

PRESBYTERY OF THE PEAKS

STATED MEETING

November 16, 2023

First Presbyterian Church, Lynchburg, VA



**PRESBYTERY OF THE PEAKS
SYNOD OF THE MID-ATLANTIC
PRESBYTERIAN CHURCH (USA)**

PO Box 2519

Forest, VA 24551

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Presbytery of the Peaks
 One Hundred and Thirty Fourth Stated Meeting
 November 16th, 2023
 First Presbyterian Church, Lynchburg, Virginia

The MISSION of the Presbytery of the Peaks (approved 8/19) is building partnerships in Christ,
 to empower communities of faith to be the Body of Christ for the world.

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Presbytery of the Peaks
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Active Ministers of Word and Sacrament Present

Kyle Allen	Keith Leach	Dave Roberts
George Anderson	Elizabeth Link	Pete Smith
Ben Brannan	Carlos Malave	Betsy Soto
Janet Chisom	Gary Marshall	Kim Steinhorst
Terri Cornwell	Bob McLavey	Anghaarad Teague Dees
Linda Dickerson	Russ Merritt	Peter Thompson
Isabella Fagiani	Bea Miller	Carl Utley
Annette Goard	Jonathan Moelker	Chris Vogado
Geoff Hubbard	Kris Moore	Andrew Whaley
Shawn Hyska	Jim Moss	Steve Willis
Herndon Jeffreys	Mikel Pugh	
Kim Jeffreys	Mark Rackley	

Active Ministers of Word and Sacrament Excused

Philip Bouknight	Jeff Garrison	Allison Unroe
Beth Broschart	Lisa Marshall	Morgan Whitfield
Susi Ennis	Ed Soto	

Active Ministers of Word and Sacrament Absent

Paul Brokaw	Jude Swanson	Rodney Wilson
Sarah Martin	Sarah Wiles	
Cheryl Peeples	Brent Williams	

Honorably Retired Ministers in Attendance

Nancy Dawson	Mark Hinchcliff	George Wilson
Skip Hastings	Gary Scheidt	
W.D. Hasty	John Wiederholt	

Honorably Retired Ministers Excused

Glenn Coleman	Shirley Larson
David Dickerson	John Salley

Ministers at Large and Validated Ministers Present

Jen Brothers
Emily Rhodes Hunter
Rachel Vogado

Ministers at Large and Validated Ministers Excused

Kathy Carpenter
 Chad McCain
 Robin Williamson

Ministers at Large and Validated Ministers Absent

Ellen Anderson	Todd Hester	Amy Merrill Willis
David Baker	Paul Johnson	
Steve Darr	Debra McKune	

Commissioned Pastors Present

Margie Anderson
 Dick Boswell
 Erik Koroneos
 Joyce Perez

Commissioned Pastors Excused

Diane Baldwin
 Jan McGilliard

Commissioned Pastors Absent

Todd Atkins	Robert Morris	Tony Ward
Phil Berry	Felecia Parsell	Michael Whorley
Naomi Hodge Muse	Kelvin Perry	
Bill Meneeley	Mike Price	

Cabinet and Committee Chairs Attending

Sue Bentley	Helen Dean	Shelda Wills
Smith Chaney	Howard Jennings	

Voting Elders for Churches

Altavista	Kevin DeBernard
Bedford	Paul Van Dyke
Buchanan	Watts Steger
Chatham	Kathyrn Buck
Christiansburg	Gary Overstreet
Christiansburg	Paul Poff
Clarksville	Richard Henderson
College	Virginia Kinman

First, Collinsville	Kym Wiederholt
Cool Spring	Marilyn Hubbard
Covenant	Christopher Bircher
Covenant	Gene Collier
Diamond Hill	David Maxey
Drakes Branch	Ray Toombs
Farmville	David Smith
Fifth Avenue	Ray Williams
Floyd	John Sholar
Forest	Douglas Brownson
Holbrook Street	Elease Wilson
First, Lynchburg	Richard Milam
First, Lynchburg	Robert Thomas
First, Martinsville	Liz Ferrell
McAllister Memorial	Augustus Hayslett
New Concord	John Lewis
Northside	Clark Gaylord
Oak Level	Jane Moore
Radford	Mary Denton Lyerly
Raleigh Court	Susan Kessler
Raleigh Court	Ellen Austin
Salem	Lee Cole
Salem	Virginia Savage
Second	Kandy Elliott
Second	Megan Moore
Second	Darin Pearson
First, South Boston	Don Cherry
St. Andrew	Dave Anderson
Trinity Ecumenical Parish	Gael Chaney

Visitors

John Arehart	Farmville
Christine Dideon	Trinity Ecumenical Parish
Rebecca Hayslett	McAllister Memorial
Carol Henderson	Clarksville
John Lanier	Quaker Memorial
John McCarthy	First, South Boston
John Miller	Oak Level
Sandra Moon	Presbyterian Foundation
Cleatus Newcomb	Buchanan

Joe Wilson

First, Covington

Visting Ministers

Randal Bremer

Donna Britt

Churches Not Represented by a Voting Elder

Amherst	Falling Spring	New Dublin
Appomattox CH	Fellowship	New Store
Appomattox PE	Fincastle	Oak View
Arvon	Forest Hills	Old Brick
Beale Memorial	Fork Union	Old Concord
Belmont	Gethsemane	Peaks
Belspring	Grace	Pearisburg
Berry Hill	Hat Creek	Phenix
Bethlehem	Hermon	Pisgah
Blacksburg	High Bridge	First, Pulaski
Bluemont	Jamestown	Quaker Memorial
Briery	Kayser Memorial	Roanoke
Brookneal	Kentuck	Roanoke Valley
Browns	Low Moor	Rocky Mount
Buffalo	Madisonville	Rough Creek
Campbell Memorial	Mallow	Rustburg
Clifton Forge	Mary Horner Walker	Sinking Spring
Colonial	Massies Mill	Trinity, New Canton
Concord	Mayberry	Unity
Coolwell	Maysville	Village
First, Covington	Meherrin	Villamont
Cumberland	Memorial	Virginia
Danube	Mercy Seat	West End
First, Danville	Mizpah	Westminster
Davis Memorial	Montvale	Williamson Memorial
Douglas	Mt. Carmel	
Fairlawn	First, Narrows	

Staff Not Counted Elsewhere

Julie Burnett

Robin Padgett

Vernie Bolden

Presbytery Meeting Minutes
Presbytery of the Peaks
November 16th, 2023
First Presbyterian Church of Lynchburg, Virginia

The Moderator, Rev. Keith Leach, called the November 16th, 2023 Stated Meeting of the Presbytery of the Peaks to order at 9:10 AM. The meeting was opened with prayer.

Rev. Peter Thompson welcomed the Presbytery to First Presbyterian Church of Lynchburg, Virginia. General Presbyter, Rev. Carl Utley, offered greetings to the body.

The Stated Clerk, Rev. Betsy Soto, presented the docket and the consent agenda for approval, with a small schedule adjustment regarding the placement of the Cabinet report.

CONSENT AGENDA RECOMMENDATION ITEMS

Report of the Stated Clerk:

1. FOR CONSENT AGENDA: That the minutes of the One-hundred thirty-second Stated Meeting of the Presbytery of the Peaks (August 26, 2023) as reviewed by those persons designated by the Standing Rules, be approved.

2. FOR CONSENT AGENDA: That motions be reduced to writing and sent to the clerks' table before discussion.

3. FOR CONSENT AGENDA: That all committee reports be received.

Nothing was pulled out of the consent agenda for separate consideration. Both the docket and the consent agenda were approved by consensus.

Rev. Sandra Moon, Corresponding Member from Mid-Kentucky Presbytery, brought greetings on behalf of the Presbyterian Foundation. She shared that she would be available to the body during the meeting with information about how the foundation can be of service to our congregations.

The presbytery moved into a time of worship led by Rev. Kris Moore (Christiansburg Presbyterian Church), Rev. Carlos Malave (Appomattox Court House and New Concord Presbyterian Churches), and Rev. Rachel Vogado (MAL). The Presbytery celebrated the Sacrament of Communion.

The presbytery then adjourned for a recess before returning for announcements and to conduct the business of the assembly.

REPORT OF THE COMMISSION ON MINISTRY**Rev. Russ Merritt**

Rev. Russ Merritt, chair of the Commission on Ministry presented Donna Britt, our newest Commissioned Pastor to Buchanan Presbyterian Church, and recognized the retirement of Rev. Paul Brokaw from Clifton Forge Presbyterian Church.

The Commission on Ministry presented the following Pastoral Leadership Grant application, which has been approved by the cabinet.

REPORT OF THE COMMISSION ON MINISTRY**Information:**

1. Commission on Ministry met on September 14, 2023 and October 12, 2023 by Zoom.
2. The Pastoral Leadership Grant Application was approved by Cabinet on October 26, 2023.

PASTORAL LEADERSHIP GRANTS**Commission on Ministry of the Presbytery of the Peaks**

“...I am reminding you now to fan into a flame the gift that God gave you when I laid my hands on you. God’s gift was not a spirit of timidity, but the Spirit of power and love and self-control. So you are never to be ashamed of witnessing to the Lord...” --II Timothy 1:6-8a

A third of the proceeds from the “Pastoral Leadership, Partnership, and Justice and Mercy Fund”, which is maintained by the Presbytery of the Peaks, is available each year for grants to support and empower ministers and commissioned pastors. The grants are opportunities to strengthen connections and partnerships in local ministry. These grants will be awarded by the Commission on Ministry and offer a significant amount of money to assist our clergy in ministry

Project examples might include:

- Retreats for ministers of the Presbytery, focusing on challenges and opportunities unique to their respective settings.
- Retreats for commissioned pastors focusing on challenges and opportunities unique to their ministry.
- Underwriting ongoing ministerial colleague continuing education gatherings with esteemed seminary professors.
- Building neighborhood support systems among ministers and CPs.

