

# REPORT OF THE COMMISSION ON MINISTRY TO PRESBYTERY

## June 13, 2023 Meeting

The committee met on June 13, 2023 at Pittsburgh Presbytery. A quorum was present.

### Part I - Items for Information

- 1. Positions Available** For the information of members of the Presbytery, the Commission lists the following positions within the Presbytery that are thought to be available.

Pastor	(PT) Bull Creek United Presbyterian Church, Tarentum
Pastor	(FT) Union Presbyterian Church, Robinson Twp
Pastor	(FT) Unity United Presbyterian Church, Plum
Pastor	(PT) Southside Presbyterian Church, Pittsburgh
Interim Pastor	(FT) First Presbyterian Church, Downtown, Pittsburgh
Interim Pastor	(FT) Oakmont Presbyterian Church, Oakmont
Associate Pastor	(FT) Westminster Presbyterian Church, Upper St. Clair
Covenant Pastor	(PT) (16-18 hrs) Amity Presbyterian Church, Dravosburg
Covenant Pastor	(FT) (32-35 hrs) Baldwin United Presbyterian Church, Baldwin
Designated Pastor	(FT-share) Crafton United Presbyterian Church, Crafton
Temporary Pastor	(PT) Universal United Presbyterian Church, Penn Hills
Temporary Assoc Pastor	(FT) Sewickley Presbyterian Church, Sewickley

### Part II

**The Commission on Ministry voted to act on behalf of the presbytery pursuant to Article 9, Section 4 of the Manual of Pittsburgh Presbytery to approve the following action items:**

#### 1. Temporary/Covenant/Interim Pastors

The request of the Sewickley Presbyterian Church to renew the services of **Rev. Emily Miller** as Temporary Pastor effective May 17, 2023 for one year.

#### 2. Members-At-Large

The request of the **Rev. Dr. Page Creach** to be enrolled as a member at large of Pittsburgh Presbytery effective April 23, 2023.

Request of the **Rev. Dan Turis** to be enrolled as a member at large of Pittsburgh Presbytery effective June 21, 2023.

#### 3. Letters of Reception

**The Rev. Dr. Rachel Hebert** from Eastern Virginia Presbytery effective July 1, 2023.

June 13, 2023

**4. Letters of Dismissal**

The request of the **Rev. Dr. Jerome Creach** to Washington Presbytery effective June 13, 2023.

**5. Letters of Dissolution**

The request of the **Rev. Dan Turis** to dissolve his call with First Presbyterian Church, Pittsburgh effective June 20, 2023.

**6. Permission to Labor Outside the Bounds**

Request of the **Rev. Dr. Page Creach** as Temporary Pastor at West Allegheny Presbyterian Church in Washington Presbytery.

**7. Calls**

The call of the Shadyside Presbyterian Church for the services of **Rev. Dr. Rachel Hebert** as Associate Pastor effective July 1, 2023. Annual terms of call are Salary and Housing \$75,000.00; Full Board of Pensions Pastor’s Participation Plan; Medical Deductible Reimbursement \$3,600.00, Social Security Offset \$5,737.50; Continuing Education \$2,000.00; Expense Allowance \$2,000.00; up to \$15,000.00 moving expenses; 4 weeks of vacation and 2 weeks study leave.

**EEO Reports**

Data	Women				Ethnic/Minorities				Disabled				TOT
	PIF	INT	POS	REF	PIF	INT	POS	REF	PIF	INT	POS	REF	
Shadyside	24	1	0	0	6	0	0	0	1	1	1	0	42

**PIF** – Number of Personal Information Forms received

**INT** – Number interviewed

**REF** – Number refused position

**POS** – Number offered position

**TOT**– All PIFs considered

**Those Who Have Entered the Church Triumphant**

The Rev. Robert Montgomery

June 6, 2023

# REPORT OF THE COMMISSION ON MINISTRY TO PRESBYTERY

July 18, 2023 Meeting

The committee met on July 18, 2023 at Pittsburgh Presbytery. A quorum was present.

## Part I - Items for Information

- 1. Positions Available** For the information of members of the Presbytery, the Commission lists the following positions within the Presbytery that are thought to be available.

