

February 2024

Dear Presbytery,

We will gather virtually as a presbytery on Thursday, February 22, 2024, at 1:00 p.m. During the meeting we will hear updates from our Alliance for Honor and Repair and our Matthew 25 Steering Team, welcome someone who is familiar to us but is preparing to move to a new phase of ministry as a candidate to be a commissioned pastor, vote on proposed overtures to be sent to this summer's 226<sup>th</sup> General Assembly, and more. The packet for the meeting follows.

A highlight of the meeting will be our worship and celebration of the contributions of African American Presbyterians. We welcome Rev. Jimmie Ray Hawkins who serves as the Presbyterian Church (U.S.A.) Advocacy Director of the Washington Office of Public Witness and the Presbyterian Ministry at the United Nations (NYC). Rev. Hawkins is also the author of *Unbroken and Unbowed: A History of Black Protest in America*. We are excited to hear the word from Rev. Hawkins as part of our worship service.

Each congregation recently received notification of the number of ruling elders it may send to the presbytery meetings for 2024. Last year I noted that in 2022 only 48 of our 122 congregations had a ruling elder attend a presbytery meeting and challenged the presbytery to do better. I am happy to report that 56 of our congregations were represented at a presbytery meeting in 2023 and we are hoping for even more in 2024. Can you help by providing technological assistance to someone who might not be comfortable with Zoom, or a ride when we meet in person, or even just a friendly invitation?

If you have not already done so, please pre-register for the meeting so that you can be sent the Zoom information in advance of the meeting. Those who will not be participating in the meeting are invited to watch the livestream via the presbytery website.

When entering the meeting, please rename yourself with your first and last name only. Please omit all titles so that we can use the search function to locate and highlight those who will be speaking quickly. Please also note that the assistant clerks must be able to identify you in order to admit you to the meeting.

We look forward to being with you at the meeting.

Grace and peace,



Carla L. Campbell  
Stated Clerk and Congregational Support Associate



## **SEEKING TO BE FAITHFUL TOGETHER:** *Guidelines for Presbyterians in Times of Disagreement*

*In a spirit of trust and love, we promise we will...*

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*Give them a hearing...  
listen before we answer*

(John 7:51 and Proverbs 18:13)

- 1. Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;**
    - we will keep our conversations and communications open for candid and forthright exchange,
    - we will not ask questions or make statements in a way that will intimidate or judge others.
  - 2. Learn about various positions on the topic of disagreement.**
  - 3. State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.**
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*Speak the truth in love*

(Ephesians 4:15)

- 4. Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.**
  - 5. Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;**
    - we will not engage in name-calling or labeling of others prior to, during or following the discussion.
  - 6. Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.**
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*Maintain the unity of the  
spirit in the bond of peace*

(Ephesians 4:3)

- 7. Indicate where we agree with those of other viewpoints as well as where we disagree.**
- 8. Seek to stay in community with each other though the discussion may be vigorous and full of tension;**
  - we will be ready to forgive and be forgiven.
- 9. Follow these additional guidelines when we meet in decision-making bodies:**
  - urge people of various points of view to speak and promise to listen to these positions seriously
  - seek conclusions informed by our points of agreement;
  - be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;
  - abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways that are consistent with these Guidelines.
- 10. Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly and to remain open to the vision God holds for us all.**

## **Stated Meeting of the Presbytery of Pittsburgh**

To Be Conducted via Zoom Videoconferencing

February 22, 2024, at 1:00 p.m.

Rev. Sarah Robbins, Moderator, Rev. Lindsay White Senior Vice Moderator

*Pittsburgh Presbytery is a covenant community of Jesus Christ that exists to assist and support the witness of our congregations and members as we actively participate in the mission of the Triune God in the world.*

### **PRESBYTERY MEETING DOCKET**

#### **Gathering for the Work of the Presbytery**

Opening Prayer and Welcome from the Moderator

Adoption of the Consent Agenda and Announcement of the Intention to Introduce New Business

#### **Celebration of the Contributions of African American Presbyterian Churches**

##### **Welcome, Introductions, and Announcements**

Welcome of New Members, Seating of Corresponding Members, and Recognition of Transitions

Update from the Alliance for Honor and Repair

Update from the Matthew 25 Steering Team

##### **Attending to our Corporate and Ecclesiastical Business**

Executive Committee Report

Stated Clerk's Report

Overture and Requests for Concurrences to Overtures to the 226<sup>th</sup> General Assembly

##### **Hearing from Our Staff, Commissions, and Committees**

Acting Head of Staff Report

Commission on Ministry Report

Commission on Preparation for Ministry Report

Committee on Nominations Report

##### **Going Forth by God's Grace to Serve**

New and Old Business

Report from the Roll Clerk and Closing Prayer

**CONSENT AGENDA**  
**February 22, 2024**

All consent items are listed below and are the same as the Consent Motion items which appear in the following reports, and which are indicated by an asterisk. At the time the motion to approve the Consent Agenda is made, any commissioner may request the removal of any item from the Consent Agenda for debate by the body. If an item is removed from the Consent Agenda, it will be considered at the regularly docketed time for the report of the group to which it belongs.

**Items for Consent Action**

**Report of the Minute Reading Committee**

- Report of the Regular Meeting Minute Reading Committee

**Matters from the Executive Committee**

- Item 2 – Nomination of Leadership of Standing Committee on Nominations
- Item 3 – Waiver of Six-Year Limitation on Terms
- Item 4 – Finance Reports – November 2023

**Matters from the Stated Clerk**

- Item 4 – Ruling Elder Parity
- Item 5 – Ecclesiastical Administrative Commissions to Install

**Matters from the Commission on Ministry**

- Item 2 – Moderators
- Item 3 – Temporary/Covenant/Interim Pastors
- Item 4 – Letters of Reception
- Item 5 – Members-at-Large
- Item 6 – Validated Ministry
- Item 7 – Administrative Commissions to Install
- Item 8 – Commissioned Pastors
- Item 9 – Retirement

**REPORT OF THE REGULAR MEETING MINUTES READING COMMITTEE  
(Included/approved, in the consent agenda)**

The regular meeting Minutes Reading Committee met on Thursday, December 7, 2023, at Union Presbyterian Church of Robinson Township immediately following the regularly stated Presbytery meeting and read the minutes of said meeting. A quorum was present.

	P	A	E		P	A	E
<b>Ruling Elders</b>				<b>Teaching Elders</b>			
Carla Campbell	X			Trent Hancock	X		
Cathy Nelson	X			Sarah Robbins	X		
Louise Schoppe	X			Brian Wallace	X		

The Committee recommends approval of the Minutes of the regularly stated Presbytery Meeting Thursday, December 7, 2031, at Union Presbyterian Church of Robinson Township. **For the Committee:** *The Rev. Dr. Trent Hancock, Chair.*

The next meeting of the Minutes Reading Committee will be held on February 22, 2024, immediately following the next Stated meeting of Presbytery expected conducted via Zoom with a core group of officers and staff gathered at the presbytery center. Any commissioner present in person at such meeting is invited to attend.

**Executive Committee Report  
February 22, 2024**

**Regular Meeting of the Executive Committee**

Pittsburgh Presbytery's Executive Committee met in a regular meeting on Tuesday, February 6, 2024 in the Patrick Room of the Presbytery Center. Co-chair Rev. Charissa Howe opened the meeting with prayer.

**Items for Information**

**1. New Policy on New Business**

At the request of the Ecclesiastical Committee, the Executive Committee adopted the following policy on new business:

Anyone moving new business and requesting that it be considered at the present meeting because time is of the essence must demonstrate that docket time could not reasonably have been requested for the matter because it arose, or the circumstances changed substantially, after the docket time request deadline. The Moderator will rule on whether docket time reasonably could have been requested for the matter instead of bringing it as new business.

**2. Election of Treasurer**

The Executive Committee elected Ruling Elder Chris Martin as Treasurer of the Presbytery for a one-year term to last until the first Executive Committee meeting of 2025.

**3. Election of Committee Chairs**

The Executive Committee approved the following chairs for its subcommittees:

Ruling Elder Chris Martin as chair of the Finance Committee  
Ruling Elder Bob Brown as chair of the Property Committee  
Rev. Scott Hill and Rev. Dr. Cathie Smith as co-chairs of the Personnel Committee

**4. Change of Name to Alliance for Honor and Repair**

At the group's request, the Executive Committee changed the name of the Repair and Reconciliation Alliance to the Alliance for Honor and Repair.

**5. Presbytery Staff Updates**

The Executive Committee renewed the contract of Rev. Louise Rogers to continue to serve as Temporary Associate Minister through May 2024 under the present terms and effective June 1, 2024 as a part-time as a Tier 3 position (26-28 hours per week).

The Personnel Committee informed the Executive Committee that Ruling Elder Cathy Nelson has announced that it is her intention to retire from her position as an Executive Assistant for the Commission on Ministry and the Acting Head of Staff as of December 31, 2024.

**6. 2022 Audit**

The Finance Committee reports that the 2022 audit remains incomplete, due in part to personnel issues at the auditing firm.

**7. Minutes Reading Committee**

The Presbytery Minutes Reading Committee for calendar year 2024 will consist of Ministers Trent Hancock, Sarah Robbins, Brian Wallace and Lindsay White, and Ruling Elders Carla Campbell and Cathy Nelson.

**8. Lord’s Supper during Calendar Year 2024**

The Executive Committee authorized all ministry teams, commissions, committees, task forces of Presbytery and related organizations, camps and conference centers affiliated with Presbytery, to celebrate the sacrament of the Lord’s Supper at meetings and events during 2024.