- Requests to assist with Shared Grant opportunities through the Board of Pensions network.

Guidelines:

- Grants from the Commission on Ministry will not be offered for an individual's continuing education or study leave.
- Applications will be considered for projects endorsed by a) two or more Ministers and/or Commissioned Pastors or b) local Sessions of congregations in the Presbytery or the Peaks. The Commission on Ministry is responsible for reviewing requests and awarding grants.
- No more than one project per year will be funded for any group or person.
- In 2024, the maximum grant will be \$6,000.
- Projects and requests will focus on serving ministers and CPs who are members of the Presbytery of the Peaks. However, if there are other Presbyterian ministers or CPs included, or persons from other denominations, those projects are also eligible, but will receive less attention, (but will be considered as a lesser priority than projects that develop members of our presbytery). Projects may be joined to other grants from other councils in proportion to the Peaks members contribution.

Application Process:

- Application for grants will be reviewed at COM meetings on a rolling basis. Deadlines for submission of grant applications are February 1, April 1, June 1, August 1, and October 1.
- Applicants should fill out the attached application and return it with other requested documentation to the Presbytery office.
- The grant funding will be disbursed in one lump sum (per year) to the responsible, lead party who has signed the application, following the approval of the grant by COM and the submission of requested documentation.
- The Commission on Ministry will assign a liaison for each approved grant project. The liaison will work with the approved party(s) to assure grant monies are used appropriately. If not used in the manner agreed to, the grant monies are to be returned to the Presbytery.

Evaluation and Review:

- A written report describing how the funds were utilized in accordance with the approved application, along with describing other related lessons and experiences, and possible future steps, should be provided within 90 days of the project's end. Any unused funds will be returned to the presbytery for future grants.
- Depending on the grant program, the Commission on Ministry may ask for additional reports, and possible leadership in creating similar ministerial support and growth experiences in other parts of the Presbytery.

**Commission on Ministry Grants Application Form
Presbytery of the Peaks
Budget Year 2024**

Date of Application _____

Project/Request Title _____

Total Amount Requested _____

Contact Person _____

Email Address _____

Phone Number _____

Mailing Address _____

1. **Persons Involved/Participants** (include contact information for each)
2. **Summary of Grant Program/Project** (attach a concise description of the ministerial/CP learning and support experience, including the following):
 - Description and Scope of Program/Project
 - Desired Outcome of Program
 - Budget for the Project (including all revenue sources—is there a fee?)
 - Timeline for the Project
3. **All funds approved** and disbursed must be used for the purposes described in this application unless otherwise approved by the Commission on Ministry.

Application and documentation may be emailed to the Presbytery office (office@peakspresbytery.org) or mailed to the following address:

Presbytery of the Peaks
Commission on Ministry
PO Box 2519
Forest, VA 24551

Actions Taken on Behalf of the Presbytery:

1. Approved the request from Meherrin Presbyterian Church granting permission to Al and Barbara Jacobs to serve Communion as needed.
2. Approved to reinstate Barbara and Al Jacobs as Missional Commissioned Pastors to the Piedmont Neighborhood.
3. Approved Rich Henderson, Missional CP-Southside, as new moderator for Berry Hill effective September 14, 2023.
4. Approved the Interim Pastor contract between Bedford Presbyterian Church and Philip Parker effective September 3, 2023 to September 2, 2024. Rev. Anghaarad Teague Dees will continue to serve as moderator.
5. Approved the Interim Pastor contract renewal between First Presbyterian Church, Martinsville and Bea Miller effective August 29, 2023 to August 28, 2024.
6. Approved the request from Rev. Leigh Ann Min to dissolve her pastoral relationship with Pearisburg Presbyterian Church effective October 31, 2023 and transfer her membership to Grace Presbytery.
7. Approved the Stated Supply contract renewal between Rev. David Mucha and Virginia Presbyterian Church effective November 1, 2023 to October 31, 2024.
8. Approved the renewal contract between CP, Michael Whorley, and Amherst Presbyterian Church effective November 15, 2023 to November 14, 2024.
9. Approved the waiver of term limitation of elders for Low Moor Presbyterian Church due to small membership and only a small number willing to serve as elders.
10. Granted permission for Rodger Linkenhoker to administer Communion at Virginia Presbyterian Church effective November 1, 2023 to October 31, 2024 as needed.
11. Approved Pam Claterbaugh as moderator of Kayser Memorial Presbyterian Church effective January 1, 2024.
12. Approved the Terms of Call contract between Rev. Steve Willis and High Bridge Presbyterian Church effective December 1, 2023.
13. Approved Rev. Jim Moss as moderator for Sinking Springs Presbyterian Church effective January 1, 2024.
14. Approved Rev. Allison Unroe as moderator for Pearisburg Presbyterian Church effective November 1, 2023.

RECOMMENDATIONS:

1. That presbytery approve the recommended 2024 Minimum Terms of Call which includes a suggested three percent cost of living increase for the minimum salary amount. (Found on the next page.)

No one raised any questions or objections, and the motion was approved by consensus.

**THE PRESBYTERY OF THE PEAKS –ANNUAL REVIEW AND (Page 1 of 2)
ANNUAL REPORT OF FINANCIAL TERMS OF PASTORS' CALLS FOR 2024**

The Session of _____ Presbyterian Church of Town/City _____ has made an annual review of the Minister's Cash Payments, Deferred Compensation, Benefits, and Professional Expenses, and the congregation has voted to request the Presbytery of the Peaks to approve the following terms of call for

_____. Terms include a minimum of 4 weeks paid vacation, 2 weeks paid study leave, 8 weeks paid family leave.
(Minister's Name)

These terms of call were reviewed at a Congregational Meeting on _____.

MINISTER _____ CLERK OF SESSION _____
(signature) (signature)
Date _____ Date _____

Pastor/ Teaching Elder Call Type

Solo pastor ____ Head of church staff ____ Associate Pastor ____ Presbytery Employee ____

Campus Ministry ____ Yoked with Church _____ Other _____

Full Time Call ____ # of hours per week _____ (35 hours is considered full-time by the Board of Pensions)

Part-time Call ____ # of hours per week _____ (20 hours minimum required to qualify for BOP basic benefits)

Terms of Call Financial Information

	<u>With Manse</u>	<u>Without Manse</u>
1. Base Cash Salary	\$ _____	\$ _____
2. Manse Rental Value (Equal 30% of Base Salary, Equity Escrow, Utility/Furnishing Allowance & other Compensation)	\$ _____	N/A
3. Housing Allowance	N/A	\$ _____
4. Utilities & Furnishings Allowance	\$ _____	\$ _____
5. Other Compensation (Detail below)	\$ _____	\$ _____
6. Shared Housing Equity Escrow (Manse)	\$ _____	N/A
Total Effective Salary	\$ _____	\$ _____
7. SECA @7.65% of Effective Salary (Self Employment Allowance)	\$ _____	\$ _____
8. Board of Pensions (Effective Salary of \$44,000 or more)		
A. Medical Coverage (29% of effective salary)	\$ _____	\$ _____
B. Short Term Disability		

(.5% of effective salary)	\$ _____	\$ _____
C. Long Term Disability/Death (1% of effective salary)	\$ _____	\$ _____
D. Pension (8.5% of effective salary)	\$ _____	\$ _____
TOTAL BOARD OF PENSIONS	\$ _____	\$ _____

Board of Pensions (Effective Salary less than \$44,000)

E. Medical Coverage (Flat rate of \$11,500)	\$ _____	\$ _____
F. Short Term Disability (.5% of effective salary)	\$ _____	\$ _____
G. Long Term Disability/Death (1% of effective salary)	\$ _____	\$ _____
H. Pension (8.5% of effective salary)	\$ _____	\$ _____
TOTAL BOARD OF PENSIONS	\$ _____	\$ _____

OTHER COMPENSATION INCLUDED IN EFFECTIVE SALARY (See pg 4 Notes #5):

Church Contribution to 403B _____	Cell Phone _____ (nonaccountable Plan)
SECA Above 7.65% _____	Other Benefits _____

Other Compensation (Not Included in Effective Salary)

Dental _____	Vision Eyewear _____
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PROFESSIONAL EXPENSES

Travel/Auto Expense: \$ _____

Continuing Education Expense: \$ _____

Please Submit to the Presbytery Office within 30 days of the Congregational Meeting

This report may be accessed on the Presbytery Website (www.peakspresbytery.org) and submitted via e-mail to julie@peakspresbytery.org. The report may also be mailed to the Peaks Presbytery office, addressed to: Presbytery of the Peaks, Committee on Ministry, PO Box 2519, Forest, VA 24551. Any questions regarding Ministers Terms of Call can be directed to Robin Padgett at the Presbytery office by e-mail to robin@peakspresbytery.org or telephone at 1-888-557-3257.

Instructions to Minimum Financial Terms of Call

1. **Base Cash Salary**- Does not include the 50% SECA reimbursement. COM Proposed salary increase is %.
2. **Manse Rental Value**- is 30% of the Base Cash Salary, **plus Equity Escrow** and other compensation, if provided.
3. **Housing Allowance**-May not exceed the fair rental value of the home plus furnishings and utilities. The minimum suggested amount is \$12,000 including utilities. To satisfy IRS requirements, minister housing allowance for the next year should be approved by the Session at the November/December Session meeting (i.e. 2024 housing should be approved at November/December 2023 session meeting).
4. **Utility and Furnishing Allowance**-If the church pays the minister an annual allowance for utilities, this amount should be reflected as a utility allowance on line 4. If the utilities are maintained in the church's name and paid directly by the church, do not put a dollar amount on line 4.
5. **Other Compensation**- Include items such as Social Security reimbursements for **more than** 7.65% share of the social security obligation. Cell phone allowances, if a nonaccountable plan are included as other compensation, as well as 403(b) contributions by the church, if not a part of a matching contribution to the voluntary RSP program.