Pastor	(PT) Bull Creek United Presbyterian Church, Tarentum
Pastor	(FT) Union Presbyterian Church, Robinson Twp
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Interim Pastor	(FT) Oakmont Presbyterian Church, Oakmont
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Covenant Pastor	(PT) (16-18 hrs) Amity Presbyterian Church, Dravosburg
Covenant Pastor	(FT) (32-35 hrs) Baldwin United Presbyterian Church, Baldwin
Designated Pastor	(FT-share) Crafton United Presbyterian Church, Crafton
Temporary Pastor	(PT) Universal United Presbyterian Church, Penn Hills
Temporary Assoc Pastor	(FT) Sewickley Presbyterian Church, Sewickley

## Part II

**The Commission on Ministry voted to act on behalf of the presbytery pursuant to Article 9, Section 4 of the Manual of Pittsburgh Presbytery to approve the following action items:**

### 1. Letters of Dismissal

The request of the **Rev. Dr. Page Creach** to Washington Presbytery effective July 18, 2023.

### 2. Letters of Reception

To receive into membership The Rev. Dr. Steve Aguzzi, currently a member of the presbytery of Rivers of Life of ECO.

3. Policy of candidates transferring to us from another denomination was reviewed, discussed and accepted.

4. The Commission on Ministry, at its meeting held on June 13<sup>th</sup>, 2023 approved the following minimum terms of call for installed and non-installed (temporary) pastors, commissioned pastors, and certified Christian educators serving churches, effective January 1, 2024.

July 18, 2023

## **MINIMUM 2024 TERMS OF CALL FOR MINISTERS, PITTSBURGH PRESBYTERY**

The Commission on Ministry, at its meeting held on June 13<sup>th</sup>, 2023 approved the following minimum terms of call for installed and non-installed (temporary) pastors, commissioned pastors, and certified Christian educators serving churches, effective January 1, 2024.

### Notes and Significant Changes to Minimum Terms of Call for 2024

1. The Commission on Ministry has voted to increase the minimum terms of call by 3% for 2024.
2. The Book of Order was recently amended to include a requirement for congregations to provide up to 12 weeks of family leave for installed positions. Further information is contained in these minimum terms of call.
3. Since 2020, SECA offset has been required for all pastoral positions. The minimum terms of call for positions that do not include SECA offset have been moved to the legacy information of this document, and can be found on Pg. 9
4. Board of Pensions dues for 2024 remain the same as they were in 2023.

## For Full-Time Called/Installed Positions:

The minimum terms of call approved for calls *after* January 1<sup>st</sup>, 2020<sup>1</sup> to be either

- An Effective salary<sup>2</sup> of \$55,595 to be divided among cash salary and housing allowance as the minister requests + SECA Offset of \$4,253. *(The Commission on Ministry has defined utilities as fuel, electric, sewer and water, trash collection, and home telecommunications services.*
- Salary of \$38,917 and a SECA Offset<sup>2</sup> of \$4126 + free use of the manse + cost of utilities.

	Housing Allowance	Manse
Salary and Housing	\$55,595	\$38,917
Medical Reimbursement (2%)	\$1,112	\$1,112
Pension (8.5%)	\$4,726	\$4,726
Medical (27%)	\$16,123	\$16,123
D&D (1%)	\$556	\$556
Temporary Disability (0.5%)	\$278	\$278
SECA Offset (7.65% Salary)*	\$4,253	\$4,253
Study Leave Allowance	\$2,000	\$2,000
Expense Allowance	\$2,000	\$2,000
Study Leave Time	2 Weeks	2 Weeks
Vacation Time	4 Weeks	4 Weeks
	\$86,642	\$69,964

In addition to salary, employing churches will:

- Full dues payment for the Pastor's Participation Plan of the Board of Pensions
- Provide payment for or reimbursement of medical expenses, including deductibles or co-pays, vision, and dental costs up to 2% of effective salary through a reimbursable account or a qualified Health Savings Account.
- Provide \$2000 for professional expenses and travel reimbursement at the rate allowable under I.R.S. regulations, subject to the organization's accountable reimbursement policy. (For more information about reimbursement policies, please contact the Presbytery's business office)
- Grant two weeks (two Sundays) study leave, cumulative to six weeks, and a study leave allowance of \$2000 per year cumulative to \$6000, regardless of hours worked per week.

<sup>1</sup> A minister in an existing call *may* choose to switch to the minimums that include SECA offset at their own discretion.