**9. Reformed Communion within Bounds at Pittsburgh Theological Seminary 2024**

The Executive Committee again approved the following celebrations of the Lord’s Supper by the Pittsburgh Theological Seminary within bounds of the Pittsburgh Presbytery:

Pittsburgh Presbytery confirms the permission granted by General Assembly to Pittsburgh Theological Seminary to celebrate the sacrament of the Lord's Supper, and grants PTS permission to invite ordained clergy from other denominations to preside over the table, provided that the celebration does not contradict the Reformed understanding of the sacrament.

**10. Approval of Staff Housing Allowances**

The Executive Committee approved the designation of housing allowance in the amounts requested by the Ministers of Word and Sacrament on the presbytery staff.

**Items for Action**

**1. Consent Motions**

The Executive Committee recommends that the following items be approved by consent: **# 2, 3, and 4.**

**\*2. Nomination of Leadership of Standing Committee on Nominations**

Pursuant to the Manual of Pittsburgh Presbytery the Executive Committee approved the Ecclesiastical Committee’s nomination for election by presbytery of Ruling Elder Ann Strong as Chair and Rev. Carol Divens Roth as Vice-Chair of the standing committee on nominations.

**\*3. Waiver of Six-Year Limitation on Terms**

The Executive Committee approved and forwards to Presbytery for its approval, a waiver of the six-year limitation on terms as follows:

Amity Presbyterian Church	1 elder
Baldwin United Presbyterian Church	1 elder
First Presbyterian Church of Edgewood	2 deacons

**\*4. Finance Reports –November 2023**

The Executive Committee recommends Presbytery receive and file for audit the Presbytery Financial Statement for the month of November 2023.

**Pittsburgh Presbytery**  
**Operating Fund Revenues & Expenses - Summary**  
**November 2023**

	Annual Budget	MTD Actual	MTD Budget	MTD Budget Remaining	YTD Actual	YTD Budget	YTD Budget Remaining
<b>Revenues</b>							
<u><b>Presbytery Mission Income</b></u>							
Presbytery Mission Support	\$90,000.00	\$3,225.82	\$7,500.00	\$4,274.18	\$33,631.05	\$82,500.00	\$48,868.95
Pittsburgh Presby. Foundation	\$180,000.00	\$45,000.00	\$0.00	(\$45,000.00)	\$180,000.00	\$180,000.00	\$0.00
Endowment Withdrawals/Income	\$357,621.00	\$29,000.02	\$29,801.75	\$801.73	\$332,975.60	\$327,819.25	(\$5,156.35)
Short-term Invest. Income	\$75,000.00	\$0.00	\$6,000.00	\$6,000.00	\$1,016.67	\$66,000.00	\$64,983.33
Other Income	\$63,064.00	\$1,904.92	\$5,505.33	\$3,600.41	\$51,574.15	\$60,558.63	\$8,984.48
<b>Total Presbytery Mission Income</b>	<b>\$765,685.00</b>	<b>\$79,130.76</b>	<b>\$48,807.08</b>	<b>(\$30,323.68)</b>	<b>\$599,197.47</b>	<b>\$716,877.88</b>	<b>\$117,680.41</b>
<u><b>Being the Presbytery Income</b></u>							
Per Capita Income	\$728,534.00	\$73,772.69	\$60,711.17	(\$13,061.52)	\$584,698.86	\$667,822.87	\$83,124.01
Endowment Withdrawals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Being the Presbytery Income</b>	<b>\$728,534.00</b>	<b>\$73,772.69</b>	<b>\$60,711.17</b>	<b>(\$13,061.52)</b>	<b>\$584,698.86</b>	<b>\$667,822.87</b>	<b>\$83,124.01</b>
<b>Total Budgeted Revenues</b>	<b>\$1,494,219.00</b>	<b>\$152,903.45</b>	<b>\$109,518.25</b>	<b>(\$43,385.20)</b>	<b>\$1,183,896.33</b>	<b>\$1,384,700.75</b>	<b>\$200,804.42</b>
<b>Expenses</b>							
<u><b>Mission To Our Congregations</b></u>							
Disciplemaking/Spirit.Growth	\$9,425.00	\$1,044.92	\$785.42	(\$259.50)	\$3,970.10	\$8,639.62	\$4,669.52
Cong.Enhancement/ACT	\$65,000.00	\$1,807.00	\$5,417.00	\$3,610.00	\$45,451.00	\$59,587.00	\$14,136.00
Pastor Ministry Accounts	\$12,000.00	\$188.03	\$1,000.00	\$811.97	\$4,485.28	\$11,000.00	\$6,514.72
Presbytery Resources	\$1,700.00	\$0.00	\$141.67	\$141.67	\$0.00	\$1,558.37	\$1,558.37
Stewardship & Mission Interp.	\$1,250.00	\$0.00	\$104.17	\$104.17	\$0.00	\$1,145.87	\$1,145.87
<b>Total Mission To Our Congregations</b>	<b>\$89,375.00</b>	<b>\$3,039.95</b>	<b>\$7,448.26</b>	<b>\$4,408.31</b>	<b>\$53,906.38</b>	<b>\$81,930.86</b>	<b>\$28,024.48</b>
<u><b>Mission Beyond Congregations</b></u>							
Ecumenical Partnerships	\$18,100.00	\$0.00	\$1,508.34	\$1,508.34	\$6,100.00	\$16,591.74	\$10,491.74
GA & Synod Per Capita Support	\$271,255.00	\$0.00	\$17,849.00	\$17,849.00	\$133,188.12	\$253,406.00	\$120,217.88
International Partnership	\$3,000.00	\$0.00	\$250.00	\$250.00	(\$326.50)	\$2,750.00	\$3,076.50
Mission Ministry Team	\$2,600.00	\$0.00	\$216.67	\$216.67	\$0.00	\$2,383.37	\$2,383.37
New Worshiping Communities	\$100,000.00	\$532.10	\$8,333.33	\$7,801.23	\$78,123.58	\$91,666.63	\$13,543.05
Crestfield Support	\$90,000.00	\$0.00	\$0.00	\$0.00	\$90,000.00	\$90,000.00	\$0.00
Justice Ministries	\$11,750.00	\$221.90	\$979.18	\$757.28	\$2,612.41	\$10,770.98	\$8,158.57
<b>Total Mission Beyond Congregations</b>	<b>\$496,705.00</b>	<b>\$754.00</b>	<b>\$29,136.52</b>	<b>\$28,382.52</b>	<b>\$309,697.61</b>	<b>\$467,568.72</b>	<b>\$157,871.11</b>



**Pittsburgh Presbytery**  
**Operating Fund Revenues & Expenses - Summary**  
**November 2023**

	Annual Budget	MTD Actual	MTD Budget	MTD Budget Remaining	YTD Actual	YTD Budget	YTD Budget Remaining
<b><u>Ecclesiastical Costs</u></b>							
Administrative Expense	\$83,037.00	\$2,937.69	\$6,919.67	\$3,981.98	\$54,144.05	\$76,116.37	\$21,972.32
Executive Committee Expenses	\$5,550.00	\$317.89	\$462.49	\$144.60	\$5,618.50	\$5,087.39	(\$531.11)
Ministry - COM & CPM	\$10,125.00	\$1,778.37	\$843.76	(\$934.61)	\$12,638.08	\$9,281.36	(\$3,356.72)
Property Expense	\$41,900.00	\$5,050.78	\$4,908.32	(\$142.46)	\$81,658.44	\$51,491.52	(\$30,166.92)
Stated Clerk Office	\$950.00	\$734.03	\$79.17	(\$654.86)	\$4,027.36	\$870.87	(\$3,156.49)
<b>Total Ecclesiastical Costs</b>	<b>\$141,562.00</b>	<b>\$10,818.76</b>	<b>\$13,213.41</b>	<b>\$2,394.65</b>	<b>\$158,086.43</b>	<b>\$142,847.51</b>	<b>(\$15,238.92)</b>
<b>Total Personnel</b>	<b>\$766,577.00</b>	<b>\$56,952.25</b>	<b>\$62,631.51</b>	<b>\$5,679.26</b>	<b>\$677,151.96</b>	<b>\$688,946.61</b>	<b>\$11,794.65</b>
<b>Total Budgeted Expenses</b>	<b>\$1,494,219.00</b>	<b>\$71,564.96</b>	<b>\$112,429.70</b>	<b>\$40,864.74</b>	<b>\$1,198,842.38</b>	<b>\$1,381,293.70</b>	<b>\$182,451.32</b>
<b>Presbytery Operating Budget Net Total</b>	<b>\$0.00</b>	<b>\$81,338.49</b>	<b>(\$2,911.45)</b>	<b>(\$84,249.94)</b>	<b>(\$14,946.05)</b>	<b>\$3,407.05</b>	<b>\$18,353.10</b>

**REPORT OF THE STATED CLERK  
February 22, 2024**

**Items for Information**

**1. Deadline for Docket Time and Waiver Requests for May Presbytery Meeting**

The Ecclesiastical Committee has announced that all requests for docket time at the May 23, 2024 presbytery meeting must be made to the Ecclesiastical Committee via the Stated Clerk's office no later than **noon on Wednesday, April 24, 2024**. If action by the Presbytery will be requested, the full text of the motion and any accompanying documents (reports, rationale, etc.) must be submitted by this time as well. Requests for waivers of the six-year limitation on terms for elders and deacons are due on this date also.

