

MINUTES OF THE NOVEMBER 6, 2024 STATED MEETING OF THE PRESBYTERY OF CARLISLE – DRAFT-A
Hybrid meeting at Mechanicsburg Presbyterian Church, Mechanicsburg, PA and via Zoom

Attachments

1. A Presbytery Policy for Congregations Considering Leaving the PC(USA)
2. Coordinating Council Standing Rules
3. Committee on Preparation for Ministry Standing Rules
4. Anti-Harassment Policy
5. Anti Racism Policy
6. 2025 Budget
7. Summary of Key Points in Lease Agreement between Pine Street PC and Downtown Daily Bread
8. 2025 Terms of Call for Presbytery Co Leaders
9. Nominating Committee Report
10. Roll for Attendance at the November 6, 2024 Stated Meeting of the Presbytery of Carlisle
 - a. 27 presbyters were in attendance via Zoom, and 82 were on site.

Abbreviations

- ACTION MSP Motion, Seconded, Discussed, and Passed (if it comes from committee, MP only)
- AC, PJC Administrative Commission, Permanent Judicial Commission
- AdCom Administration Committee
- BOO, BOC *Book of Order* – The Constitution of the PC(USA) Part II, *Book of Confessions*
- BOP Board of Pensions
- CC Coordinating Council
- CCE Certified Christian Educator
- CLC Church Leadership Connection
- COA Covenant of Agreement
- CPM Committee on Preparation for Ministry
- COM, NWCC Commission on Ministry, New Worshiping Community Commission
- GA, OGA, SOT General Assembly, Office of General Assembly, Synod of the Trinity
- IEP Interim Executive Presbyter
- MAL Member-At-Large
- MDP Ministry Discernment Profile
- NC, PNC Nominating Committee, Pastor Nominating Committee
- PC, PW, PHS Presbyterian Church, Presbyterian Women, Presbyterian Historical Society
- PLGCL/SC Presbytery Leader for Governance and Congregational Leadership / Stated Clerk
- PLVT, BPL Presbytery Leader for Vision and Transformation, Bridge Presbytery Leader
- TE, MWS Teaching Elder, Minister of Word and Sacrament
- RE, CRE, EREC Ruling Elder, Commissioned Ruling Elder, Elected RE Commissioner to this meeting
- VM Vice Moderator

After presbyters gathered over dinner and conversation, everyone moved into worship where the theme was Advent: Hope, Peace, Joy, and Love in Christ. The Spirit blessed us greatly through the Word read, preached, sung, and prayed.

Worship

The stated meeting of the Presbytery of Carlisle was opened by Vice Moderator Janice Tiedeck (Monaghan PC) with a quorum at 6:30 PM with prayerful worship, centered around the theme of Advent at Mechanicsburg Presbyterian Church (PC). The gathered body of Christ sang *Comfort, Comfort Now My People*, a Candle of Hope Litany (based on Psalm 25:1-10) invited presbyters to “hope for an end to violent rhetoric and actions...for reconciliation between neighbors...for a worldwide ceasefire.” TE Graham Fowler (Lost Creek PC, McAlisterville) offered a meditation on Jeremiah 33:14-16.

After worshipers sang *People Look East*, a Candle of Peace Litany (based on Luke 1:68-70) invited presbyters to “name the peace that we seek for our own lives.” Vice Moderator Tiedeck offered a meditation based on Malachi 3:1-4.

TE Kathryn Johnston (Mechanicsburg PC) called for the offering. \$900 was collected for Black Mountain PC in Black Mountain, North Carolina (near Montreat) as they continue to support their surrounding community after Hurricane Helene. Following a moving offertory sung by the MPC Chancel Choir (Joseph Martin’s *I Will Sing Praise*), TE Johnson’s Prayer of Dedication included the petition, “may we continue to offer our gifts to the world.”

After worshipers sang *My Soul Cries Out with a Joyful Shout* with its powerful chorus – *My heart shall sing of the day you bring. Let the fires of your justice burn. Wipe away all tears, For the dawn draws near, And the world is about to turn* – a Candle of Joy litany (based on Isaiah 12:2-6) raised the petition: May those who have lost joy find it restored. TE Caleb McClure (Gettysburg P) offered a meditation based on Zephaniah 3:14-20.