<sup>2</sup> SECA Offset - Because ministers are classified as self-employed, they are responsible for paying both the employer and employee portion of FICA (Social Security and Medicare taxes). SECA Offset pays the employer portion to the minister, which is considered taxable income by the IRS, but is not considered effective salary by the Board of Pensions.

The Commission on Ministry encourages Sessions to temporarily permit Pastors to accrue up to eight weeks of study leave and accrue up to \$8000 in study leave allowance due to the COVID-19 pandemic which significantly limited study leave options in 2020 and 2021.

- Provide four weeks (four Sundays) of vacation time for all pastors, regardless of hours worked per week.
- Provide parental and family leave for all pastors, regardless of hours worked per week, per the Pittsburgh Presbytery Parental/Family Leave Policy as well as the Book of Order requirements for Installed Pastoral positions.

If you have questions regarding these new terms, you are welcome to direct them to the Commission on Ministry Office (412-697-9210) of Pittsburgh Presbytery.

July 18, 2023

**Minimum Terms and Hourly Allocations for Non-Installed Positions and Part-Time Installed Positions initiated after January 1<sup>st</sup>, 2020:**

	<u>Tier 1</u>	<u>Tier 2</u>	<u>Tier 3</u>	<u>Tier 3B</u>	<u>Tier 4</u>	<u>Tier 5</u>
<b>Hours Range</b>	<b>Full-Time</b>	<b>32-36</b>	<b>24-27</b>	<b>20-22</b>	<b>16-18</b>	<b>10-12</b>
<b>Salary/Housing</b>	\$55,595	\$42,252	\$27,242	\$27,242	\$27,242	\$13,899
<b>SECA Offset</b>	\$4,253	\$3,232	\$2,084	\$2,084	\$2,084	\$1,063
<b>Benefits</b>	\$22,794	\$16,570	\$14,769	\$7,384	\$0	\$0
Minister's Choice	\$5,560	\$4,225	\$2,724	\$2,724	\$0	\$0
Other	\$17,234	\$12,345	\$12,045	\$4,660	\$0	\$0
<b>Expenses*</b>	\$2,000	\$1,600	\$1,200	\$1,000	\$800	\$400
<b>Study Leave</b>	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
<b>Total Cost</b>	<b>\$86,642</b>	<b>\$65,655</b>	<b>\$47,295</b>	<b>\$39,710</b>	<b>\$32,126</b>	<b>\$17,362</b>

In addition to salary, employing churches will:

- Provide for professional expenses and travel reimbursement, up to the amount listed for the type of call, at the rate allowable under I.R.S. regulations, subject to the organization's accountable reimbursement policy. (For more information about reimbursement policies, please contact the Presbytery's business office)
- Grant two weeks (two Sundays) study leave, cumulative to six weeks, and a study leave allowance of \$2000 per year cumulative to \$6000, regardless of hours worked per week. The Commission on Ministry encourages Sessions to temporarily permit Pastors to accrue up to eight weeks of study leave and accrue up to \$8000 in study leave allowance due to the COVID-19 pandemic which significantly limited study leave options in 2020 and 2021.
- Provide four weeks (four Sundays) of vacation time for all pastors, regardless of hours worked per week.
- Provide parental and family leave for all pastors, regardless of hours worked per week, per the Pittsburgh Presbytery Parental/Family Leave Policy

**Benefits Policy:**

All non-installed ministers employed more than 20 hours per week are required to receive benefits of equal value to that of single-member pastor's participation in the Board of Pensions. However, the allocation of those benefits is at the minister's sole discretion, depending on their specific needs. The total cost of the Board of Pensions benefits plus any medical reimbursement provided must be at least equivalent to the amounts listed in the benefits line above. Please see the case study on the next page for an example:

## Long-term Pulpit Supply Plan

Should a session of congregation determine that their ministry is best served by not calling a Pastor, the Session shall request that the Commission on Ministry place them on the Long-Term Pulpit Supply Plan (LTPSP)

### **Budget Considerations**

Weekly Pulpit Supply Honorariums	\$150 per week
Monthly Moderator Fee	\$60 per month
Special Worship Services	\$150 per service
Special Occasions (Weddings/Funerals)	Varies
Pastoral Care (Visits, Calling)	Varies

Some congregations have arranged for whoever is serving as their Moderator to also cover their Pastoral Care responsibilities (visits, funerals, and calls) for anywhere between \$200-\$500 per month. This provides continuity for the congregation and assurance that pastoral emergencies will be handled in a timely and appropriate manner.