The remaining deadlines for docket time and waiver requests for 2024 are as follows:

**Presbytery Meeting Deadline**

October 3, 2024	September 4, 2024
December 12, 2024	November 6, 2024

**2. 2023 Minutes Readings**

In addition to the continuing online minutes exchange program, the Ecclesiastical Committee will hold minutes review by appointment at the Presbytery Center on the following dates:

March 2, 2024  
April 6, 2024  
May 4, 2024  
September 7, 2024

Please contact Jenny Tarrant at [jtarrant@pghpresbytery.org](mailto:jtarrant@pghpresbytery.org) for further information or to register for minutes reading. Forms for examinations of session minutes and rolls and registers, which must be completed before attending minutes reading, are available on the presbytery's website:

[https://www.pghpresbytery.org/about\\_us/stated\\_clerk/forms-resources/](https://www.pghpresbytery.org/about_us/stated_clerk/forms-resources/)

An additional Minutes Reading opportunity will be scheduled for October 2024 once the complete University of Pittsburgh home football schedule has been announced.

**3. New Book of Order Required Policies and Boundary Training Requirement for Sessions**

The amendments to the Book of Order which became effective in July 2023 added two new required policies under G-3.0106. Under this provision, all councils (including sessions) are required to adopt and implement harassment and antiracism policies in addition to the sexual misconduct and child and youth protection policies already required.

The amendment further provided that:

**Each council's policy shall include requirements for boundary training, which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members every thirty-six months.**

Pittsburgh Presbytery is drafting its own policies and assembling information and resources on training opportunities both in person and virtually. The Ecclesiastical

Committee will begin tracking compliance with these requirements in its review of the 2024 annual minutes and will make failure to have such policies a delinquency for the 2025 minutes.

#### **4. Roll of Minister Members of Pittsburgh Presbytery**

The roll of minister members of Pittsburgh Presbytery as of December 31, 2023 is appended to this report. Please note that any changes effective after January 1, 2024 are not reflected and that minister members who have multiple occupational designations are listed only under one category. This is especially true for retired members currently serving in a temporary capacity.

#### **5. Invitations for Hosting the Presbytery during December 2025**

The Ecclesiastical Committee would welcome your invitation for the Pittsburgh Presbytery to meet at your church/facility for its December 2025 stated meeting. Please notify the Ecclesiastical Committee of your congregation's interest via the Stated Clerk's office. If your congregation is unable to host this meeting but is interested in partnering with a host congregation to provide volunteers and other support, please let the Ecclesiastical Committee know via the Stated Clerk's office as well.

#### **6. Change in Pennsylvania Law for Corporate Reporting**

The Pennsylvania legislature recently enacted an annual reporting requirement for Pennsylvania corporations which will replace the former decennial report requirement previously completed in years ending in "1". The annual report requirement begins in calendar year 2025 and will be free for nonprofit corporations. The deadline for filing the annual report for all corporations will be June 30 of each year.

Please note that this is not an annual financial or charitable activity report. Instead, the report will consist of:

- The organization's name
- The jurisdiction of the organization's formation
- The name of at least one director, member, or partner
- Names and titles of the organization's principal officers
- The address of the organization's principal office
- The entity number issued by the Pennsylvania Department of State

Online filing will be available at <https://file.dos.pa.gov/>. Further information will be available in 2025, but congregations are urged to establish an account on the website and make sure that their corporate information, especially the mailing address, is accurate.

#### **7. Appointment of Associate and Assistant Stated Clerks**

The Stated Clerk has appointed Rev. Dr. Trent Hancock as Associate Stated Clerk and Rev. Emily Cooper, Rev. Jason Freyer, and Mrs. Dorothy Winter as Assistant Stated Clerks.

#### **8. Permanent Judicial Commission Expired Terms Roster**

In accordance with D-3.0602b, the Stated Clerk is required to maintain a current roster of the members of the Permanent Judicial Commission whose terms have expired within the last six years and to report those names annually to the presbytery. The following are members of the Permanent Judicial Commission of the presbytery whose terms have expired within the last six years and who, therefore, would be available to fill a quorum in

the event that current members of the Permanent Judicial Commission are unable to attend hearings in a particular case:

**Name Term Expired**

- Elder Jeanne Bingman 2023
- Elder Eugene Harris 2023
- Elder Laura Vassamillet 2023
- Rev. Dr. Janet Edwards 2022
- Rev. Lee Nichols 2022
- Elder Jack Simmons 2022
- Rev. Vance Torbert, III 2021
- Rev. Ann Morris 2018

**9. Ruling Elder Parity – 2024**

***Presbytery Plan for Addressing Teaching and Ruling Elder Parity.*** Under provisions of article G-3.0301 of the Book of Order, the Presbytery annually redresses an imbalance of ministers and elders in accordance with a plan set out in the Presbytery Manual. The imbalance is addressed by (1) subtracting ministers who do not live within a reasonable meeting-commuting range or whose advanced age or frail health prevents their attendance, (2) calculating the number of ruling elder commissioners which participating congregations by size are permitted to send to presbytery meetings (as set forth in the Manual of the Presbytery), (3) enrolling ruling elders actively serving on commissions and committees of the presbytery, (4) enrolling presbytery ruling elder officers, staff, commissioned ruling elders, and past moderators, and (5) inviting congregations on the basis of an annual rotation to send an additional ruling elder to presbytery meetings. The structure of this presbytery teaching and ruling elder parity plan has been in place for a number of years.

The membership of Pittsburgh Presbytery as reported to the Stated Clerk as of December 31, 2022 was:

<b>Minister Members:</b>	287
Less those unlikely to be able to attend	60
	227
<b>Ruling Elders</b>	
Ruling Elders by Congregation Membership Size	133
Plus Ruling Elder Officers, etc.	69
Plus Additional Ruling Elders by Rotation	25
	227

**Items for Action**

**1. Consent Motions**

The Stated Clerk recommends item #4 and 5 be approved by consent.

**2. Requests for Concurrences to Overtures to the 226<sup>th</sup> General Assembly Relating to Shared Ministry**

Presbyter Rev. Dr. Doug Portz timely submitted to the Office of the Stated Clerk the following set of overtures to amend the Book of Order pertaining to shared ministry. The

full text of each overture, including the rationale, is appended to this report. The Presbytery of Lake Erie passed the overtures on February 13, 2024. Accordingly, Pittsburgh Presbytery is asked to concur with the overtures.

### **A. On Amending G-2.0504 to Include Shared Ministry in the Definition of Pastoral Relationships**

The Presbytery of Lake Erie overtures the 226<sup>th</sup> General Assembly (2024) to approve and send the following amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0504 be amended as follows?

(Text to be added is in **bold** and *italics*.)

#### G-2.0504 Pastoral Relationships

When ministers of the Word and Sacrament are called as pastor, co-pastor, or associate pastor of a congregation, ***or multiple congregations in a shared ministry***, they are to be responsible for a quality of life and relationships that commends the gospel to all persons and that communicates its joy and justice. They are responsible for studying, teaching, and preaching the Word, for celebrating Baptism and the Lord's Supper, and for praying with and for the congregation. With the ruling elders, they are to encourage people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world; to exercise pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying; to participate in governing responsibilities, including leadership of the congregation in implementing the principles of participation and inclusiveness in the decision-making life of the congregation, and its task of reaching out in concern and service to the life of the human community as a whole. With the deacons they are to share in the ministries of compassion, witness, and service. In addition to these pastoral duties, they are responsible for sharing in the ministry of the church in councils higher than the session and in ecumenical relationships.

#### a. Installed Pastoral Relationships

The installed pastoral relationships are pastor, co-pastor, and associate pastor. A minister of the Word and Sacrament may be installed in a pastoral relationship for an indefinite period or for a designated term determined by the presbytery in consultation with the congregation ***or congregations in the case of shared ministry***, and specified in the call. When a congregation determines that its strategy for mission under the Word so requires, the congregation may call additional pastors. Such additional pastors shall be called co-pastors or associate pastors, and the duties of each pastor and the relationship between the pastors of the congregation shall be determined by the session with the approval of the presbytery. When a congregation has two pastors serving as co-pastors, and the relationship of one of them is dissolved, the other remains as

pastor. The relationship of an associate pastor to a congregation is not dependent upon that of a pastor. An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation. ***When the pastoral relationship with a congregation in shared ministry is dissolved, the minister of Word and Sacrament remains the pastor of the other congregation (s).***

#### **B. On Amending G-2.0804 to Include Shared Ministry in Terms of Call**

The Presbytery of Lake Erie overtures the 226<sup>th</sup> General Assembly (2024) to approve and send the following amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0804 be amended as follows?

(Text to be added is in **bold** and *italics*.)

##### G-2.0804 Terms of Call

The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made, ***or in the case of shared ministry the aggregate of multiple terms of call***. The session shall review annually the minister's terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery's minimum requirements. The 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. ***In the case of shared ministry, participation in the benefits plan shall be as reflected in the shared ministry covenant.***

#### **C. On Amending G-2.0805 to Include Installations in Multiple Congregations in Shared Ministry**

The Presbytery of Lake Erie overtures the 226<sup>th</sup> General Assembly (2024) to approve and send the following amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0805 be amended as follows?

(Text to be added is in **bold** and *italics*.)

##### G-2.0805 Installation Service

When the congregation (**s**), the presbytery, and the minister of the Word and Sacrament (or candidate) have all concurred in a call to a permanent or designated pastoral position, the presbytery shall complete the call process by organizing and conducting a service of installation. Installation is an act of the presbytery establishing the pastoral relationship. A service of installation occurs in the context of worship. The order for that service of worship in the Directory for Worship (W-4.04) shall be followed.