Dental and vision eyewear **would not be included** if paid by the church for all employees in the Employer Group that includes the minister under the Board of Pension Employer Agreement.

6. **Shared Housing Equity Escrow** The purpose of the shared housing equity is to compensate ministers living in a manse for the loss in equity appreciation they would otherwise realize as homeowners. **This amount is included in effective salary. The Presbytery minimum required is \$1,200 per year.**
7. **Effective Salary**-Effective salary is any compensation paid to a minister by the church that is subject to Board of Pensions dues. **(Note: Effective salary does not include the Social Security Reimbursement of 7.65%)** See page 3 for a list of common examples of compensation. For a complete listing visit the Board of Pensions website at <http://www.pensions.org/library/publications/publications/pln-103.pdf> and view the copy of the Understanding Effective Salary booklet.
8. **Social Security Reimbursement 7.65%**- The purpose of the Social Security allowance is to provide ministers with the Church's share (7.65%) of their self employment tax. The Social Security allowance is calculated at a rate of 7.65% of the total Effective Salary reported on line 7 and includes annual cash salary, the value of the manse, utilities allowance, housing allowance, other compensation and shared housing equity. **The amount on line 8 is not included in effective salary.**
9. **Board of Pensions Basic Package** -The rate for the basic Pastors Participation plan in 2024 is **39%** of effective salary. The breakdown of the cost of coverage is: Medical at 29% of effective salary, Pension at 8.5% of effective salary; Short Term Disability at .5% of effective salary and Long Term Disability and death at 1% of effective salary.

Note: A special dues plan is applicable for churches with ministers whose salary does not meet the \$44,000 minimum. The medical dues for a church in this situation will be \$11,500, Pension at 8.5% of effective

salary; Short Term Disability at .5% of effective salary and Long Term Disability and death at 1% of effective salary.

10. **Continuing Education-** Expenses for continuing education would include books, periodicals, training events to maintain competence and to develop and grow in skills for the current ministry. These expenses are vouchered as a part of an accountable reimbursement plan.
11. **Travel Expenses-** Mileage reimbursement is paid at the IRS Business Mileage reimbursement rate for the year. The 2024 rate is set by the IRS in mid-December. The 2023 rate is 65.5 cents.
12. **Paid Study Leave-** Paid continuing education leave is provided to the minister. The Presbytery Minimum Terms of Call require two weeks paid continuing education leave.
13. **Paid Vacation Leave-** Paid vacation is provided to the minister. The Presbytery's Minimum Terms of Call require four weeks paid vacation.
14. **Moving Expenses-** The cost of moving the minister is provided by the church issuing the call. **Moving expense must be reported on the minister's W-2 in box 1 as income.** The moving expenses are not included as part of the effective salary for Board of Pensions dues.
15. **Sabbatical Leave-** It is recommended that churches give pastors who have completed six years of credited service in one ministry within the Presbytery of the Peaks a compensated Sabbatical Leave of no less than two months. The full Sabbatical Leave policy is on the Presbytery of the Peaks website:
(<https://www.peakspresbytery.org/wp-content/uploads/2013/02/Sabbatical-Leave-Policy.pdf>)
16. **Family Leave-** The minimum terms of call shall include provision for eight weeks paid parental leave following the birth or adoption of a child.

Parental leave may be used consecutively or intermittently. During parental leave, the pastor will continue to receive all benefits in their terms of call, including dues paid to and benefits provided by the Board of Pensions. The use of vacation time is not required but may be used to extend leave time at the discretion of the pastor. Following parental leave, the pastor shall be entitled to return to the same position with the same title, terms of call, hours worked and job description.

DEFINITION of EFFECTIVE SALARY

Effective Salary is any compensation paid to an employee by the employing organization that is subject to Board of Pensions dues. The more common examples of compensation are listed below. For a complete listing you may visit the Board of Pensions website at

<http://www.pensions.org/library/publications/publications/pln-103.pdf> and view a copy of the *Understanding Effective Salary* booklet.

Are the following types of compensation included in effective salary?

Form of Payment	Yes	No
Annual Cash Salary	Full amount of cash salary	
Book Allowance	Paid through a <i>non-accountable reimbursement plan</i>	Paid through an <i>accountable reimbursement plan</i>
Bonuses	Adjustments to the effective salary are made when bonuses are paid to the employee	
Car Allowance	Paid through a <i>non-accountable reimbursement plan</i>	Paid through an <i>accountable reimbursement plan</i>
Co-Insurance Payments and Deductible Reimbursements	Co-insurance and deductible payments are made through a flexible spending account.	Co-insurance and deductible amounts are paid or reimbursed as part of an employing organization group coverage.
Continuing Education	Paid through a <i>non-accountable reimbursement plan</i>	Paid through an <i>accountable reimbursement plan</i>
Deferred Compensation	Voluntary deductions for 403(b) and other types of annuity arrangements	
Housing Allowance	Allowances given for housing-related expenses and appurtenances	
Insurance Premiums	Premiums for <i>individual policies</i> and <i>optional benefits</i> under the Board of Pensions Plan	Group coverage provided by an employing organization, including the Board of Pensions plan
Manse Value	Manse value calculated at a rate of at least 30% of all other compensation included in effective salary	
Social Security Reimbursement	Social security reimbursements for more than 7.65% share of the social security obligation	Social security reimbursements for 7.65% or less of the share of social security obligation
Shared Housing Equity	Compensates ministers living in a manse for the loss in equity appreciation they would otherwise realize as homeowners.	
Tax Deferred Annuity	Pre-tax contribution by the employee to a 403(b) or other tax deferred account	
Utilities Allowance	Utility allowance is paid directly to the minister	Utilities are maintained in the name of the church and paid directly by the church

SECTION 3. MINIMUM STANDARDS OF COMPENSATION FOR 2024-3% salary increase

WITH MANSE

1. Annual Cash Salary + Utilities Allowance + Other Applicable Income	\$34,763
2. Manse Value (Manse value is based upon a minimum of 30% of the total effective salary: Annual cash salary + Utilities Allowance + Other Applicable Income.)	10,789
3. Shared Housing Equity	1,200
4. Social Security Offset (7.65% of effective salary including manse value, utilities allowance, shared housing equity and other applicable income)	3,577
5. Board of Pensions Benefits Plan..... (Computed on the basis of 39% of Effective Salary for 2024)	18,233
6. Moving Expense	
7. Continuing Education Expense	1,200
8. Vacation	Four weeks
9. Continuing Education	Two weeks
10. Travel Expenses-mileage reimbursed at IRS business mile rate	
11. Family Leave- 8 weeks family leave upon the birth or adoption of a child.	
Total	\$69,762

WITHOUT MANSE

1. Annual Cash Salary + Housing+ Other Applicable Income (The amount designated for the housing allowance may not exceed the fair rental value of the home plus furnishings and utilities.)	\$47,670
2. Social Security Offset (7.65% of effective salary including housing, utilities allowance, other applicable income)	3,647
3. Board of Pensions Benefits Plan (Computed on the basis of 39% of Effective Salary for 2024)	18,591
4. Moving Expense	
5. Continuing Education Expense	1,200
6. Vacation	Four weeks
7. Continuing education	Two weeks
8. Travel Expenses-mileage reimbursed at IRS business mile rate	
9. Family Leave- 8 weeks family leave upon the birth or adoption of a child.	
Total	\$71,108

Sabbatical Leave- it is recommended that churches give pastors and educators who have completed six years in one service in Peaks Presbytery paid study leave for no less than two months.

2. That presbytery waive the following requirements: a six-month minimum church membership requirement and the year inquiry period for John McCarthy who will be serving at First Presbyterian Church, South Boston. This must be approved with a three-fourths vote. Mr. McCarthy will be taken under care of the presbytery as a Candidate for Ministry for the required year long period and has been endorsed by First Presbyterian Church, South Boston Session.

There were no objections, and the motion was approved by consensus.

3. That presbytery appoint an Administrative Commission with the authority to assume original jurisdiction of Palestine Chapel, Covington, VA. The commission will consist of the following:
Gary Marshall, TE
Jonathan Moelker, TE
Paul Linkenhoker, RE, McAllister Memorial

There were no objections, and the motion was approved by consensus.

4. That presbytery appoint an Administrative Commission for Browns Presbyterian Church, Farmville, VA, to act on Presbytery's behalf, with the necessary power to dissolve the congregation and to position the assets of the congregation to support the presbytery's ministry. The commission will consist of the following:
David Smith, RE, Farmville
Kim Steinhorst, TE
Herndon Jeffreys, TE
Kim Mahan, RE, Cumberland

There were no objections, and the motion was approved by consensus.

The Administrative Commissions shall have the following authority:

1. Meet with the Session and members of the congregation, including calling a meeting of the Session and/or of the congregation,
2. Arrange for the pastoral care of the members,
3. Publicize the dissolution of the congregation,
4. Ascertain the financial status and outstanding financial obligations of the congregation,
5. Secure the Session records,
6. Secure the legal rights to all property (real or personal) and financial accounts held by or for the benefit of the congregation,
7. Dispose of the moveable personal property of the congregation,
8. Secure the building and property,
9. Attend to matters of insurance,
10. Convey the building and grounds to the Presbytery of Presbytery of the Peaks Trustees, in order that they may secure and manage the property,
11. Recommend the use of the assets of the congregation,
12. Plan and conduct a Service of Witness,
13. Secure the assistance of other individuals, as appropriate, to assist with its work, and

14. Generally, to do such things and take such actions, for, in the name of, and on behalf of the Presbytery as shall be reasonably necessary to accomplish the general purpose of this resolution, including assuming original jurisdiction if necessary.