### Sample Long-Term Pulpit Supply Plan Budget

Weekly Pulpit Supply Honorariums	\$7800
Moderator/Pastoral Care Pastor	\$3600
Special Worship Services	\$450
Total	\$11850



## Minimum Terms and Hourly Allocations for Certified Christian Educators and Commissioned Pastors:

	Certified Christian Educators and Commissioned Pastors
Salary and Housing	\$52750
Study Leave Allowance	\$2000
Expenses*	\$2000
Study Leave Time	2 Weeks
Vacation Time	4 Weeks
	\$54214

In addition to salary, employing churches will:

- Provide four weeks of vacation time for all regardless of hours worked per week.
- Grant two weeks (two Sundays) study leave, cumulative to six weeks, and a study leave allowance of \$2000 per year cumulative to \$6000, regardless of hours worked per week. The Commission on Ministry encourages Sessions to temporarily permit Pastors to accrue up to eight weeks of study leave and accrue up to \$8000 in study leave allowance due to the COVID-19 pandemic which significantly limited study leave options in 2020 and 2021.
- \* - For Commissioned Pastors, provide for professional expenses and travel reimbursement, up to the amount listed for the type of call as detailed on Pg. 4 of this document, at the rate allowable under I.R.S. regulations, subject to the organization's accountable reimbursement policy. (For more information about reimbursement policies, please contact the Presbytery's business office)

Although not required, congregations are encouraged to offer health care coverage, as well as death/disability/pension benefits through the Board of Pensions plans or other qualified providers.

If you have questions regarding these new terms, you are welcome to direct them to the Commission on Ministry Office (412-697-9210) of Pittsburgh Presbytery.

PLEASE NOTE: The following pages pertain to **installed positions** that were initiated *prior to January 1<sup>st</sup>, 2020*.

## For Full-Time Called/Installed Positions:

The minimum terms of call approved for calls *before January 1<sup>st</sup>, 2020*<sup>3</sup> to be either

- An Effective salary” of \$58611 to be divided among cash salary and housing allowance as the minister requests. *(The Commission on Ministry has defined utilities as fuel, electric, sewer and water, trash collection, and home telecommunications services.*
- Salary of \$41,028 + free use of the manse + cost of utilities.

	Housing Allowance	Manse
Salary and Housing	\$58,611	\$41,028
Medical Reimbursement (2%)	\$1,172	\$1,172
Pension (8.5%)	\$4,982	\$4,982
Medical (27%)	\$16,997	\$16,997
D&D (1%)	\$586	\$586
Temporary Disability (0.5%)	\$293	\$293
SECA Offset (7.65% Salary)*	\$0	\$0
Study Leave Allowance	\$2,000	\$2,000
Expense Allowance	\$2,000	\$2,000
Study Leave Time	2 Weeks	2 Weeks
Vacation Time	4 Weeks	4 Weeks
	\$86,642	\$69,058

In addition to salary, employing churches will:

- Full dues payment for the Pastor’s Participation Plan of the Board of Pensions
- Provide payment for or reimbursement of medical expenses, including deductibles or co-pays, vision, and dental costs up to 2% of effective salary through a reimbursable account or a qualified Health Savings Account.
- Provide \$2000 for professional expenses and travel reimbursement at the rate allowable under I.R.S. regulations, subject to the organization’s accountable reimbursement policy. (For more information about reimbursement policies, please contact the Presbytery’s business office)
- Grant two weeks (two Sundays) study leave, cumulative to six weeks, and a study leave allowance of \$2000 per year cumulative to \$6000, regardless of hours worked per week. The Commission on Ministry encourages Sessions to temporarily permit Pastors to accrue up to eight weeks of study leave and accrue up to \$8000 in study leave allowance due to the COVID-19 pandemic which significantly limited study leave options in 2020 and 2021.
- Provide four weeks (four Sundays) of vacation time for all pastors, regardless of hours worked per week.

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<sup>3</sup> A minister in an existing call *may* choose to switch to the minimums that include SECA offset at their own discretion.

- Provide parental and family leave for all pastors, regardless of hours worked per week, per the Pittsburgh Presbytery Parental/Family Leave Policy as well as the Book of Order requirements for Installed Pastoral positions.