**3. Overture to the 226<sup>th</sup> General Assembly Regarding Engagement with and Possible Divestment Recommendation General Electric and Palantir Technologies, Inc.**

The sessions of Valley View Presbyterian Church and Sixth Presbyterian Church separately endorsed and timely submitted to the Office of the Stated Clerk The full text of the overture, including the rationale, is appended to this report.

The Presbytery of Pittsburgh overtures the 226<sup>th</sup> General Assembly (2024) to:

Direct the Committee on Mission Responsibility Through Investment (MRTI) to begin focused engagement with General Electric (GE) and Palantir Technologies, Inc. in the 2025 and 2026 proxy seasons and to report back to the 227<sup>th</sup> General Assembly (2026) with possible divestment recommendations for the companies that are not moving toward compliance with established General Assembly policies.

**\*4. Ruling Elder Parity**

The Stated Clerk recommends that the following elder officers, former moderators, committee/commission members, and staff of Pittsburgh Presbytery be commissioned as elder presbyters for the calendar year 2024 to redress an imbalance of minister and elder presbyters (See, Book of Order, G-3.0301):

**EQUALIZED RULING ELDERS 2024**

**Elected Officers of Presbytery:**

Vice Moderator, West	Mary Jo Buffo	Ben Avon
Treasurer	Christopher Martin	East Liberty
Stated Clerk	Carla Campbell	Southminster

**Former Moderators:**

Frank Hancock	Oakmont PC
Mark Krauland	East Liberty
Kears Pollock	Parkwood UP
Mark Roth	East Liberty
Louise Schoppe	Ken Mawr
Lenore Williams	East Liberty

**Presbytery Executive Committee:**

Dan Beckstrom	Bethel, Bethel Park
Robert Brown	Southminster
Nancy Bunce	Sewickley
Rob Carr	Jefferson
Alex Matthews	Grace
Paul Nigra	Hawthorne
Dana Nicodemus	Hiland
Allan Perry	Riverview
Peter Pross	Mosaic
John Van Cleve	Westminster

<b>Presbytery Staff:</b>	Cathy Nelson Jenny Tarrant	Ingram UP Bellevue
<b>Synod Commissioner:</b>	Elsie Knappenberger	On Presbytery Roll
<b>Commission on Ministry:</b>	Karl Casey Paul Conley Katrina Dunderdale Jennifer Floyd Mark Jones Renee Haynes-Johnson Tyler McGuigan Anita Perry Bucky Savatt Judy Shipley Holly Wray Ken Yoest	Hot Metal Westminster Hebron Southminster McKeesport Eastminster First, Edgewood Riverview Ken Mawr First, Pittsburgh Waverly Northmont
<b>Commission on Preparation for Ministry:</b>	Tim Bailey Blanch Bennett Jan Bucey Molly Childs Margaret Dixon Lin Ewing Bob Lindeman Amanda Wade Jim Weikel Andrew Wilson	Carnegie Valley View Hot Metal Fox Chapel Beulah Oakmont Elfinwild Clinton Ken Mawr Forest Hills
<b>Nominating Committee:</b>	Judith Jerry Sally Huber Lewis Barb Prevost Ann Strong	Bidwell Oakmont Crafton Heights Sewickley
<b>Permanent Judicial Commission:</b>	Susan Dobbins Karen Timko Elizabeth Teti	Sewickley John McMillan Southminster
<b>Response Team:</b>	Cathy Fullmer Michelle Snyder	Hot Metal Bower Hill
<b>Ecclesiastical Committee:</b>	Chris Blackwood Nancy Gulliford Laura Markowitz	Southminster First, Tarentum Concord
<b>Administrative Commission for Transformation:</b>	Bob Nadin	Ben Avon



**New Worshipping Communities Commission:**

Scott Hagley	Open Door
Stephanie Simmons	Grace
Gene Walker	Mosaic
Vera White	Hiland

**Administrative Commissions:<sup>1</sup>**

Community House:	Tom Johnson	Sewickley
	Ted Mills	Northmont
	Peggy Outen	Community House

**Certified Christian Educator:** Carolyn Leah Beulah

**Commissioned Ruling Elders:**

Ross Community	Dale Craig	Ross Community
Bethel United	Suzanne Good	Southminster
Vietnamese	Don Barnes	Open Door
Valley	Nancy Stanny	Valley

**\*5. Ecclesiastical Administrative Commissions to Install**

The Stated Clerk recommends that the Minutes of the following Ecclesiastical Administrative Commission be approved, and the commission be dismissed with thanks:

**Administrative Commission to Install Rev. Jin Ko**

**Ko** The Administrative Commission elected by the Executive Committee of Pittsburgh Presbytery acting on presbytery's behalf because time was of the essence on January 11, 2024 to install Rev. Jin Ko, comprising of Senior Vice Moderator, Rev. Lindsay White, Rev. Susan Rothenberg, Rev. Colleen Molinaro, Rev. Ralph Lowe, Elder Mike DeCecco (Crafton), Elder Bucky Savatt (Ken Mawr), and Elder Janet Wood (Ingram) met by appointment on Sunday, January 14, 2024, at 3:30 p.m. at St. Matthews Lutheran Church.

There being a quorum present, the Commission was convened with prayer by Rev. White. All things being prepared in advance, decently and in order, the Commission approved the Service of installation and voted to proceed to the installation of Rev. Jin Ko according to the direction of Presbytery and the Constitution of the Presbyterian Church (U.S.A.). The Commission moved to the Sanctuary at 4:00 p.m. and installed Rev. Ko.

Rev. Lindsay White asked the constitutional questions which the candidate answered in the affirmative. The sermon was delivered by Rev. Mike McCamey. Rev. White offered the prayer of installation.

The minutes of the Commission were read and approved. Upon motion duly made, the Commission moved to adjourn at the conclusion of the Service of Installation with the pronouncement of the Benediction by Rev. Ko.

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<sup>1</sup> The ruling elder members of the other currently active administrative commission, the Grand View Administrative Commission, all are equalized elders by virtue of other presbytery service.

**Roll of Minister Members of Pittsburgh Presbytery  
As of 12/31/2023**

**Installed Pastors:**

Steven Aguzzi	Dirk Lesnett
John Barker	Theodore Martin
Philip Beck	Jessica McClure Archer
Rebecca Branch-Trevathan	Karl McDonald
Donald Brown	Colleen Molinaro
David Carver	Jon Nelson
Lance Chapman	L Roger Owens
Karen Claassen	Jeffrey Potter
Harry Cooper	James Ramsey
Emily Cooper	Benjamin Robbins
John Creasy	Austin Crenshaw Shelley
H William Dambach	Dong Ju Shin
Jason Dauer	Catherine Smith
Derek Davenport	Brian Snyder
Eric Dennis	Laura Strauss
Tyler Domske	Aaron Teter
Kyle Erickson	Ginger Thomas
James Evans	M Jefferson Tindall
Joleen Forrest	Nancy Titus
Jason Freyer	Gavin Walton
Matthew Fricker	Deborah Warren
Elisabeth Hartwell	B DeNiece Welch
Scott Hill	Steven Werth
Stephen Hodges	Caitlin Werth
Brian Janssen	Lindsay White
Henry Knapp	Mark Whitsel
Vincent Kolb	

**Installed/Designated Associate Pastors:**

Rebecca DePoe  
Patrice Fowler-Searcy  
Rachel Hebert  
Ryan Pixton  
Heather Schoenewolf  
Kevin Vinay

**Interim Pastors:**

Ernest Gardner  
Sarah Robbins

**Covenant and Temporary Pastors:**

Ronee Christy  
Samantha Coggins  
Chad Collins  
Glenn Creamer  
Ellen Dawson  
Joshua Fisher  
Jodi Flack  
Trent Hancock  
Diana Harbison  
Jermaine McKinley  
Emily Miller  
Christin Moreland  
Amy Newell

Lam Nguyen  
Walter Pietschmann  
Mary Jo Ramsey  
Jason Rea  
Thomas Ribar  
Susan Rothenberg  
Mary Louise Russell  
Benjamin Schneider  
Judith Slater  
Michael Stanton  
Sharon Stewart  
Kristin Widrich  
Karen Younger

**Validated Ministers/Those Serving as Chaplains, in Educational Institutions, in PCUSA Agencies or Mid-Councils, in New Worshipping Communities, etc.:**

Erin Angeli  
John Burgess  
Katherine Campbell  
Forrest Claassen  
Marlaena Cochran  
Carolyn Cranston  
Erin Davenport  
Jeffrey Eddings  
B. Hunter Farrell  
Michael Gehrling  
Saleem Ghubril  
Donna Giver Johnston  
Andrew Greenhow  
Angela Hancock  
Michael Holohan  
Tami Hooker  
Charissa Howe  
Alina Kanaski  
S. Balajied Khylllep

Jane Ellen Larson  
Shanea Leonard  
Ralph Lowe  
Cynthia McClung  
Douglas Portz  
David Robinson  
Karen Rohrer  
Louise Rogers  
Lee Scott  
Karen Sloan  
Kendra Smith  
N Graham Standish  
Christopher J. Taylor  
Ayana Teter  
Edwin van Driel  
Brian Wallace  
John Welch  
Tammy Wiens  
Frank Yamada