Worship ended with the assurance that Love is on the way!

Vice Moderator Janice Tiedeck called to order this Advent-themed meeting of the Presbytery of Carlisle. She invited presbyters, as they continued worshipful work together, to seek the presence of God in thought, word, deed, and voting, so that all work might be done with the love of the Savior in mind.

Welcome

Vice Moderator Tiedeck recognized as the host Pastor, TE Johnston (Mechanicsburg PC), who offered welcome. TE Johnston also thanked Presbyterian Women who, in addition to providing tonight’s supper, hosted the community yesterday – the church building was a polling site.

Meeting Instructions

Vice Moderator Tiedeck gave instruction for participation of all presbyters – on site (by moving to microphones in the sanctuary) and via Zoom (by raising electronic hands to be recognized).

Approval of Docket

Vice Moderator Tiedeck noted two add-ons (following the Krislund report) to the docket and one removal

1. The Committee on Representation and Nomination document will not be considered.
2. The Triennium Team asked for time to address the assembly.
3. New Worshipping Communities Commission (NWCC) asked for time to address the assembly.

ACTION

MSP to adopt the docket as amended.

Enroll Corresponding Members

Vice Moderator Tiedeck enrolled TE Tom Johnston from West Virginia Presbytery.

Intro of First-Time Commissioners, Pastors, DCEs, Special Guests

Tom Johnston, Presbytery of West Virginia, was enrolled as a Corresponding Member

Vice Moderator Tiedeck recognized first-time Ruling Elder Commissioners Dennis Tressler (Highland United PC), Jim Case (Capital PC), Elliott Robinson (Capital PC), Randy Knapp (Faith Immanuel PC), and Kelly Jones (Gettysburg PC).

Vice Moderator Tiedeck welcomed special guests Phil Gardner from Camp Krislund. Inquirer Destini Hodges from Capital PC, and Ms. Linda Griffin from the Lebanon Free Clinic.

Approval of the Consent Agenda

Vice Moderator Tiedeck identified five items for the Consent Agenda and gave opportunity for presbyters to pull any item for further discussion. No items were pulled.

ACTION

MSP to approve the Consent Agenda consisting of

Gracious Separations Policy (Attachment 1)

Coordinating Council Standing Rules (Attachment 2)

Committee on Preparation for Ministry Standing Rules (Attachment 3)

Anti-Harassment Policy (Attachment 4)

Anti Racism Policy (Attachment 5)

Grant Opportunity

Vice Moderator Tiedeck called upon TE Stephen McKinney-Whitaker (Derry PC) to present the history and rationale for a grant being offered and administered through Derry PC.

TE McKinney-Whitaker shared that the church is celebrating 300 years of ministry in the Hershey area. At the turn of 20th century, they only had 12 members. The presbytery helped them financially, and they grew. Today they are a healthy worshipping community. Derry PC will distribute a total of about \$30,000 in grant money, based on applications received by December 6. The money must be distributed this year.

Peace Prize

Vice Moderator Tiedeck recognized TE Kristal Smith, Presbytery Leader for Governance and Congregational Leadership / Stated Clerk (PLGCL/SC), to give a report from the presbytery's Peace Advocates Committee (PAC).

PLGCL/SC Smith provided background information about the Peace and Global Witness Offering. This year, recipients included the Harrisburg High School Scholarship for Peacemaking, Gather the Spirit, Domestic Violence Services of Cumberland and Perry Counties, Hands and Feet of Hope (McConnellsburg), and Christ Among Neighbors (Shippensburg).

Linda Griffin, Administrator at the Lebanon Free Clinic, was present to receive the 2024 Peace Prize. The clinic (which opened 15 years ago) serves people who are uninsured and underinsured, including those with mental health concerns. Ms. Griffen described essential supportive partnerships, including Wellspan (providing free X-rays), Christian counseling, and Pennsylvania State Health (for eyeglasses).

Report from the Presbytery Co-leader for Vision and Transformation (PLVT)

Vice Moderator Tiedeck recognized PLVT Jamie McLeod, to offer his report.

PLVT McLeod observed that each congregation he visits is “the Church” – the place where people who are tired gather, and focus on centering hope and peace. Newspaper headlines declare: America is in the midst of a National Panic Attack. Struggles will continue. Everything of this world is broken and will eventually fail us. What spiritual resources do Presbyterians have? Reformers placed their faith in God, gathered each week, praised God. As we do the same, we too find the peace that passes understanding.