The moderator asked our 2023 Vice Moderator, RE Kym Wiederholt, to lead the meeting for the following portions.

REPORT OF THE CONSTITUTIONAL MINISTRIES COMMITTEE Howard Jennings

INFORMATION:

Nominations met on October 24, 2023 and November 2, 2023 via Zoom.

RECOMMENDATION: To approve the following slate of candidates to serve on the commissions and committees of the presbytery.

2024 General Assembly Representatives

Peter Thompson	TE	First, Lynchburg
Vernie Bolden	TE	Fifth Avenue PC
Michael Whorley	RE	Amherst PC (Commissioned Pastor)
Joyce Perez	RE	Mercy Seat PC (Commissioned Pastor)

General Assembly Alternates

Linda Dickerson	TE	Northside PC
John Wiederholt	TE	
Howard Jennings	RE	Quaker Memorial

2024 Ordination Readers

Terri Cornwell	TE	Rustburg PC
John Wiederholt	TE	
Kym Wiederholt	RE	First, Collinsville PC

Cabinet

Margie Anderson	2025	RE	Missional Commissioned Pastor
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Justice and Mercy Commission

Denny Casey	2024	Chair	
Bob Lockridge	2024	RE	Quaker Memorial PC
Mark Rackley	2026	TE	St. Andrew PC
Carlos Malave	2026	TE	Appomattox CH and New Concord PC

Commission on Ministry

Anghaarad Teague Dees	2024	Chair	
Kris Moore	2026	TE	Christiansburg PC

Examinations Commission

Elizabeth Link	2026	TE	Second PC
Linda Dickerson	2026	TE	Northside

Church Partnership Commission

Isabella Fagiani	2024	Chair	
Isabella Fagiani	2026	TE	Raleigh Court PC
Cheryl Peeples	2026	TE	Forest Hills PC
Rhonda Beavers Chandler	2026	RE	Holbrook St. PC
David Anderson	2026	RE	St. Andrew PC

Constitutional Ministries Committee

Howard Jennings	2024	Chair	
George Wilson	2024	TE	
Herndon Jeffreys	2024	TE	Brookneal, Roanoke, Phenix PC
Brenda Linkenhoker	2026	RE	First, Covington PC

Shelda Wills	2026	RE	Christiansburg PC
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Commission on Administration

Joe Wilson	2024	Chair	
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Mikel Pugh	2024	TE	Chatham PC
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Joe Wilson	2024	RE	First, Covington PC
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Kelvin Perry	2024	CP	Grace PC
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Ginny Fedison	2025	RE	Covenant PC
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John Lanier	2025	RE	Quaker Memorial PC
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Howard Jennings	2025	RE	Quaker Memorial PC
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Jonathan Moelker	2025	TE	Campbell Memorial PC
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Sue Bentley	2026	RE	Northside PC
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John Arehart	2026	RE	Farmville PC
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The Constitutional Ministries Committee moved the election of this slate of nominees, including the following names that were left out of the written report:

Faith Jacob, YAAD, GA

Linda Dickerson, 2024 Chair of Examinations

Bob McLavey, Examinations 2026

Ron Coleman, Examinations, 2026

Janet Rakes, COM, 2026

There were no nominations from the floor. There were no objections and the motion was approved by consensus.

REPORT OF THE COORDINATING CABINET

Helen Dean

INFORMATION:

- The Cabinet met in person at Bedford Presbyterian Church on September 28th, 2023 and via Zoom on October 26th, 2023.

- The Cabinet engaged in serious discussion regarding the financial stewardship of the Presbytery of the Peaks as it aligns with our mission statement and goals.

ACTIONS REPORTED:

1. Approved the following dates for 2024 Presbytery Assemblies:
February 15 (Th) - Zoom
February 29 (Th) - Snow Makeup Day
May 4 (S) - In Person
October 24 (Th) In Person
2. Approved the docket for the November 16th, 2023 Assembly
3. Received requests for one-time gifts from Massanetta Springs and the Presbyterian Community Center, which were passed along to appropriate commissions to assess financial ability to commit to these missions.
4. Approved the Commission on Ministry's grant application process.

RECOMMENDATIONS:

The Cabinet recommends the Presbytery make the following changes to the Manual of Operations:

1. That moderators of commissions and committees be elected annually by the Presbytery and may serve no more than three consecutive one year terms.
2. That members of commissions, committees, and subcommittees serve for three year terms and for no more than six consecutive years.

The first recommendation regarding the terms of moderators, was made to the floor. A voice vote was had, and the motion passed.

The second recommendation was made to the floor. Following responses to several questions, there were no objections and the motion was approved by consensus.

The Vice-Moderator handed the chair back to Moderator, Rev. Keith Leach

REPORT OF THE COMMISSION ON ADMINISTRATION

Sue Bentley

INFORMATION:

The Committee on Administration (COA) met via Zoom on September 25, 2023, October 26, 2023 and November 6, 2023.

ACTIONS REPORTED:

1. The COA appointed Mikel Pugh and Joe Wilson to work with the Church Partnership Commission on the capital campaign request received from Massanetta Springs Conference Center.
2. The COA approved the holiday closing for the Presbytery office beginning December 22 through January 1, 2024.
3. The COA received an updated report from the Investment Workgroup and reviewed proposed Investment Policy changes.
4. Recognizing that there was confusion regarding the names of the two restricted funds created by Presbytery at the November 2021 Presbytery meeting, the COA has renamed the funds to better identify the intended purposes of the funds. The PLC/CPC/J&M Fund has been renamed the Missional Grant Fund. The Constitutional/Trustee/Cabinet Fund has been renamed the Financial Sustainability Fund. These are only name changes for clarification purposes, the use of the funds does not change.

RECOMMENDATIONS:

1. The COA recommends approval of the 2024 Proposed Budget. (Found on following page)

Presbytery of the Peaks				
2024 Proposed Budget				
				Proposed
		Actual	2023	2024
		<u>9/30/2023</u>	<u>Budget</u>	<u>Budget</u>
Income				
	Covenants of Intent	279,923	417,869	397,394
	Mission Payments-Dismissed Churches	2,600	2,600	
	Outdoor Education Scholarships	423	-	-
	Office Rent		7,500	-
	Financial Sustainability Fund Usage	220,000	350,768	405,446
	Missional Grant Fund Usage	50,030	178,659	186,000
	Two Cents Justice & Mercy Funding	6,000	8,000	8,000
	Miscellaneous	14	100	100
Total Income		558,990	965,496	996,940
Cabinet				
	Cabinet Expense	46	200	200
	Presbytery Meeting Expense	674	1,500	6,500
	Workgroup Expense	114	4,000	3,432
	Committee on Representation			
Total Cabinet Expense		834	5,700	10,132
Constitutional				
	Moderator Expenses		1,400	1,400
	Stated Clerk	9,379	13,776	14,404
	Nominating Committee	45	250	250
	Session Records Workgroup		200	200
	Sexual Misconduct Policy/Background Checks	47	500	400
	Synod Unified & Per Capita	8,259	12,844	11,640
	GA Unified & Per Capita Giving	60,990	105,425	99,196
Total Constitutional Expense		78,720	134,395	127,490
Administration				
	Commission Expenses		250	250
	Communications Expense	2,629	4,600	6,000
	Property Expenses (Trustees)	28,261	30,000	34,000
	Office Expenses	15,038	19,300	21,000
	Presby Office Equipment	892	2,500	2,500
	Audit Expense		14,000	15,000
	Staff:			
	General Presbyter & Acting GP Expense	115,211	145,014	149,013
	Communications Director	26,120	36,587	60,000
	Justice & Mercy Specialist	59,689	79,309	81,553

			Actual	2023	Proposed
			9/30/2023	Budget	2024
					Budget
	Church Specialist		49,053	69,618	72,455
	Administrative Support Staff		62,192	82,710	86,194
	Accountant		59,788	79,789	82,913
	Temporary Help		1,507	2,000	2,000
	Office Staff Expenses		390	550	550
	Search Committee Expenses				
	Total Administration Expense		420,770	566,227	613,428
	Commission on Ministry				
	Commission Expenses		1,736	3,000	2,756
	COPM Scholarships/Testing		(273)		
	Grants			59,553	62,000
	Total Commission on Ministry Expense		1,463	62,553	64,756
	Church Partnership				
	CDC Expenses		183	1,000	1,000
	Adaptive Church Project		1,089	3,600	4,000
	Training & Support				
	Higher Education Expenses		35,318	47,090	47,090
	Scholarships				
	Grants		1,000	59,553	49,884
	Total Partnership Expense		37,590	111,243	101,974
	Justice & Mercy				
	Commission Expenses		46	100	300
	Education and Training			200	
	Community Outreach Grants		30,000	40,000	38,391
	CEDEPCA		20,200	27,000	27,000
	Grants		8,055	15,078	13,469
	Total Justice & Mercy Expenses		58,301	82,378	79,160
	Total Presbytery Expenses		<u>597,677</u>	<u>962,496</u>	<u>996,940</u>

The budget was approved by consensus, following a short clarification.

The Commission on Administration then presented the following proposed Newly Acquired Assets Policy:

2. The COA recommends approval of the Newly Acquired Asset Report as presented, including both the policy and report explanation.



Presbytery of the Peaks: *Building partnerships in Christ, to empower communities of faith to be the body of Christ for the world.*

Newly Acquired Assets Policy Report

The COA is currently assigned responsibility to "recommend to the presbytery the utilization of newly acquired real and financial assets." The COA is recommending the adoption of the proposed policy to guide the presbytery in handling newly acquired assets, including the disposition of dissolved congregational assets and unrestricted donor gifts.

Why this policy now?