**Members at Large:**

Nicole Atkinson  
Lori Bass-Riley  
Michael Beckstrom  
Laura Bentley  
Leslie Boone  
Karie Ann Charlton  
Scott Dennis  
Janet Edwards

Darlene Figgs  
Dana Gold  
Bethany Harbaugh  
Sungil Hong  
Robin Humphreys  
Philip Jamison  
Clifton Johnson  
Barbara Kennedy

Cheryl Khyllep  
Sung Hee Lee  
Vivian Lovingood  
Stephanie Martin  
Sarina Odden Meyer  
Elizabeth Michael Ross  
Ann Morris  
Russell Mowry  
Martha Neba-Mbandi  
Anthony Rivera

Kenneth Smith  
Timothy Sweet  
James Tinnemeyer  
Deborah Wilkinson  
James Williams  
Tara Woodard-Lehman  
Brandon Woodworth  
Stephen Wutz  
Tamara Yeager

**Retired Pastors:**

Robert Abrams  
Michael Barnes  
Frank Bates  
Deborah Blair  
Steven Bomely  
Hendrik Bossers  
Joanne Brown  
J Bruce Byers  
Carnegie Samuel Calian  
Mary Lynn Callahan  
John Campbell  
David Carlisle  
Paul Chun  
Ronald Church  
Owen Clark  
James Craig  
Stephen Crocco  
John Dalles  
James Davidson  
James Davison  
Donald Dawson  
M Catherine Day  
Robert Dayton  
Frank Deluce  
John Dickey  
Rosemary Dodson  
David Elliott  
Deborah Evanovich  
Donald Ewing  
Howard Eybers  
Thomas Fairley  
Bruce Ford  
John Free  
Patricia Frick  
James Gilchrist

Patricia Giles-Petrosky  
Gaylord Gillis  
Catherine Gillis  
Charles Glidden  
Clyde Goff  
Donald Gowan  
William Gracey  
Peter Grosso  
Janet Guyer  
Thomas Hall  
Kathryn Hamilton  
Melany Hamilton  
John Hamilton  
Jean Henderson  
L Rae Hodge  
Joan Hogge  
Jay Hollinsworth  
Byron Jackson  
Cynthia Jackson  
Maxine Jenkins  
Carolyn Jones  
Dana Jones  
Myra Kazanjian  
F Stanley Keehlwetter  
Alick Kennedy  
Darrell Knopp  
Robert Koschik  
Harry Ladley  
Stewart Lawrence  
Carol LeBlanc  
William Little  
John Lolla  
Louis Long  
Donald Ludwig  
R Cameron Malcolm

Robert Maravalli  
Helsel Marsh  
John McCall  
Thomas McManus  
Kerry Meier  
Daniel Brooks Merry  
Susan Meyer  
Louis Mitchell  
Johnnie Monroe  
William Myers  
R Lee Nichols  
William Painter  
Charles Partee  
C Leonard Pate  
William Paul  
Wayne Peck  
Ronald Peters  
Lynn Portz  
Andrew Purves  
Catherine Purves  
Charles Ray  
John Rickloff  
Paul Roberts  
James Robinson  
William Roemer

Carol Divens Roth  
Lawrence Ruby  
Linda Ruby  
Michael Rucker  
Bruce Schlenke  
Marsha Sebastian  
Lawrence Selig  
James Snyder  
Sheldon Sorge  
William Sutherland  
John Sweitzer  
Bruce Swenson  
Jeanette Tagg  
Christopher Taylor  
Carl Templin  
Paul Thwaite  
Vance Torbert  
Robert Walkup  
James Welch  
Kenneth White  
Stephen Wilson  
John Wilson  
David Wood  
James Wright  
John Yohe

**Inactive Members:**

Orrin Camp  
Deborah Gausmann  
Barry Pintar

**Temporary Members from Other Denominations:**

Keith Kaufold  
Edwin Kerr  
Asa Lee  
Wayne Meyer  
Dora Odarenko

**Commissioned Pastors:**

Don Barnes  
Dale Craig  
Suzanne Good  
Paul Nigra  
C. Louise Schoppe  
Nancy Stanny

## On Amending G-2.0504 to Include Shared Ministry in the Definition of Pastoral Relationships

The Presbytery of Lake Erie overtures the 226<sup>th</sup> General Assembly (2024) to approve and send the following amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0504 be amended as follows?

(Text to be added is in **bold** and *italics*.)

### G-2.0504 Pastoral Relationships

When ministers of the Word and Sacrament are called as pastor, co-pastor, or associate pastor of a congregation, ***or multiple congregations in a shared ministry***, they are to be responsible for a quality of life and relationships that commends the gospel to all persons and that communicates its joy and justice. They are responsible for studying, teaching, and preaching the Word, for celebrating Baptism and the Lord's Supper, and for praying with and for the congregation. With the ruling elders, they are to encourage people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world; to exercise pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying; to participate in governing responsibilities, including leadership of the congregation in implementing the principles of participation and inclusiveness in the decision-making life of the congregation, and its task of reaching out in concern and service to the life of the human community as a whole. With the deacons they are to share in the ministries of compassion, witness, and service. In addition to these pastoral duties, they are responsible for sharing in the ministry of the church in councils higher than the session and in ecumenical relationships.

#### a. Installed Pastoral Relationships

The installed pastoral relationships are pastor, co-pastor, and associate pastor. A minister of the Word and Sacrament may be installed in a pastoral relationship for an indefinite period or for a designated term determined by the presbytery in consultation with the congregation ***or congregations in the case of shared ministry***, and specified in the call. When a congregation determines that its strategy for mission under the Word so requires, the congregation may call additional pastors. Such additional pastors shall be called co-pastors or associate pastors, and the duties of each pastor and the relationship between the pastors of the congregation shall be determined by the session with the approval of the presbytery. When a congregation has two pastors serving as co-pastors, and the relationship of one of them is dissolved, the other remains as pastor. The relationship of an associate pastor to a congregation is not dependent upon that of a pastor. An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation. ***When the pastoral relationship with a congregation in shared ministry is dissolved, the minister of Word and Sacrament remains the pastor of the other congregation (s).***

**Rational:**

As congregations have continued to decline in average membership, many smaller congregations find that they are no longer able to call a pastor for full time ministry. This leaves both the congregation and the potential pastor in a diminished position. The pastor must find alternative work to support themselves. Often this means that the pastor is not installed in the traditional format because temporary contracts and other arrangements create more financial flexibility for the congregation. A solution that has been demonstrated to be effective is shared ministry, one minister installed (or called by contract) as pastor in one or more congregations. This allows the minister to work full-time in ministry, obtain benefits from the Board of Pensions, and thereby bring their best gifts to God and their congregations. Congregations remain independent (not yoked) and have an installed pastor who can fulfill those duties specified in the Book of Order.

**On Amending G-2.0805 to Include Installations in Multiple Congregations in Shared Ministry**

The Presbytery of Lake Erie overtures the 226<sup>th</sup> General Assembly (2024) to approve and send the following amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0805 be amended as follows?

(Text to be added is in **bold** and *italics*.)

G-2.0805 Installation Service

When the congregation (**s**), the presbytery, and the minister of the Word and Sacrament (or candidate) have all concurred in a call to a permanent or designated pastoral position, the presbytery shall complete the call process by organizing and conducting a service of installation. Installation is an act of the presbytery establishing the pastoral relationship. A service of installation occurs in the context of worship. The order for that service of worship in the Directory for Worship (W-4.04) shall be followed.

**Rational:**

As congregations have continued to decline in average membership, many smaller congregations find that they are no longer able to call a pastor for full time ministry. This leaves both the congregation and the potential pastor in a diminished position. The pastor must find alternative work to support themselves. Often this means that the pastor is not installed in the traditional format because temporary contracts and other arrangements create more financial flexibility for the congregation. A solution that has been demonstrated to be effective is shared ministry, one minister installed (or called by contract) as pastor in one or more congregations. This allows the minister to work full-time in ministry, obtain benefits from the Board of Pensions, and thereby bring their best gifts to God and their congregations. Congregations remain independent (not yoked) and have an installed pastor who can fulfill those duties specified in the Book of Order.

**On Amending G-2.0805 to Include Installations in Multiple Congregations in Shared Ministry**

The Presbytery of Lake Erie overtures the 226<sup>th</sup> General Assembly (2024) to approve and send the following amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0805 be amended as follows?

(Text to be added is in **bold** and *italics*.)

G-2.0805 Installation Service

When the congregation (**s**), the presbytery, and the minister of the Word and Sacrament (or candidate) have all concurred in a call to a permanent or designated pastoral position, the presbytery shall complete the call process by organizing and conducting a service of installation. Installation is an act of the presbytery establishing the pastoral relationship. A service of installation occurs in the context of worship. The order for that service of worship in the Directory for Worship (W-4.04) shall be followed.

**Rational:**

As congregations have continued to decline in average membership, many smaller congregations find that they are no longer able to call a pastor for full time ministry. This leaves both the congregation and the potential pastor in a diminished position. The pastor must find alternative work to support themselves. Often this means that the pastor is not installed in the traditional format because temporary contracts and other arrangements create more financial flexibility for the congregation. A solution that has been demonstrated to be effective is shared ministry, one minister installed (or called by contract) as pastor in one or more congregations. This allows the minister to work full-time in ministry, obtain benefits from the Board of Pensions, and thereby bring their best gifts to God and their congregations. Congregations remain independent (not yoked) and have an installed pastor who can fulfill those duties specified in the Book of Order.