If you have questions regarding these new terms, you are welcome to direct them to the Commission on Ministry Office (412-697-9210) of Pittsburgh Presbytery.

July 18, 2023

# REPORT OF THE COMMISSION ON MINISTRY TO PRESBYTERY

## September 19, 2023 Meeting

The committee met on September 19, 2023. A quorum was present.

### Part I - Items for Information

- 1. Positions Available** For the information of members of the Presbytery, the Commission lists the following positions within the Presbytery that are thought to be available.

General Minister	(FT) Pittsburgh Presbytery, Pittsburgh
Pastor	(PT) Bull Creek United Presbyterian Church, Tarentum
Pastor	(FT) Union Presbyterian Church, Robinson Twp
Interim Pastor	(FT) The Open Door Presbyterian Church, Pittsburgh
Associate Pastor	(FT) Westminster Presbyterian Church, Upper St. Clair
Covenant Pastor	(PT) (16-18 hrs) Amity Presbyterian Church, Dravosburg
Covenant Pastor	(PT) (32-35 hrs) Baldwin United Presbyterian Church, Baldwin
Temporary Pastor	(PT) Universal United Presbyterian Church, Penn Hills

### 2. Completion of Temporary/Interim/Covenant Contracts

The completion of the contract between **Pastor Bob Henry** and Bull Creek United Presbyterian Church, effective July 16, 2023.

The completion of the contract between **Rev. Dr. Don Ewing** and Southminster Presbyterian Church, effective October 15, 2023.

### Items for Action

#### 1. Consent Motions

The Commission recommends that the following recommendations be adopted by consent: **#s 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12**

#### \*2. Moderators

The appointment of the **Rev. Cheryl Khylllep** as moderator of Hot Metal Bridge Faith Community effective August 29, 2023.

The appointment of the **Rev. Dr. Tyler Domske** as moderator of Crossroads Presbyterian Church, Gibsonia effective September 28, 2023.

The appointment of the **Rev. Dr. Steve Aguzzi** as moderator of Unity United Presbyterian Church effective October 1, 2023.

September 19, 2023

The appointment of the **Rev. Dr. Bruce Ford** as moderator of Riverdale Presbyterian Church effective August 1, 2023.

The appointment of the **Rev. Jodi Flack** as moderator of Noblestown United Presbyterian Church effective September 28, 2023.

The appointment of the **Rev. Dr. David Wood** as moderator of Bull Creek United Presbyterian Church effective July 17, 2023.

The appointment of the **Rev. Lee Nichols** as moderator of Oakmont Presbyterian Church effective August 14, 2023.

The appointment of the **Rev. Dr. Steve Crocco** as moderator of Oakmont Presbyterian Church effective October 1, 2023.

The appointment of the **Rev. Stu Broberg** as moderator of First Presbyterian Church, Pittsburgh effective September 1, 2023.

The appointment of the **Rev. Ernest Gardner** as moderator of First Presbyterian Church, Pittsburgh effective October 1, 2023.

The appointment of the **Rev. Dora Odarenko** as moderator of Southside Presbyterian Church effective September 1, 2023.

### **\*3. Temporary/Covenant/Interim Pastors**

The request of the Sewickley Presbyterian Church for the renewal of the services of **Rev. Emily Miller** as Temporary Associate Pastor effective May 16, 2023 for one year.

The request of the Sewickley Presbyterian Church for the services of **Glenn M. Creamer** as Temporary Associate Pastor effective June 15, 2023 through December 31, 2023.

The request of the Oakmont Presbyterian Church for the services of **Rev. Lee Nichols** as Temporary Pastor effective August 13 – October 1, 2023.

The request of the Oakmont Presbyterian Church for the services of **Rev. Timothy Spring** as Interim Pastor effective October 1, 2023 for a period of one year.

The request of the First Presbyterian Church, Pittsburgh for the services of **Rev. Stu Broberg** as Temporary Pastor effective September 1, 2023 until September 30, 2023.

The request of the First Presbyterian Church, Pittsburgh for the services of **Rev. Ernest Gardner** as Interim Pastor effective October 1, 2023 for one year.

The request of the Glenshaw Valley Presbyterian Church for the renewal of the services of **Rev. Christin Moreland** as Covenant Pastor effective September 1, 2023 until December 31, 2023.

The request of the Southside Presbyterian Church for the services of **Rev. Dora Odarenko** as Covenant Pastor effective September 1, 2023.