While carrying out its responsibilities regarding dissolved congregations, the COA recognized there would be proceeds from several upcoming sales of properties. Rather than deal with the funds from each sale individually, the COA has chosen to take a proactive, global approach using a percentage-based formula that would cover not only the disposition of funds from the sale of current properties, but also future property sales and unrestricted gifts, should they arise.

Why designate these funds?

When considering how to develop a policy that reflected the mission, vision and values of the presbytery, the COA looked to the role of a presbytery according to the Book of Order and to the decisions made by presbytery over the last few years.

According to the Book of Order, “*The presbytery is responsible for the government of the church throughout its district, and for assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness (G-3.0301).* This sounds a lot like our mission statement-- *Building partnerships in Christ, to empower communities of faith to be the body of Christ for the world.*

When the presbytery voted in October of 2022 to consolidate the presbytery restricted funds, the money was divided into two funds to support the new presbytery organization for ministry and mission. (These funds were renamed by COA in October 2023 for clarification purposes, however the intended use of the funds remains the same.) This was based on the mission statement and priorities the presbytery approved in August 2019.

The Presbytery priorities are:

- Communication, Connection and Education to strengthen congregations
- Collaboration with our congregations to develop effective and appropriate ministries
- To embody the priorities in designing a sustainable model for the Presbytery

The funds are:

- The Financial Sustainability Fund, to be used for the support of the full spectrum of presbytery's ministry and mission, including, mission, campus ministry, administration and other essential expenditures to supplement declining covenants of intent.

In 2023, monies from this fund were used for:

- Funding for Higher Education Ministries at Va. Tech and the Community College system (Education/Connection/Collaboration)
- Assist in funding for Community Outreach grants in partnership with churches in our presbytery (Connection/Collaboration)
- Funding for Commission on Ministry-5 new ministers and 2 new Commissioned Pastors in 2023 (Education/Connection/Collaboration)
- Adaptive Church Project-Education opportunity for all 6 neighborhoods in the past year (Education/Connection/Collaboration)
- Grant newsletters to educate and inform churches of possible grant opportunities (Communication/Education/Collaboration)
- Confronting Racism workshops in 5 neighborhoods (Education/Connection/Collaboration)
- Four Presbytery meetings-2 in person! (Connection/Communication)
- Peaks Postings (Communication/Education/Connection/Collaboration)
- Staff leadership to support communication, connections and education and collaboration within the presbytery (Communication/Connection/Education)

- The Missional Grant Fund, to be divided annually and equally between Commission on Ministry, Justice and Mercy Commission, and Church Partnership Commission. As is suggested by the title of this fund, the money was to be made available through a grant submission and approval process.

In 2023, monies from this fund were used for:

- Gatherings for Clergy Women and Commissioned Women Pastors-COM (Connection/Education)
- Bus Trip to International Civil Rights Museum-J&M (Education/Connection)
- Earth care grants-community gardens; J&M (Education/Connection)
- Collaborative Mission Trip to Malawi-J&M (Education/Connection)
- Study Trip to Guatemala-J&M (Education/Connection)
- Grant to Ukirk at VT-CPC (Education/Connection)
- Collaborative grant for Leading Moments Discipleship Workshop-CPC (Communication/Connection/Education)
- Collaborative grant for youth retreat (2 churches)-CPC (Connection/Education)

Why is this policy important?

In order to fulfill the stated aims and goals of the presbytery, we need to both have sufficient funds to support those priorities now and into the future, and to have our spending reflect our stated priorities. The reality faced by the Peaks is that we are on a trajectory to lose 5 percent of our members and 5 percent of our covenants of intent each year into the near future. This pattern reflects the record of the last 10 years and without intervention is expected in the future. This reality was one of the factors in determining how to allocate money across the funds in 2022.

As was reflected in the budget for 2023 and is reflected in the budget for 2024, we are already using the restricted funds to pay for our current ministries and mission. In the 2024 budget, only 40 percent of the projected income will come from covenants of intent. (\$397,394 of a total budget of \$997,400 if approved.)

After study and prayer, it is the belief of COA that this policy before you today is a reflection of our stated mission and priorities and provides the best use of funds for the Presbytery of the Peaks to live out our mission statement of *Building partnerships in Christ, to empower communities of faith to be the body of Christ for the world, now and into the future.*

Proposed Policy

A. Biblical Foundation: Acts 2:43-47

Life among the Believers

“Awe came upon everyone because many wonders and signs were being done by the apostles. All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need. Day by day, as they spent much time together in the temple, they broke bread at home and ate their food with glad and generous hearts, praising God and having the goodwill of all the people. And day by day the Lord added to their number those who were being saved.”

Although we do not fully or literally follow the pattern set forth by the Holy Spirit in Acts 2:43-47 for the church, we maintain that the mutual sharing of financial resources is an ideal that we can seek to embody in our presbytery.

B. Theological Foundation

We affirm that God is the creator of the heavens and the earth and all that is within them, and that God set human beings apart as stewards of the earth. We regard every provision of life as a gift from God, to be received in gratitude, and to be managed on God’s behalf. Specifically, church funds, buildings, cemeteries, and other personal property belong, not to any one of us, but to Jesus Christ, who is Lord of the church. It is our joy and duty to manage our resources for the sake of the kingdom of our Lord.

We are Resurrection People who are called to live in anticipation of what God will do in and with our future. Through the resurrection of Jesus, we are primed to look for signs of God’s future kingdom, both in heaven and on earth. We acknowledge the transitory nature of our lives and every particular expression of the church, and trust that God will preserve the witness of the church until the fullness of God’s kingdom appears. We look beyond our limits and hope to leave a good legacy upon which future church leaders can build.

C. Polity and Practice

In the Presbyterian Church (USA), we maintain through our constitution that all church property is held in trust for the sake of ministry within the PCUSA. Even congregations from the former PCUS that opted to maintain local control of church property, which allowed them to make decisions regarding their property without prior approval by the presbytery, are not thereby “owners” of their property. It too is held in trust for the sake of ministry in the PCUSA, and if the time comes that such a congregation is dissolved, that property becomes the asset of the PCUSA.

We also acknowledge that people are naturally and sometimes strongly inclined to think of a congregation's property as an asset that belongs to the congregation. Historical, familial, and emotional attachments make the disposition of property a sensitive topic and must be treated with due respect and sensitivity.

D. Policy for the Disposition of Property of Dissolved Congregations and Unrestricted Gifts

The proposal specifically addresses the properties that will be sold because of the closing of congregations within the Presbytery of the Peaks and future gifts that may come to the presbytery without donor restrictions.

Once a property has been sold and all expenses attendant to closure have been accounted for, including payment of utilities, closing costs, legacy gifts from the congregation to local or other missions, the cost of surveys, etc. the Presbytery of the Peaks will seek:

- 1) To build our capacity for Presbytery's future ministry.
- 2) To provide funds for immediate dispersal to meet current human needs as a mission of the presbytery.

To build capacity for future ministry, the Presbytery of the Peaks will designate 70 percent of proceeds to the Financial Sustainability Fund and 20 percent to the Missional Grant Fund.

To address current human needs, 10 percent of the proceeds, a tithe, shall be expended by the Justice and Mercy Commission within 12 months of receiving the funds. Opportunity to receive funds shall be widely publicized and shall not be used to offset the annual budget of the presbytery.

The percentages of 10, 20, and 70 percent shall be calculated as a percentage of the whole at the time the funds are received.

Sue Bentley invited two members of the Commission on Administration to give a presentation on the rationale behind the new policy. The presbytery had no objections, and RE Joe Wilson and RE John Lanier were granted voice in order to answer questions.

Following the presentation, Rev. Dr. George Anderson, TE of Second Presbyterian Church, Roanoke, made the following motion:

-that the debate on the proposed "Newly Acquired Assets Policy" be postponed until such a time as a Task Force, with an outside consultant with experience and wisdom

concerning restricted funds, be assembled by the moderator in consultation with the Nominations Committee for the purpose of reviewing the proposed policy;
 -that the Task Force return with a report at the May 2024 meeting of the Presbytery of the Peaks;
 -and that newly acquired assets not otherwise designated be held and not spent or placed in current established funds until a policy is approved.

The motion was seconded and the floor was opened to debate on the merits of postponing adoption of the policy.

Joe Wilson called for a point of order regarding postponing. Stated Clerk Betsy Soto ruled that while Roberts' Rules specifies that ordinarily postponing is done until the next stated meeting, given the nature of the motion and the specificity of the May assembly, the motion was in order.

The moderator allowed for discussion for and against the proposed motion to postpone the policy. When the limits of productive debate had been reached, the moderator closed the floor and a counted vote was taken.

The Stated Clerk appointed as tellers TE John Wiederholt and RE Kevin deBernard (Altavista). The vote was 43 in favor, 29 opposed. The motion passed and the moderator thanked the COA for their work on the initial policy and the body for striving to remain respectful. The moderator and vice-moderator will work together with the Nominations Committee to appoint a task force in the next few weeks.

JUSTICE AND MERCY COMMISSION

Vernie Bolden

In the absence of the commission chair, Justice and Mercy Specialist Vernie Bolden drew attention to the commission's written report and reminded the Presbytery that we are the body of Christ, caring for each other.

INFORMATION:

*** Racial Equity Subcommittee:**

A. On October 7, fifty-two people participated in a very successful presbytery-wide trip to the International Civil Rights Center and Museum in Greensboro, NC. A diverse group of Presbyterian folks filled up a comfortable bus to travel and talk together as they learned more about the history of civil rights in this country.

The Museum is a former Woolworth store where four Black North Carolina A&T college students staged a non-violent sit-in seeking to be served at a Whites-only lunch counter.

This was on February 1, 1960. The Civil Rights Museum is dedicated to understanding and advancing civil rights and human rights in this country and around the world. Thank you to Peaks Presbytery for providing a grant to pay for the bus transportation. Thank you to Blacksburg Presbyterian Church for paying the cost of museum admission for all who attended. Thank you to Fifth Avenue Presbyterian Church for being a sponsoring congregation, and thanks to Wild Goose Christian Community in Bonsack and First Presbyterian, Martinsville for lending your facilities as a trip rendezvous location.