## **The Presbytery of Pittsburgh overtures the 226<sup>th</sup> General Assembly (2024) to:**

Direct the Committee on Mission Responsibility Through Investment (MRTI) to begin focused engagement with General Electric (GE) and Palantir Technologies, Inc. in the 2025 and 2026 proxy seasons and to report back to the 227<sup>th</sup> General Assembly (2026) with possible divestment recommendations for the companies that are not moving toward compliance with established General Assembly policies.

### **Rationale**

The Presbyterian Church (USA) has long recognized that church investment is “an instrument of mission.”<sup>1</sup> General Electric and Palantir Technologies are both involved in activities that bring them into direct conflict with our policy of mission-directed investment.

### **Military-Related Production, Human Rights, and Divestment**

The PC(USA) has identified concerns that can qualify a company for divestment and/or proscription. The most relevant criteria for these two companies are military-related production and human rights violations.<sup>2</sup>

Regarding military-related production, the divestment/proscription list offers guidelines that include “the sale of weapons to states involved in armed conflicts where there are heightened risks of those weapons being used in ways that constitute serious and systematic violations of international humanitarian law (IHL).”<sup>3</sup>

Regarding human rights violations, the list notes,

It is in conflict-affected and high-risk areas (CAHRA) ... that people are most vulnerable to violations of their human rights. CAHRA may include ... military occupations (e.g., Occupied Palestinian Territories)....<sup>4</sup>

### **General Electric (GE)<sup>5</sup>**

GE is a vast corporation involved in a wide variety of activities. Its revenues in 2022 totaled \$76.6 billion, with a “defense revenue” of \$4.4 billion.<sup>6</sup>

### ***Military Production and Human Rights Violations in Israel/Palestine***

GE's F110-GE-129 engines are found in all F-15 and F-16 fighter jets. Its electronic components are included in F-35 fighter jets.<sup>7</sup> F-15, F-16, and F-35 fighter jets have been used regularly in strikes on Gaza, including in 2008-09, 2014, 2021, and 2023-24. For each of those bombing assaults Israel has been accused of war crimes by the human rights organizations Amnesty International (AI), B'tselem, and Human Rights Watch (HRW).<sup>8</sup>

GE's T700 engines are employed in Israeli helicopters, including the Apaches that have been prominent in military operations against the West Bank and Gaza.<sup>9</sup>

The LM2500 produced by GE is the turbine part in the Sa'ar 5 warship with which the Israeli Navy enforces the naval blockade of Gaza.<sup>10</sup> In 2010 a Sa'ar ship assaulted the Gaza Freedom flotilla, leading to war crimes charges by the ICC's chief prosecutor.<sup>11</sup>

### ***Human Rights Violations in Yemen and China***

GE works with the Royal Saudi Air Force, which has been implicated in war crimes in Yemen. The company provides Saudi with engines used in F-15 jets and Black Hawk and Apache helicopters. According to the human rights organization, PAX, the company “should be seen as ‘contributing’ to the [human rights] violations in Yemen.”<sup>12</sup>

GE is connected through its supply chain to the forced migration and labor of the Uyghur population in China. GE is a customer of Dongguan Yidong Electronic Co. Ltd., a supplier with factories in China that participate in the forced transfer, re-education, and exploitation of the Uyghurs.<sup>13</sup>

### **Palantir Technologies, Inc.**

Palantir Technologies develops technology used in machine-assisted and human-driven data analysis. Palantir was created with start-up money provided by the CIA’s venture capital branch.<sup>14</sup>

### ***Military Production and Human Rights Violations in Israel/Palestine***

Palantir’s leading international clients include Israel’s security forces, which use Palantir’s predictive systems to identify individuals considered a “threat.” Using this technology, Israel jails Palestinians because they fit the ‘terrorist profile. One officer commented in 2016, “Unlike terrorists who belong to Hamas or the Islamic Jihad, if you get to their house a week before the attack the kid doesn’t know that he is a terrorist yet.”<sup>15</sup> By its police profiling, Palantir Technologies contributes to the mass incarceration of Palestinians.”<sup>16</sup>

### ***Contribution to Human Rights Violations against Migrants and Asylum Seekers***

Palantir’s products contribute to human rights violations in the U.S. and on the U.S.-Mexico border in immigrant surveillance and targeting. In 2020 AI concluded, “there is a high risk that Palantir is contributing to serious human rights violations of migrants and asylum-seekers.”<sup>17</sup> ICE has used its products to carry out workplace raids, deportations, and separate migrant families.<sup>18</sup> Palantir developed a tool used by ICE to separate immigrant families and build cases against migrants slated for deportation. Palantir’s “FALCON” product has been used to help conduct workplace raids against undocumented migrants.<sup>19</sup>

### ***Contributions to U.S. Police Forces and Military***

Palantir provides predictive policing technology to law enforcement agencies in the United States, a practice widely recognized as racist.<sup>20</sup> The company has garnered more than \$600 million in Pentagon contracts since 2008. Since 2018, Palantir has worked on “Project Maven,” an “initiative to deploy autonomous AI drones that can track vehicles and people, with the goal of sending those drones to combat zones to help the military prioritize targets and plan raids.”<sup>21</sup>

### **Conclusions**

Both General Electric and Palantir Technologies are involved in activities that conflict with the mission-directed investment policy of the PC(USA). We urge the General Assembly

to direct the Presbyterian Mission Agency Board to instruct MRTI to begin a focused engagement process with General Electric (GE) and Palantir Technologies, Inc. with the aim of moving these companies away from actions that create human harm, are a barrier to peace, and violate human rights.

## Notes

- <sup>1</sup> [Office of Faith-Based Investing and Corporate Engagement](#), PC(USA).
- <sup>2</sup> [PRESBYTERIAN CHURCH \(USA\) 2023 General Assembly Divestment/ Proscription List 2023](#), p.1.
- <sup>3</sup> [Ibid.](#), pp. 5-6.
- <sup>4</sup> [Ibid.](#), p. 7.
- <sup>5</sup> The following section and the section on Palantir Technologies utilize reports on the AFSC's [Investigate website](#).
- <sup>6</sup> ["Top 100 Defense Companies"](#), *Defense News*, 2023.
- <sup>7</sup> ["GE's F110 Engine"](#), GE Aerospace; Christine Gibson, ["The F-35 Stealth Fighter..."](#) Aug. 24, 2023; ["Boeing"](#), Investigate website, AFSC; ["Lockheed Martin Corp."](#), Investigate website, AFSC.
- <sup>8</sup> ["ISRAEL/OPT: The Conflict in Gaza"](#), AI, Jan. 19, 2009; ["Israel/Gaza"](#), HRW, Dec. 30, 2008; ["Israel/Palestine ..."](#), HRW, Jul. 15, 2014; ["Gaza 'Black Friday' ..."](#), AI, Jul. 29, 2015; ["Israel/ OPT..."](#), AI, May 17, 2021; ["Killing blockaded civilians ..."](#), B'tselem, May 15, 2021; ["HRW accuses Israel, Palestinians ..."](#), Al Jazeera, Jul. 27, 2021; ["Commission of Inquiry collecting evidence ..."](#), UN Office of the High Commissioner for Human Rights, 10 October 2023; ["Israel: Palestinian armed groups ..."](#), AI, Oct. 12, 2023; ["Damning evidence crimes ..."](#), AI, Oct. 20, 2023; Jacob Magid and Jeremy Sharon, ["B'tselem accuses Israel ..."](#), *Times of Israel*, 10 Oct., 2023; Ben Adler, ["3 questions ..."](#), *Yahoo! News*, Oct. 11, 2023; Stefano D'Urso, ["Configuration And Payload ..."](#), *The Aviationist*, Oct.12, 2023; ; Gabriel Centeno, ["Meet the Israeli fighter jets ..."](#), *Aeroflap*, Oct. 10, 2023; Christine Gibson, ["The F-35 Stealth Fighter..."](#) Aug. 4, 2023.
- <sup>9</sup> ["The T-700..."](#), GE Aerospace; ["GE XT700-GE-700 ..."](#), National Air and Space Museum; ["Boeing Co."](#), Investigate website, AFSC; ["Lockheed Martin Corp."](#), Investigate website, AFSC; Christine Gibson, ["Trusted Around the World ..."](#), GE, Jun. 22,2023, Lubna Masarwa and Oscar Rickett, ["Israel uses Apache ..."](#), *Middle East Eye*, June 19, 2023; ["2021 is deadliest year ..."](#), DCI, Dec. 10, 2021; Karen Yourish and Josh Keller, ["The Toll in Gaza and Israel ..."](#), *NYT*, Jul. 15, 2014; Anne Barnard, ["Boys Drawn to Gaza Beach ..."](#), *NYT*, *July 16, 2014*; ["HUMAN RIGHTS IN PALESTINE ..."](#), Human Rights Council, UN, Sept. 25, 2009.; ["US-made Apaches ..."](#), *Al Jazeera*, *Sept. 1, 2009*,.
- <sup>10</sup> ["LM2500 ..."](#), GE.
- <sup>11</sup> ["Israel, Blockade of Gaza ..."](#), ICRC; ["Statement of ICC Prosecutor ..."](#), ICC, Nov. 30, 2017. .
- <sup>12</sup> ["High-risk arms trade ..."](#), Pax for Peace, Jul., 2022.
- <sup>13</sup> Vicky Xiuzhong Xu, ["Uyghurs for sale ..."](#), Australian Strategic Policy Institute Policy Brief, Report No. 26/2020.
- <sup>14</sup> ["Palantir Technologies, Inc."](#), Stock Analysis; Sam Biddle, ["How Peter Thiel's Palantir..."](#) *Intercept*, Feb. 22, 2017,
- <sup>15</sup> Orr Hirschauge and Hagar Shezaf, ["How Israel Jails Palestinians ..."](#), *Haaretz*, May 31, 2017,.
- <sup>16</sup> ["Thousands of Palestinians ..."](#), *Al Jazeera*, Jun. 30, 2021.
- <sup>17</sup> ["Failing to Do Right ..."](#), AI 2020.
- <sup>18</sup> ["The War Against Immigrants ..."](#), *Mijente*, August 2019.
- <sup>19</sup> ["New Documentary Reveals ..."](#), *The Appeal*, My, 21, 2020; ["Data Company ..."](#), *WNYC*, July 16, 2019,.
- <sup>20</sup> Caroline Haskins, ["300 Californian Cities ..."](#), *Vice*, July 12, 2019, Maha Ahmed, ["Aided By Palantir,..."](#), *Intercept*, May 11, 2018; ["Palantir Technologies Inc."](#), Investigate website, AFSC.
- <sup>21</sup> ["Palantir Technologies Inc."](#), Investigate website, AFSC.

