone line is being monitored by the staff at their homes. Various staff members come in to the office one or more times each week.

There may be expenditures needed for replacing some equipment that is being used heavily. The new presbytery website is up and running, with some things still being added or adjusted

4. Innovations in Worship grants.

The CPA is open to approve additional funds from the 2018 Fund so that the CCVT can administer grants to congregations.

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2020 Form for Year 2019

Instructions: Please review the attached Guiding Statements page. For the edification of all, we ask that the Guiding Statements page be included when this report is submitted to the Presbytery. (Use additional pages to complete any questions as needed.)

Presbytery Name: Shenandoah

- I a. If the Presbytery has a Committee on Representation (COR):
how often does it meet? as needed
does it meet with the Presbytery Nominating Committee? as needed
how does it report to Presbytery? through Coordinating and Planning Committee
- b. If the Presbytery does not have a COR, please describe how the oversight of appropriate representation is addressed?

II What is the size of the Presbytery? Churches 100 Members 10,764
What percentage of members are racial-ethnic minorities? <1% What percentage of Presbytery Committee members and leadership are racial-ethnic minorities? <1%.

III. Of the Presbytery committee leadership positions:
How many are filled by women? 6 How many are filled by men? 5

IV. In the past 5 years, has the Presbytery elected an ethnic-minority Moderator of the Presbytery?

Yes _____ No x

V. What actions or initiatives has Presbytery Committee on Representation taken to include and engage ethnic-minority, and other under-represented members, in the work and leadership of the Presbytery? None at this time. There are so few BIPOC members in the presbytery, that would place an outsized burden on them for participation. At the encouragement of the COR, the Presbytery did adopt a year-long focus on issues around race and racism that was carried out in meetings over the course of the year.

VI. If the Presbytery employs paid staff, describe how attention is given for the need of diversity among applicants and among those hired?

We have not had a staff search in the past year.

VII. The Presbytery representative to the Synod Committee on Representation is:

Tom Holden, Honorably Retired
(Name)

VIII. The Synod Committee on Representation stands ready to help. What might the Synod COR do to assist your efforts to embrace and achieve diversity in the leadership and committees of the Presbytery? Offer opportunities for antiracism training for the Presbyteries.

Report submitted by Rev. Stephanie Sorge Signature 

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
1	Budget & Finance (CPA)	10	4	1	1	4	0	0	0	0	0	0	0	10	0	0	0	0	4	6
2	Church Vit. Transform.	8	4	1	1	2	0	0	0	0	0	0	0	8	0	0	0	0	3	5
3	Committee on Pastoral Trans.	13	6	1	4	2	0	0	0	0	0	0	0	13	0	0	0	0	9	4
4	Presbytery Corporation	15	4	9	1	1	1	0	0	0	0	0	0	14	0	0	0	1	8	6
5	Presbytery Council	16	2	4	9	1	0	0	0	0	0	0	0	16	0	0	0	0	11	5
6	Nominating Committee	3	1	1	0	1	0	0	0	0	0	0	0	3	0	0	0	0	2	1
7	Commissioner to 224 GA/	4	1	1	1	1	0	0	0	0	0	0	0	4	0	0	0	1	3	0
8	Committee on Preparation	6	3	1	2	0	1	0	0	0	0	0	0	5	0	0	0	1	4	1
9	Committee on Representation	3	1	1	1	0	0	0	0	0	0	0	0	3	0	1	0	0	2	1
10	Permanent Judicial Commission	7	3	1	1	2	0	0	0	0	0	0	0	7	0	0	0	1	5	1
11	Synod Commissioner	2	1	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	2	0
12	Ed Resources	7	1	1	4	1	0	0	0	0	PG 62	0	0	7	0	0	0	2	4	1

13	Mission	11	3	4	2	2	0	0	0	0	0	0	0	0	11	0	0	0	0	5	6
14	NCD	6	3	0	1	2	0	0	0	0	0	0	0	0	6	0	0	0	0	6	0
15	Relational Min.	13	6	0	1	6	0	0	0	0	0	0	0	0	13	0	0	0	0	10	3
	TOTAL	124	43	26	29	26	2	0	0	PG 63	0	0	0	0	122	0	0	0	6	78	40

AUGUST 2020 index

ADJOURNMENT	43
ASSOCIATE GENERAL PRESBYTER	40
BLACK WOMEN AND GIRLS RESOLUTION	42
BOARD OF PENSIONS, Martha Reisner	40
COMMITTEE ON CHURCH VITALITY AND TRANSFORMATION	42, 48-49
COMMITTEE ON EDUCATIONAL RESOURCES	57
COMMITTEE ON MISSION AND OUTREACH	58
COMMITTEE ON NEW CONGREGATIONAL DEVELOPMENT.....	41
COMMITTEE ON NOMINATIONS.....	40-41
COMMITTEE ON PASTORAL TRANSITION	59
COMMITTEE ON PREPARATION FOR MINISTRY	42
COMMITTEE ON PRESBYTERY ADMINISTRATION.....	60
COMMITTEE ON RELATIONAL MINISTRY	43, 50, 51-56
Sabbatical Leave Policy Revised.....	51-52
Salary Policy Revised.....	53-56
COMMITTEE ON REPRESENTATION	61-63
COORDINATING AND PLANNING COMMISSION	41-42
Actions taken in lieu of a May Presbytery meeting.....	41
DOCKET	39, 46
ENROLLMENT	35-39
GENERAL ASSEMBLY COMMISSIONER REPORTS	40
MANUAL REVISION for electronic presbytery meetings.....	35, 44-45
MINUTES APPROVED	40
PRESBYTERIAN HISTORICAL SOCIETY, David Staniunas	40
QUORUM	35
STATED CLERK REPORT.....	40
2019 Presbytery Minutes approved without exceptions	40
Robert Vaughan Commission to Ordain and Install	40, 47
WELCOME.....	39
WORSHIP	35