B. “Facing Racism: Healing Conversations to Bridge the Gap that Divides Us” have received excellent reviews from participants in our Presbyterian neighborhoods. These valuable conversations have been held for neighborhood gatherings in Roanoke, and at Blacksburg Presbyterian, Grace Presbyterian in Martinsville, Covington Presbyterian, and Forest Presbyterian.

*** CEDEPCA Mission Partnership Subcommittee:**

Experience our Mission Partnership with a trip to Guatemala. DATES: Monday, April 15, 2024 to Monday, April 22, 2024. Engage with our mission partners, CEDEPCA. Experience the dynamic approach to mission and transformation in CEDEPCA’s wide ranging ministry. Find renewal, energy, and inspiration for our mission here. Enjoy Guatemala’s natural beauty, Mayan heritage, and the splendid hospitality and insights of our Christian brothers and sisters in Guatemala. Cost: \$2,000 (approximate) This includes airfare, meals, lodging, travel within Guatemala, guides, and translators. Financial assistance available from our presbytery. More details to follow. But today, God’s Spirit may be nudging you to consider this trip.

***South Sudan Mission Subcommittee:**

Four neighborhood gatherings have been held to introduce the Abukloi Secondary School in Rumbek, South Sudan. At each gathering, Mr. Angelo Maker, the founder of the Abukloi School, has presented the powerful story of how the school was founded on faith, and the vision to rebuild South Sudan through educating its youth. Angelo Maker believes that God saved his life during a civil war (when his immediate family were killed.) After coming to the United States with refugee status, he believes that God has guided him to build a Christian school that offers an excellent education and provides a path for peace, where students from rival ethnic and religious backgrounds can study together and learn to live together. We thank the congregations which have hosted neighborhood gatherings and have helped our presbytery learn more about the ministry of the Abukloi School. Angelo Maker recently sent this email from South Sudan: “Three weeks ago, the U.S. Ambassador to South Sudan visited the Abukloi School and encouraged the students. Abukloi is one of only 4 schools picked in the whole of South Sudan to participate in STEM POWER, a science fair in South Sudan. This science competition will address how students use technology to solve problems regarding 1) hunger, 2) floods, 3) insecurity, and 4) diseases.” A gathering of the Hill City Neighborhood focusing on the Abukloi School will be held at St. Andrew Church this fall.

***Two Cents a Meal Hunger Ministry:** Thank you to our congregations! More than 75 congregations are participating in this much needed ministry of support for hunger ministries in our local area and around the globe. Early in 2024, we will publish the list of all the ministries supported by our 2023 hunger offerings, so that you can see the impact of your hunger offerings.

***Earth Care Ministries are growing throughout our presbytery.** See the presbytery website for practical ideas and resources to help your congregation harvest the ways that we can protect and sustain God's Creation. At the presbytery meeting we will announce the grant recipients for 2023 Earth Care Mini-grants. These congregations proposed new ways that they could continue their stewardship of God's world. "The Earth is the Lord's and the fullness thereof." Psalm 24:1

***Community Outreach Block Grants for 2024.** The presbytery's website has information and the application for these grants to support organizations which are serving in your communities. Church Session must write a letter of support as part of the grant application. The deadline for filing applications is February 1, 2024. Local organizations providing tutoring programs, free medical clinics, jail ministries, or other community ministries are eligible to apply. For more information: Go to the presbytery website and see the tab for "Resources" and then find the "Grants" tab.

CHURCH PARTNERSHIP COMMISSION

Isabella Fagiani

Isabella Fagiani reported on the dispersion of grants for the year 2023, and announced that checks for each church would be available at the door as people departed from the meeting.

INFORMATION:

- Church Partnership Commission met on October 12th, 2023 via Zoom.
- WD Hasty and Isabella Fagiani are joining two members of the Committee on Administration to discuss a gift to Massanetta Springs upcoming Capital Campaign.
- Rev. Jonathan Moelker provided an update on the Wild Goose New Worshipping Community.

ACTIONS REPORTED:

1. Approved to close Wild Goose Worshipping Community at such a time as financial records can be transferred to the presbytery. In doing so, the Church Partnership Commission reminds the Committee on Administration of the commitment made with Campbell Memorial Presbyterian Church to support Rev. Jonathan Moelker's call to serve full time.
2. Approved to designate \$500 to each church within Presbytery of the Peaks from the Church Partnership Grant Funds to be distributed at the November presbytery meeting

encouraging churches to be creative in their use of the funds, perhaps even to partner with other churches to have a wider impact in what can be done with the funds.

INSTALLATION OF OFFICERS FOR 2024

Betsy Soto

Stated Clerk Betsy Soto took a moment to recognize Rev. Keith Leach for his service as moderator of the Presbytery of the Peaks for 2023, and presented him with a gavel as a symbol of his time here.

The Stated Clerk then called forward and installed RE Kym Wiederholt and TE Bea Miller as the Moderator and Vice-Moderator of the Presbytery of the Peaks for 2024.

REPORT OF THE STATED CLERK

Betsy Soto

Report of the Stated Clerk:

1. FOR CONSENT AGENDA: That the minutes of the One-hundred thirty-second Stated Meeting of the Presbytery of the Peaks (August 26, 2023) as reviewed by those persons designated by the Standing Rules, be approved.

2. FOR CONSENT AGENDA: That motions be reduced to writing and sent to the clerks' table before discussion.

3. FOR CONSENT AGENDA: That all committee reports be received.

Stated Clerk Betsy Soto drew attention to the remaining written reports distributed in the presbytery packet and reported the following attendance information: 90 total voting members (44 Teaching Elders, 4 Commissioned Pastors and 42 Ruling Elder Commissioners, Cabinet and Committee Chairs); 10 visitors, not entitled to vote were in attendance and 30 churches were represented by Ruling Elder Commissioners.

CLOSING BUSINESS

Keith Leach thanked the Presbytery for the opportunity to serve, and to First Presbyterian Church of Lynchburg for their gracious hosting. He adjourned the meeting with prayer at 12:15PM.

Respectfully Submitted,
Rev. Betsy Soto, Stated Clerk

**The Presbytery of the Peaks
Financial Position
09/30/22 & 09/30/2023**

	<u>2022</u>	<u>2023</u>
Beginning Balance	\$ 42,749.17	\$ 45,626.14
<i>Add Receipts:</i>		
YTD Mission Receipts for GA, Synod, & Presbytery		
Covenants of Intents (Includes Unified & Per Capita)	278,982.58	282,522.73
Selected Giving, GA, Synod causes	100,711.38	63,967.27
Other Selected Gifts (excludes 2Cts, C A Partnership)	7,126.06	88,384.76
Camp Income	306.00	423.46
Receipts from Presbytery Restricted Funds	159,737.57	6,000.00
Receipts from Financial Stability Fund	0.00	220,000.00
Receipts from Missional Grant Fund		50,030.00
Interest Income	32.47	2.77
Current Assets less Liabilities	183.26	583.68
Miscellaneous Income	1,317.36	1.85
Transfer Accounts	17,044.02	18,735.09
<i>Total Receipts</i>	565,440.70	730,651.61
<i>Less Disbursements:</i>		
Mission Funds to General Assembly	157,463.42	123,305.61
Mission Funds to Synod	10,851.96	9,770.66
Other In/Out Mission Funds Forwarded	8,042.25	88,184.58
Presbytery	410,067.26	528,427.30
<i>Total Disbursements</i>	586,424.89	749,688.15
Cash Balance 09/30/2022 & 09/30/2023	<u>\$ 21,764.98</u>	<u>\$ 26,589.60</u>

**Presbytery of the Peaks
Income & Expense
9/30/2023**

	<u>Current Month</u>	<u>YTD</u>	<u>Budget</u>
Income			
Covenants of Intent	40,051.23	279,922.73	417,869
Mission Payments-Dismissed Churches		2,600.00	2,600
Designated funding from Financial Sustainability	60,000.00	220,000.00	350,768
Designated Funding from Missional Grant Fund		50,030.00	178,659
Office Property Income			7,500
Two Cents a Meal Justice & Mercy Funding		6,000.00	8,000
Miscellaneous	(46.50)	437.08	100
Total Income	100,004.73	558,989.81	965,496
Cabinet			
Cabinet Expense	8.15	46.37	200
Presbytery Meeting Expense	0.31	673.69	1,500
Workgroup Expense		113.98	4,000
Committee on Representation			-
Total Cabinet Expense	8.46	834.04	5,700
Constitutional			
Moderator Expense			1,400
Stated Clerk	1,054.10	9,378.84	13,776
Nominating Committee	28.89	45.23	250
Session Records WG			200
Sexual Misconduct Committee		46.50	500
Synod Unified & Per Capita	895.00	8,259.00	12,844
GA Unified & Per Capital Giving	8,312.00	60,990.00	105,425
Total Constitutional Expense	10,289.99	78,719.57	134,395
Administration			
Commission Expenses			250
Communications Expense	99.50	2,629.28	4,600
Property Expenses (Trustees)	2,782.26	28,261.40	30,000
Office Expenses	131.49	15,038.03	18,310
Presbytery Office Equipment		891.65	2,500
Audit Expense			14,000
Staff:			
General Presbyter	11,550.54	105,681.53	145,014
Acting General Presbyter		9,530.32	
Church Leadership Ministry Specialist	4,660.79	49,053.14	70,608
Justice & Mercy Ministry Specialist	6,234.11	59,688.53	79,309
Administrative Support Staff	6,910.10	62,190.91	82,710
Accountant	6,643.05	59,787.51	79,789