**REPORT OF THE COMMISSION ON MINISTRY  
TO PRESBYTERY**

**February 13, 2024 Meeting**

The committee met on February 13, 2024. 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)	Community PC of Ben Avon, Pittsburgh
Pastor (FT)	East Liberty Presbyterian Church, Pittsburgh
Associate Pastor (FT)	Bethany Presbyterian Church, Bridgeville
Interim Pastor(FT)	Presbyterian Church of Coraopolis, Coraopolis
Interim Pastor(FT)	The Riverdale Presbyterian Church, Moon Twp.
Covenant Assoc Pastor (FT)	Westminster Presbyterian Church, Upper St. Clair
Covenant Pastor (PT) (16-18 hrs)	Amity Presbyterian Church, Dravosburg
Covenant Pastor (PT) (32-26 hrs)	Baldwin United Presbyterian Church, Baldwin
Temporary Pastor (PT)	Universal United Presbyterian Church, Penn Hills
Temporary Pastor (PT)	Hot Metal Bridge Faith Community, Pittsburgh

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

The completion of the contract between **Rev. Alina Kanaski** and Good Shepherd Lutheran Church, effective January 31, 2024.

**Addendum at End of report: New Policies**

- Minimum Terms of Call and Benefit Policy for 2024
- Dissolution of Terms Policy for Teaching Elders
- Parental, Family and Personal Leave Policy

**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**

**\*2. Moderators**

The appointment of the **Rev. Nguyen Son Lam** as moderator of Pittsburgh Vietnamese Presbyterian Church effective July 15, 2023.

The appointment of the **Rev. Dr. Larry Ruby** as moderator of Linway United Presbyterian Church effective February 1, 2024.

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

The request of the First Presbyterian Church, Pittsburgh for the services of **Rev. Nguyen Son Lam** as Covenant Pastor effective July 15, 2023 for one year.

The request of the Linway United Presbyterian Church for the services of **Rev. Dr. Larry Ruby** as Interim Pastor effective February 1, 2024 for one year.

The request of the Community Presbyterian Church of Ben Avon for the renewal of the services of **Rev. Susan Rothenberg** as Temporary Pastor effective January 1, 2024 for three months.

The request of the Glenshaw Valley Presbyterian Church for the renewal of the services of **Rev. Christin Moreland** as Covenant Pastor effective January 1, 2024 for one year.

The request of the Hebron Presbyterian Church for the renewal of the services of **Rev. Jason Rea** as Temporary Pastor effective January 1, 2024 for one year.

The request of the Forest Avenue Presbyterian Church for the renewal of the services of **Rev. Jason Rea** as Temporary Pastor effective January 1, 2024 for one year.

The request of the United Presbyterian Church in Ingram for the renewal of the services of **Rev. Wayne Meyer** as Covenant Pastor effective January 1, 2024 for one year.

The request of the Deer Creek United Presbyterian Church for the renewal of the services of **Rev. David K. Wood** as Covenant Pastor effective January 1, 2024 for one year.

The request of the Pleasant Unity United Presbyterian Church for the renewal of the services of **Rev. David K. Wood** as Covenant Pastor effective January 1, 2024 for one year.

The request of the Jefferson United Presbyterian Church for the renewal of the services of **Rev. Dr. Kristin Widrich** as Covenant Pastor effective January 1, 2024 for one year.

The request of the Jefferson United Presbyterian Church for the renewal of the services of **Rev. Sharon Stewart** as Covenant Pastor effective January 1, 2024 for one year.

The request of the Mosaic Community Church for the renewal of the services of **Rev. Josh Fisher** as Covenant Pastor effective February 1, 2024 for one year.

The request of the East Union Presbyterian Church for the renewal of the services of **Rev. Mary Josephine Ramsey** as Covenant Associate Pastor effective January 1, 2024 for one year.

The request of the First Presbyterian Church, Elizabeth for the renewal of the services of **Rev. Ben Schneider** as Covenant Pastor effective January 1, 2024 for one year.

February 13, 2024

**\*4. Letters of Reception**

**The Rev. Rebecca Young** from Scioto Valley Presbytery effective February 22, 2024.

**\*5. Members-At-Large**

The request of the **Rev. Jane Larson** to be enrolled as a member at large of Pittsburgh Presbytery effective February 13, 2024.

The request of the **Rev. Alina Kanaski** to be enrolled as a member at large of Pittsburgh Presbytery effective February 1, 2024.

**\*6. Validated Ministry**

**Rebecca Young's** position as Chaplain at the University of Pittsburgh Medical Center, Mercy Hospital.

**\*7. 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. Jon Nelson** as Pastor of Union Presbyterian Church, Robinson Twp. on March 3, 2024 at 2:00 p.m. **The first named minister after the moderator to be clerk of the commission.** Moderator Rev. Sarah Robbins or her designee to moderate. Ministers Rev. Dr. Karen Claasen and Rev. Tom Ribar. Elders Bucky Savatt of Ken Mawr United Presbyterian Church and Anne Burke of Union Presbyterian Church.

**\*8. Commissioned Pastors**

The request of Hawthorne Avenue Presbyterian Church for the renewal of the services of **Elder Paul Nigra** as Commissioned Pastor for one-year effective January 1, 2024 and authorized to perform the following functions at Hawthorne Avenue Presbyterian Church:

- Administer the Lord's Supper.
- Administer the Sacrament of Baptism.
- Moderate the session.
- Have a voice in meetings of the Presbytery
- Have a vote in meetings of the Presbytery (such vote to be counted as an elder commissioner for purposes of parity).
- Perform a service of Christian marriage when invited by the session and permitted by state law.
- Perform a service of Christian burial when invited by the session.
  
- Perform a service of Christian marriage when invited by the session and permitted by state law.
- Perform a service of Christian burial when invited by the session.

February 13, 2024

**\*9. Retirement**

The request of the **Rev. Tami Hooker** for retirement effective January 6, 2024.

**Those Who Have Entered the Church Triumphant**

The Rev. Louis Brown	December 18, 2024
The Rev. Dr. James K. Smith	December 31, 2024
The Rev. William Roemer	January 6, 2024

## **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” 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 (29%)	\$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. The Commission on Ministry encourages Sessions to temporarily permit Pastors to accrue

<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.

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.

**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 (29%)	\$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.

<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.



**Dissolution of Terms Policy for Teaching Elders**  
**Pittsburgh Presbytery**  
**Proposed: November 2023**

Per Book of Order section G-2.08, any pastoral call is a three-way agreement between the congregation and the Pastor with the concurrence of the Presbytery, and, as such, a call may not be dissolved without the concurrence of the Presbytery.

Per Book of Order section G-2.0804, under certain circumstances, following the dissolution of call, the Pastor may be entitled to continued pay and benefits to support them as they transition into a new form of service.

The following situations **are not eligible** for continued pay and benefits.

- The Pastor chooses to accept another pastoral position or form of full-time employment.
- The Pastor chooses to retire (G-2.0503c)
- The Pastor is no longer eligible to serve as Pastor (G-2.0507, G-2.0407, G-2.0508)
- The Pastor chooses to resign for “personal reasons” without providing additional information.

In these situations, a Pastor’s final date of service is their last date of employment, and there should be no further compensation or reimbursement of expenses after that day.<sup>1</sup>

The following situations **are eligible** for continued pay and benefits.

- Negotiated Dissolution – The pastor or the session may request that the Commission on Ministry assist in negotiating a mutually agreed upon end of the Pastoral relationship under the following circumstances.
  - o The position can no longer be financially sustained at the present level of service, or the church is closing.
  - o Conflict and disagreement between the pastor and members of the church make it prudent for the pastoral relationship to end.
  - o Any other situation that brings the viability and sustainability of the Pastoral relationship into question.
- Medical Disability or Incapacitation – If a Pastor becomes physically or mentally impaired, the Pastoral relationship may need to be dissolved. In these situations, the Pastor and Session should work closely with representatives of the Commission on Ministry as well as the Board of Pensions to ensure that all applicable guidelines are adhered to and benefit opportunities considered.
- Dissolution for Cause – A Pastoral relationship may be dissolved by the Presbytery as a result of either judicial action or because the church’s mission demands it (G-2.0904).

In these situations, the Pastor shall be entitled to the following:

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<sup>1</sup> A Pastor is eligible to be reimbursed for expenses after their final date of employment, assuming those expenses were incurred and submitted on or before their final date of active service.