September 19, 2023

The request of the Sixth Presbyterian Church for the services of **Rev. Sarah Robbins** as Interim Pastor effective August 1, 2023 for a period of one year.

**\*4. Letters of Reception**

**The Rev. Ernest Gardner** from Charlotte Presbytery effective October 1, 2023.

**\*5. Letters of Dismissal**

The request of the **Rev. Dan Turis** to Cincinnati Presbytery effective July 31, 2023.

The request of the **Rev. Christopher Dericks** to Coastlands Presbytery effective May 2, 2023.

**\*6. Letters of Dissolution**

The request of the **Rev. Erin Jones** to dissolve the call at Hot Metal Bridge Faith Community effective August 27, 2023.

The request of the **Rev. Christopher Dericks** to dissolve the call at Riverdale Presbyterian Church effective June 30 2023.

The request of the **Rev. Laura Bentley** to dissolve the call at Southminster Presbyterian Church effective September 30, 2023.

**\*7. Members-At-Large**

The request of the **Rev. Laura Bentley** to be enrolled as a member at large of Pittsburgh Presbytery effective October 1, 2023.

The request of the **Rev. Niki Atkinson** to be enrolled as a member at large of Pittsburgh Presbytery effective October 1, 2023.

**\*8 Enrollment in Temporary Membership**

**The Rev. Dora Odarenko**, member of The United Methodist Church, New York Annual Conference, effective September 3, 2023.

**The Rev. Timothy Spring**, member of The American Baptist Churches of Pennsylvania and Delaware, effective October 1, 2023.

**\*9. Permission to Labor Within Bounds**

Request of the **Rev. Stu Broberg**, a member of Washington Presbytery, as Bridge Pastor at First Presbyterian Church, Pittsburgh September 1-30, 2023.

September 19, 2023

**\*10. Calls**

The call of the Unity United Presbyterian Church for the services of **Rev. Dr. Steven Aguzzi** as Pastor effective October 1, 2023. Annual terms of call are Salary \$60,000.00 and Housing \$30,000.00; Full Board of Pensions Pastor’s Participation Plan; Medical Deductible Reimbursement \$1,800.00, Social Security Offset \$6,885.00; Continuing Education \$2,000.00; Expense Allowance \$2,000.00; 4 weeks of vacation and 2 weeks study leave.

**EEO Reports**

Data	Women				Ethnic/Minorities				Disabled				TOT
	PIF	INT	POS	REF	PIF	INT	POS	REF	PIF	INT	POS	REF	
Unity United	8	1	0	0	5	1	0	0	0	0	0	0	40

**PIF** – Number of Personal Information Forms received

**INT** – Number interviewed

**REF** – Number refused position

**POS** – Number offered position

**TOT**– All PIFs considered

**\*11. Administrative Commissions to Install**

The election of the following ministers and elders of Pittsburgh Presbytery to serve as an Administrative Commission to install the **Rev. Dr. Steve Aguzzi** as Pastor of Unity United Presbyterian Church on October 29, 2023 at 3:00 p.m. **The first named minister after the moderator to be clerk of the commission.** Moderator Elder Louise Schoppe or her designee to moderate. Ministers Brian Wallace and Doug Portz. Elders Deb Sommers of Unity United Presbyterian Church and Drew Wilson of Forest Hills Presbyterian Church.

The election of the following ministers and elders of Pittsburgh Presbytery to serve as an Administrative Commission to install the **Rev. Rachel Hebert** as Associate Pastor of Shadyside Presbyterian Church on November 29, 2023 at 11:00 a.m. **The first named minister after the moderator to be clerk of the commission.** Moderator Elder Louise Schoppe or her designee to moderate. Ministers Austin Shelley and Balajiedlang Khylllep. Elders Ann Turnock of Beulah Presbyterian Church and Rob Anderson of Shadyside Presbyterian Church.

**\*12. Retirement**

The request of the **Rev. Tom Hall** for retirement effective September 1, 2023.

The request of the **Rev. Dr. Robert Maravalli** for retirement effective September 1, 2023.

<b>Those Who Have Entered the Church Triumphant</b>	
The Rev. Robert Montgomery	June 6, 2023
The Rev. Dr. Reid Stewart	July 3, 2023
The Rev. Dr. Thomas Petrosky	August 14, 2023

September 19, 2023