	<u>Month</u>	<u>YTD</u>	<u>Budget</u>
Communications Director	2,798.90	26,120.20	36,587
Temporary Help		1,507.11	2,000
Office Staff Expenses	39.44	389.84	550
Total Commission on Administration	41,850.18	420,769.45	566,227
Commission on Ministry			
Commission Expenses	10.32	1,735.81	3,000
Grants Awarded		(273.00)	59,553
Total Commission on Ministry	10.32	1,462.81	62,553
Church Partnership			
CDC Expenses	0.24	182.79	1,000
Adaptive Church Project		1,089.46	3,600
Outdoor Education		1,000.00	3,000
Higher Education Expenses	11,772.50	35,317.50	47,090
Grants Awarded			59,553
Total Church Partnership Commission	11,772.74	37,589.75	114,243
Justice & Mercy Commission			
Justice & Mercy Commission Expenses	2.29	45.68	100
Education and Training			200
Community Outreach Grants	10,000.00	30,000.00	40,000
CEDEPCA	6,750.00	20,200.00	27,000
Grants Awarded		8,055.00	15,078
Total Justice & Mercy Commission	16,752.29	58,300.68	82,378
Total Presbytery Expenses	<u>80,683.98</u>	<u>597,676.30</u>	<u>965,496</u>
Total Net Income/(Expense)	<u>\$19,320.75</u>	<u>(\$38,686.49)</u>	

**The Presbytery of the Peaks
Cash Flow Analysis**

<u>Year</u>		<u>1st Quarter</u>	<u>2nd Quarter</u>	<u>July</u>	<u>August</u>	<u>September</u>	<u>Year to Date</u>	<u>Budget</u>
2023	<i>Contributions</i>	78,060.81	110,561.19	32,749.91	21,583.17	40,004.73	282,959.81	66.10%
	<i>Expenses</i>	<u>188,768.28</u>	<u>214,517.97</u>	<u>56,164.28</u>	<u>57,526.29</u>	<u>80,683.98</u>	<u>597,660.80</u>	61.90%
	<i>Variance</i>	<u>(110,707.47)</u>	<u>(103,956.78)</u>	<u>(23,414.37)</u>	<u>(35,943.12)</u>	<u>(40,679.25)</u>	<u>(314,700.99)</u>	
2022	<i>Contributions</i>	97,488.96	100,736.43	32,319.21	18,333.68	31,776.03	280,654.31	65.10%
	<i>Expenses</i>	<u>166,371.59</u>	<u>154,402.93</u>	<u>39,348.71</u>	<u>51,915.59</u>	<u>65,874.94</u>	<u>477,913.76</u>	56.00%
	<i>Variance</i>	<u>(68,882.63)</u>	<u>(53,666.50)</u>	<u>(7,029.50)</u>	<u>(33,581.91)</u>	<u>(34,098.91)</u>	<u>(197,259.45)</u>	
2021	<i>Contributions</i>	101,440.45	103,251.30	61,602.49	15,134.77	42,873.64	324,302.65	77.22%
	<i>Expenses</i>	<u>152,614.17</u>	<u>185,648.05</u>	<u>55,268.69</u>	<u>55,069.24</u>	<u>90,887.47</u>	<u>539,487.62</u>	66.55%
	<i>Variance</i>	<u>(51,173.72)</u>	<u>(82,396.75)</u>	<u>6,333.80</u>	<u>(39,934.47)</u>	<u>(48,013.83)</u>	<u>(215,184.97)</u>	
2020	<i>Contributions</i>	94,026.63	49,940.15	34,878.35	11,293.22	31,448.61	221,586.96	44.37%
	<i>Expenses</i>	<u>155,716.17</u>	<u>140,398.57</u>	<u>43,135.60</u>	<u>34,596.96</u>	<u>85,400.94</u>	<u>459,248.24</u>	57.23%
	<i>Variance</i>	<u>(61,689.54)</u>	<u>(90,458.42)</u>	<u>(8,257.25)</u>	<u>(23,303.74)</u>	<u>(53,952.33)</u>	<u>(237,661.28)</u>	

**The Presbytery of the Peaks
Summary of Designated Accounts
9/30/2023**

	<u>Book Value 1/1/2023</u>	<u>Market Value 1/1/2023</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Unrealized Gain/(Loss)</u>	<u>Market Value 9/30/2023</u>	<u>Book Value 9/30/2023</u>
Financial Sustainability Fund	5,651,793.27	6,361,521.09	82,356.24	252,867.26	0.00	6,191,010.07	5,481,282.25
Missional Grant Fund	1,869,850.66	3,165,206.86	3.17	50,030.00	0.00	3,115,180.03	1,819,823.83
Total	<u>7,521,643.94</u>	<u>9,526,727.95</u>	<u>82,359.41</u>	<u>302,897.26</u>	<u>0.00</u>	<u>9,306,190.10</u>	<u>7,301,106.09</u>
Pass Through Funds	230,119.68	224,567.99	62,078.42	84,241.13	-	202,405.28	207,956.97
Two Cents	67,500.35	67,500.35	45,089.30	31,764.99		80,824.66	80,824.66
Peacemaking	3,299.92	3,299.92	54.92			3,354.84	3,354.84
Morris Trust	1.62	1.62	14,835.70			14,837.32	14,837.32
Burke Mem Vacation Fund	50,141.73	45,553.96	1,398.50	2,500.00		44,452.46	49,040.23
Transfer Funds	109,176.06	108,212.14	700.00	49,976.14		58,936.00	59,899.92
Presbytery Restricted	<u>297,216.88</u>	<u>299,721.60</u>	<u>656,298.20</u>	<u>38,711.40</u>	<u>0.00</u>	<u>917,308.40</u>	<u>914,803.68</u>
Black Caucus	73,006.10	66,431.12	15.24			66,446.36	73,021.34
COM	10,542.01	9,298.26				9,298.26	10,542.01
Church Redevelopment Grant	163,515.35	173,838.80	9.49	19,390.00		154,458.29	144,134.84
Peace Church/Wild Goose Ministry			198,014.30	19,321.40		178,692.90	178,692.90
Home Missions	5,684.84	5,684.84				5,684.84	5,684.84
Church Extension	41,918.58	41,918.58				41,918.58	41,918.58
Ministerial Student	2,550.00	2,550.00				2,550.00	2,550.00
Williamson Restricted			458,259.17			458,259.17	458,259.17
Donor Restricted	<u>69,019.25</u>	<u>69,019.25</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>69,019.25</u>	<u>69,019.25</u>
Camp Scholarships	2,474.73	2,474.73				2,474.73	2,474.73
Camp Endowment	2,050.00	2,050.00				2,050.00	2,050.00
Candidates Scholarship	2,200.00	2,200.00				2,200.00	2,200.00
Home Mission	62,294.52	62,294.52				62,294.52	62,294.52
Total Pass Through & Restricted	<u>596,355.81</u>	<u>593,308.84</u>	<u>718,376.62</u>	<u>122,952.53</u>	<u>-</u>	<u>1,188,732.93</u>	<u>1,191,779.90</u>
Presbytery Total Funds	<u>8,117,999.75</u>	<u>10,120,036.79</u>	<u>800,736.03</u>	<u>425,849.79</u>	<u>-</u>	<u>10,494,923.03</u>	<u>8,492,885.99</u>

REPORT OF THE TRUSTEES

INFORMATION:

The Trustees of the Presbytery of the Peaks met on August 24, 2023, September 7, 2023 and October 11, 2023 via Zoom.

ACTIONS REPORTED:

1. The Trustees approved the transfer of the Trinity, Ridgeway church property to the Trinity Presbyterian Historical Foundation. The Historical Foundation is composed of a group of twenty current and former neighbors of the church, organized for the restoration of the church property. The property is sold as is.
2. The Trustees approved a purchase offer for the Glasgow manse for \$150,000. The contract will be completed by year end 2023.
3. The Trustees approved a tentative sales contract for the Peace church property. The sale is contingent on the property being used as a church for a ten year period. The sale is “as is” with a 45 day discovery period for the ratification of the contract expiring on December 7, 2023.
4. The Trustees approved to activate the extension on the current office lease until the closing on the purchase of the office building and property, anticipated in December 2023.
5. The Trustees declined an offer from the Town of Glasgow for the purchase of the Glasgow church property.
6. The Trustees accepted the bequeath from the Beverly Day Williamson estate to the Presbytery of the Peaks of the Presbyterian Church U.S.A, Inc.
7. The Trustees received the 2022 Audit Report. (Opinion Letter attached)
8. The Trustees approved changes to the Presbytery Investment Policy as recommended by the Investment Workgroup.

INDEPENDENT AUDITOR'S REPORT

Division of Administration of the Presbytery of the Peaks and the
Presbytery of the Peaks of the Presbyterian Church (U.S.A.), Inc.

Opinion

We have audited the accompanying combined financial statements of the Presbytery of the Peaks and the Presbytery of the Peaks of the Presbyterian Church (U.S.A.), Inc. (nonprofit organizations, collectively the "Presbytery"), which comprise the combined statement of assets, liabilities, and net assets - modified cash basis as of December 31, 2022, and the related combined statements of support, revenue, expenditures, and changes in net assets - modified cash basis, functional expenditures - modified cash basis, and cash flows - modified cash basis for the year then ended, and the related notes to the combined financial statements.

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of the Presbytery of the Peaks and the Presbytery of the Peaks of the Presbyterian Church (U.S.A.), Inc. as of December 31, 2022, and their support, revenue, expenditures, and changes in net assets for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Combined Financial Statements section of our report. We are required to be independent of the Presbytery and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

We draw attention to Note 1 of the combined financial statements, which describes the basis of accounting. The combined financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Responsibilities of Management for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of the combined financial statements in accordance with the modified cash basis of accounting described in Note 1, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the combined financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Combined Financial Statements

Our objectives are to obtain reasonable assurance about whether the combined financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the combined financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the combined financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Presbytery's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the combined financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Presbytery's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Joti, Alyna, Louisa & Company, P. C.