- A minimum of three months of full pay, defined as effective salary, benefits, and SECA offset (hereafter defined as severance) following their final date of active service.
- Any reimbursable accounts may only be utilized before the final date of service, and continued use of these funds is not included in the terms of dissolution.
- The Pastor and Session may agree to a longer period of continued pay and benefits, but this is subject to subsequent approval by the congregation at a duly called congregational meeting.
- If the Pastor receives full-time or comparable employment, including any form of Pastoral service at a similar number of hours, prior to the end of the severance period, the severance terms and final dates of coverage shall be prorated accordingly.

Process for Dissolution of Terms:

1. The Session, Pastor, or Administrative Commission notifies the Commission on Ministry in writing of their desire to have the call dissolved and provide a brief overview of the primary reasons for seeking dissolution.
2. If the Pastor does not wish to request additional severance terms beyond those described above, the Pastor shall notify the Session in writing of this request, ask that the Session concur with the request that the call be dissolved, and call a congregational meeting for the purpose of dissolving the call.
3. If the Pastor wishes to request more than the minimum terms described above or the Session believes that the situation at hand is not eligible for severance:
  - I. The Commission on Ministry shall appoint individuals, including members of the Presbytery staff, active members of COM, and/or other members of Presbytery to meet with all relevant parties.
  - II. The COM team shall supply a copy of this document as well as any other related documents to all parties **before** their first meeting.
  - III. The Session or Administrative Commission, Pastor, and COM negotiate and agree to the terms of dissolution.
4. A signed dissolution agreement, including the severance terms and other stipulations and parameters, shall be prepared and agreed to, in principle, by all relevant parties.
5. The agreed-upon terms shall be included in the call for the congregational meeting, and the complete agreement shall be made available to all attending the meeting in person.
6. For the congregational meeting to dissolve the call:
  - I. Someone other than the Pastor shall ordinarily moderate the congregational meeting.
  - II. The terms of dissolution shall be shared, and if the Pastor is only receiving the minimum terms of dissolution, the congregation should be informed that those terms are a matter of policy. In no circumstance may the terms be amended or re-negotiated during the meeting.
  - III. The meeting shall include time for questions and speaking for and against the motion.
  - IV. The vote shall be taken by written ballot, with tellers being identified before hand and the appointed Moderator or other representative of COM serving as observer for the counting.

- V. The motion requires a simple majority to pass.
7. If the motion passes, the parties shall sign the agreement (which shall be retained by COM), with copies furnished to other parties.
  8. If the motion does not pass, the Commission on Ministry shall intervene per G-2.0903-4.

## Pittsburgh Presbytery Parental, Family, and Personal Leave Policy

Adopted 6/2016, Revised 11/2023

*This policy details how the Book of Order section G-2.0804 shall be applied within Pittsburgh Presbytery and in no way should be understood as superseding the Book of Order.*

### Parental Leave

The celebration, nurture, and encouragement of the family take place in many ways and on many levels in the life of a church. During times of joy and times of sadness, the congregation has the opportunity and the responsibility of extending care for the *pastor* and *their family*.

- Parental leave is extended to all pastors who are welcoming a new child into their family, whether by birth or adoption. The policy applies to the terms of call of all pastors serving congregations in the presbytery, including those serving in temporary/transitional or part-time positions and installed positions.
- When a pastor or their spouse becomes pregnant, the Session/Council and the appropriate Presbytery Staff and/or COM representative should ordinarily be consulted within 12 weeks of a physician's confirmation of the pregnancy. Maternal leave would ordinarily begin with the physician's certification that the female pastor can no longer perform her duties. Paternal leave may begin at a time agreed upon by the pastor and his Session/Council. The time of leave for pastor(s) who are adopting a child begins when the child arrives for permanent placement in the pastor's home or when the pastor begins their travel in order to complete an adoption.
- Congregations are required to provide, as a minimum, the pastor's full salary and benefits for twelve (12) weeks. This leave does not require the pastor to exhaust other types of paid leave including vacation and continuing education time.

Other arrangements may be negotiated by the *pastor* and Session/Council to extend the leave beyond the initial period of three months (12 weeks). A *pastor* may extend the period of parental leave at his/her discretion by using accrued vacation time. Upon completion of the parental leave, the *pastor* will be entitled to return to his/her position. The position will not be filled during the leave except on a temporary basis.

### Family Leave

- Family leave is appropriate in life-altering circumstances when the pastor is called upon by reason of major life trauma or serious illness to be the primary caregiver for a spouse, child, parent, sibling, or other family member for whom the pastor bears primary responsibility.
- Congregations are required to provide, as a minimum, the pastor's full salary and benefits for up to twelve (12) weeks for those in installed or covenant pastoral relationships and up to eight (8) weeks for those in other temporary pastoral relationships. This leave does not require the pastor to exhaust other types of paid leave, including vacation and continuing education time.
- Other arrangements may be negotiated by the pastor and Session/Council to extend the leave beyond the initial period. Upon completion of the leave, the pastor will be entitled to return to his/her position. The position will not be filled during the leave except on a temporary basis.

### **Loss and Tragedy (Personal) Leave**

- In consultation with the Commission on Ministry and the approval of the Session, Loss and Tragedy leave is appropriate in the wake of a significant life-altering event when the pastor discerns a need for time away from their regular responsibilities. The pastor should provide, as part of the request, a plan toward healing that includes intentional practices and action steps.
- Congregations are required to provide, as a minimum, the pastor's full salary and benefits for up to twelve (12) for those in installed or covenant pastoral relationships and up to eight (8) weeks for those in other temporary pastoral relationships. This leave does not require the pastor to exhaust other types of paid leave, including vacation and continuing education time.
- Other arrangements may be negotiated by the pastor and Session/Council to extend the leave beyond the initial period. Upon completion of the leave, the pastor will be entitled to return to his/her position. The position will not be filled during the leave except on a temporary basis.

### **In General**

- Churches are encouraged to be supportive in every way when such a situation arises that necessitates a pastor to step away from the daily life of a congregation and tend to the needs of his or her family. Family and parental leave is in addition to vacation and other periods of extended time away, already set forth in the pastor's call.
- The Commission on Ministry (COM) and appropriate Presbytery staff member should be informed when a Parental or Family Leave option is exercised by a pastor so that the COM and Branch Minister may be of assistance in securing appropriate pulpit supply, pastoral care, and administrative assistance during the pastor's absence. Additionally, the COM and Presbytery staff member may be helpful, if needed, in advising the Session/Council in how they may continue the mission of the congregation while the pastor is absent.
- The expectation is that the pastor will return to service and remain in his or her current position for at least 12 months after the leave has ended.
- A Session/Council ought not to feel over-burdened by financial considerations that may be present in the pastor's time of leave. The COM, working with Presbytery staff member will seek to assist the congregation as necessary to provide appropriate pulpit supply and pastoral services. Sessions are encouraged to apply for a Parental, Family, and Personal Leave Grant from the Presbytery.
- A pastor may elect to request less than 12 weeks if they so desire.
- Specifically in the case of personal leave, but potentially regarding all three forms of leave, the pastor may elect to delay taking their period of leave and choose to take their leave in blocks rather than all at one. However, they must take their period(s) leave within one year of making their request. The schedule for leave should align with the goals of that specific type of leave.
- Congregations are encouraged to respect the boundaries and privacy of the pastor while he or she is away on Parental or Family Leave.

**Commission on Preparation for Ministry Report to Pittsburgh Presbytery  
January 2024**

**Regular Meeting of the Commission on Preparation for Ministry**

Pittsburgh Presbytery's Commission on Preparation for Ministry (CPM) met in a regular meeting on Monday, January 29, 2023 at 4:00 pm. With a quorum being present, Rev. Gavin Walton, Chair of the Commission, opened the meeting with prayer.

**Items for Information**

**1. Enrolled as Inquirers**

The commission reports the following Applicant was examined and approved to be enrolled as Inquirer:

**FERENCE** Ken Ference, a member of Bellevue United Presbyterian Church since 2013, is enrolled in Inter Presbytery Leadership Formation Program.

**2. Received as Candidates**

The commission reports the following Inquirers were examined and approved to be received as Candidates:

**LEAH** Carolyn Leah has been a member of Beulah Presbyterian Church since **2001**, and graduated from Indiana University of Pennsylvania in 1984. She is a Certified Christian Educator and recently ordained as a ruling elder.

**Items for Action**

**1. Consent Motion**

There are no Items for Action from this meeting.

## Committee on Nominations

Report to Presbytery  
February 13, 2024

The Standing Committee on Nominations is nominating the following people to fill positions in the unexpired terms shown:

### Standing Committees/Commissions:

#### **New Worshipping Communities Commission**

Rev. Jane Larson, At-Large (2026A)

Rev. Jason Dauer, First, Edgewood (2026A)

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The Committee on Nominations is grateful to all who have submitted names of interested ruling and teaching elders to serve on the committees and commissions of Presbytery. Any member of Presbytery who has an interest in being considered for nomination to any Standing Committee or Council, or who knows of any other person who has such an interest, is strongly encouraged to relay the names and contact information for suggested nominees to the Committee on Nominations in care of [cnelson@pghpresbytery.org](mailto:cnelson@pghpresbytery.org). Information concerning the functions of the committees of Presbytery may be found in The Manual of Pittsburgh Presbytery available under Stated Clerk Resources on the Presbytery website, [www.pghpresbytery.org](http://www.pghpresbytery.org).