Roanoke, Virginia
September 29, 2023

REPORT OF PRESBYTERIAN WOMEN

INFORMATION:

- The 35th Annual Gathering of Presbyterian Women in the Presbytery of the Peaks took place on September 23, from 10:00 a.m. until 12:30 p.m. at Second Presbyterian Church in Roanoke. Thirty-three individuals braved the remnants of Tropical Storm Ophelia to attend the Annual Gathering. The morning was filled with inspiration, information, music, fun, great food, and fellowship. The theme for the Gathering was “Honoring Women and Their Contributions.”
- Attendees received greetings from Carl Utley, General Presbyter, and Nancy Gray, Parish Associate at the host church. Isabella Fagiani, Associate Pastor of Raleigh Court Presbyterian Church, presented the morning’s devotions; and Janet Chisom, Associate Pastor of Salem Presbyterian Church, led the installation of the new Peaks PW leaders. Meighan L. Sharp, author, visiting faculty at Hollins University, and chair of the Roanoke Arts Commission, presented the keynote address about how art affects our lives.
- During the Annual Gathering, an offering of \$872 was received for the Massanetta Springs Camp and Conference Center Capital Campaign. The business portion of the Gathering included the election of the Peaks PW leaders, approval of the 2024 budget, and approval of amendments to the bylaws that will reduce the number of Coordinating Team members from 14 to 12. Instead of three Leadership Coordinators, the CT will now have one Neighborhoods Coordinator.
- Peaks PW leaders for September 2023 through September 2024 are:
 - Moderator – Shelda Wills
 - Vice Moderator – Helen Dean
 - Secretary – Janet Rakes
 - Treasurer – Theresa Underwood
 - Historian – Betty Oliver
 - Missions Coordinator – Diane Patty
 - Racial Equity/Justice & Peace Representative – TBD
 - Moderator of the Search Committee – Sandra Gisiner
 - Search Committee Member – Gail McCullough
 - Search Committee Member – Cynthia Washburn
 - Search Committee Member – Eleese Wilson
 - Neighborhoods Coordinator – Laura Crumbley

ACTIONS REPORTED:

1. Plans are underway for the Spring Gathering of PW that is scheduled for April 27, 2024.
2. Work continues on the PW cookbook, and its completion is planned for the spring.

RECOMMENDATIONS:

1. No recommendations

REPORT OF THE SESSION RECORDS WORK GROUP**INFORMATION:**

- The Session Records Work Group continues to receive and review both past and current Session Minutes. Please see the following pages for the quarterly report showing the running record of Session Minutes submitted for review.
- Past or current sets of Session Minutes may be submitted for review at any time. Please note, however, that **2022 Session Minutes are due for review during 2023**. The Work Group reviews Session Minutes alphabetically by church name. The remaining schedule for the **review of 2022 Session Minutes in 2023** is as follows:
 - November 16 – Churches with names beginning with A-C
- When the Presbytery of the Peaks is unable to meet in person, churches are asked to **EITHER mail hard copies** of the Minutes (no binders, please), along with a completed “Session Records Review Form,” to Shelda Wills, Session Records Work Group Chair, Christiansburg Presbyterian Church, 107 West Main Street, Christiansburg, VA 24073, **OR email digital copies** of the Minutes, along with the completed “Session Records Review Form,” to swills@usit.net. Contact Shelda with questions. **Churches should NOT send Minutes to the Presbytery Office!**
- Materials to assist Clerks of Session in their duties are available on-line through the Presbytery website at www.peakspresbytery.org. Click on “Resources”; then click on “Forms & Documents”; then click on “Session Records” to view these materials. The “Session Records Review Form” is available there for download.

ACTIONS REPORTED:

1. The Session Records Work Group continues to review Session Minutes.

RECOMMENDATIONS:

1. No recommendations

**✓ = Session Minutes Received and Reviewed
(as of November 2, 2023)**

Name of Church	2017	2018	2019	2020	2021	2022	Name of Church	2017	2018	2019	2020	2021	2022
Altavista	✓	✓	✓	✓	✓	✓	Covenant	✓	✓	✓	✓	✓	✓
Amherst	✓	✓	✓	✓	✓		Covington, First	✓	✓	✓		✓	✓
Appomattox CH	✓						Cumberland	✓	✓	✓	✓	✓	
Appomattox PE		✓		✓	✓		Danube	✓	✓	✓	✓	✓	
Arvon							Danville, First	✓	✓	✓	✓	✓	✓
Beale Memorial							Davis Memorial						
Bedford	✓	✓	✓	✓	✓		Diamond Hill	✓	✓	✓	✓	✓	
Belmont	✓						Douglas	✓	✓	✓	✓		
Belspring							Drakes Branch	✓	✓				
Berry Hill	✓	✓	✓	✓	✓		Fairlawn	✓	✓	✓	✓	✓	✓
Bethlehem	✓	✓					Falling Spring	✓	✓				
Blacksburg	✓	✓	✓	✓	✓		Farmville	✓	✓	✓	✓	✓	✓
Bluemont	✓	✓	✓	✓	✓	✓	Fellowship						
Briery	✓	✓	✓	✓	✓		Fifth Avenue						
Brookneal	✓	✓	✓				Fincastle	✓	✓				
Browns							Floyd	✓	✓	✓	✓	✓	
Buchanan	✓	✓					Forest	✓	✓	✓	✓	✓	✓
Buffalo							Forest Hills	✓	✓	✓			
Campbell Memorial	✓	✓		✓	✓	✓	Fork Union						
Chatham	✓	✓	✓			✓	Gethsemane						
Christiansburg	✓	✓	✓	✓	✓	✓	Grace	✓					
Clarksville	✓	✓	✓	✓	✓		Hat Creek						
Clifton Forge	✓	✓	✓	✓	✓	✓	Hermon	✓	✓	✓	✓		✓
College	✓	✓	✓	✓	✓		High Bridge	✓	✓				
Collinsville, First	✓	✓					Holbrook Street	✓	✓		✓	✓	✓
Colonial	✓	✓	✓	✓	✓		Jamestown						
Concord							Kayser Memorial	✓		✓	✓	✓	✓
Cool Spring							Kentuck	✓	✓	✓	✓	✓	
Coolwell							Low Moor	✓	✓	✓	✓	✓	✓

Name of Church	2017	2018	2019	2020	2021	2022	Name of Church	2017	2018	2019	2020	2021	2022
Lynchburg, First	✓	✓	✓	✓	✓		Quaker Memorial	✓	✓			✓	
Madisonville	✓	✓					Radford	✓	✓	✓	✓	✓	
Mallow	✓	✓	✓		✓	✓	Raleigh Court	✓	✓	✓	✓	✓	✓
Martinsville, First	✓	✓	✓	✓	✓	✓	Roanoke						
Mary Horner Walker	✓	✓	✓	✓	✓	✓	Roanoke, Second						
Massies Mill	✓	✓	✓	✓	✓	✓	Roanoke Valley	✓	✓	✓	✓	✓	✓
Mayberry	✓	✓	✓			✓	Rocky Mount	✓	✓				
Maysville	✓	✓	✓	✓	✓		Rough Creek	✓					
McAllister Memorial	✓	✓	✓	✓	✓	✓	Rustburg	✓	✓	✓	✓	✓	✓
Meherrin	✓	✓	✓	✓	✓	✓	Saint Andrew	✓	✓	✓	✓	✓	
Memorial	✓	✓					Salem	✓	✓	✓	✓	✓	✓
Mercy Seat					✓		Sinking Spring						
Mizpah	✓	✓	✓	✓	✓		South Boston, First	✓	✓	✓	✓	✓	
Montvale	✓						Trinity, Arvonnia						
Mount Carmel		✓	✓	✓	✓	✓	Trinity Ecumenical	✓	✓			✓	
Narrows, First							Unity						
New Concord	✓	✓	✓	✓	✓	✓	Village	✓	✓	✓	✓	✓	✓
New Dublin	✓	✓	✓	✓	✓	✓	Villamont	✓	✓		✓	✓	✓
New Store	✓	✓					Virginia	✓					
Northminster	✓	✓	✓	✓	✓	✓	West End	✓	✓	✓	✓	✓	
Northside	✓	✓	✓	✓	✓	✓	Westminster						
Oak Level	✓	✓	✓	✓	✓		Williamson Memorial	✓	✓	✓	✓	✓	✓
Oak View	✓	✓											
Old Brick	✓	✓	✓	✓									
Old Concord	✓	✓	✓										
Peaks	✓	✓	✓	✓	✓	✓							
Pearisburg	✓	✓	✓	✓	✓								
Phenix													
Pisgah													
Pulaski, First		✓					Totals	85	82	61	58	60	36

Grand Total of Minutes Reviewed from 2002-2022 = 1,999

Total includes: 115 (2002), 117 (2003), 117 (2004), 113 (2005), 122 (2006), 122 (2007), 117 (2008), 113 (2009), 107 (2010), 104 (2011), 102 (2012), 94 (2013), 91 (2014), 95 (2015), 88 (2016)

Dismissed: Bethel, Bouldin Memorial, Dublin, Elon, Falling Spring (Alleghany County), First (Roanoke), Galatia, Matthews Memorial, New Hope, Northminster (Madison Heights), Piedmont, Providence, Rivermont, Slate Mountain, Spring Garden (Danville area), Walker's. **Closed by Presbytery:** Clarktown, Covenant (Lynchburg), Laurel Grove. **Merged:** Green Ridge with Northminster, Shelton Memorial with Unity. **Dissolved:** Glasgow, Glen Wilton, Harmony, Holmes Memorial, Peace, Trinity (Ridgeway).