Committee on Preparation for Ministry (CPM)

Vice Moderator Tiedeck recognized Buz Myers, Chair of CPM, to present Inquirer Destini Hodges (Capital PC) for enrollment as a Candidate.

TE Myers informed presbyters that Ms. Hodges was enrolled as an Inquirer on June 16, 2022 and endorsed by the session of her home church, Capital PC, for Candidacy on September 12, 2024. CPM voted on September 19, 2024 to present her to the Presbytery for enrollment as a Candidate to Ordination of Word and Sacrament.

Ms. Hodges framed her statement on her sense of call by using a children’s story book: *You Matter* by Jon Klassen. She thanked many people who have been part of her faith formation and seen her through the process thus far. She attends Pittsburgh Theological Seminary, coordinates the PC(USA) Young Adult Volunteer world mission program in Louisville, and has discerned that she wants to be a tent maker, serving small congregations, especially in the Appalachian area.

Vice Moderator Tiedeck opened the floor to questions, instructing presbyters that questions about the Inquirer’s sense of call and spiritual practices are in order; questions about theology are out of order at this stage. Examination proceeded.

ACTION

MSP to arrest examination.

Inquirer Hodges was escorted to a waiting room.

ACTION

MSP to approve the Inquirer Destini Hodges to be enrolled as a Candidate.

After the vote, Ms. Hodges was escorted back into the sanctuary. Vice-Moderator Tiedeck informed her of the favorable outcome of the vote. Presbyters sang the Doxology joyfully, and a brief service of commissioning followed.

Questions for Candidacy, asked by Vice Moderator Tiedeck, were answered affirmatively by Ms. Hodges.

RE Jim Case (Capital PC) offered the Charge, noting affirmation by the Presbytery of Carlisle of the Candidate’s steps forward in the process of becoming a pastor.

TE Myers offered a prayer of thanks to God for still claiming men and women for special work within the church – with the pledge of the presbytery to surround Destini with affection and hope so she may grow in wisdom, mature in love, and continue in faithfulness, and follow the way of Jesus Christ our Lord.

Report of Coordinating Council

Vice Moderator Janice Tiedeck called on PLVT McLeod to offer the first reading of the presbytery's Purpose and Values Statement, and on PLGCL/SC Smith to offer the first readings of the Committee on Representation and Nomination Standing Rules, and the Honduras Partnership Covenant.

PLVT McLeod provided backstory – one of the first tasks to land on his desk was updating the Purpose and Values Statement for the presbytery. His predecessor, TE Cheryl Galan (Interim Executive Presbyter), had gathered a group from the Coordinating Council to work together to arrive at a new collection of statements that would better capture the identity of the presbytery in the present moment, and what we value as a collective. When PLVT McLeod came on board, the revised Statement was distributed to the sessions of each of the churches of the presbytery. PLVT McLeod also held two Zoom meetings, inviting anyone interested to ask questions and offer analysis. The work being concluded, PLVT McLeod brings the revised Purpose and Values Statement for a first reading.

PLGCL/SC Smith provided backstory for the first reading for the Honduras Partnership: when TE Mark Englund-Krieger (now Lower Marsh PC) served the Presbytery as Executive Presbyter, he was intentional about building a relationship with the Presbytery of Honduras; he personally led trips to build houses and relationships over the course of his tenure. The last trip to Honduras was in 2019; then civil unrest and COVID shut down the process. At that time, TE Galan, TE Tony Lorenz (First PC, Carlisle), and Christian Educator Kathy Wells (retired) met with representatives from the Presbytery of Honduras to draft a partnership covenant. Some changes were made to the document (spring 2024) and it now comes before this body for a first reading. CCE Wells also prepared a rationale for the document, which was posted with the meeting materials.

PLGCL/SC Smith shared that, during tonight's meeting, CCE Wells and TE Lorenz have arrived with others in Tegucigalpa to explore ways to fan into flame the sparks of the relationship that endured through COVID. The partnership agreement formalizes the work and relationship that already exists between the two presbyteries.

TE Vern Gauthier (First PC, Newville) added that he had been on the 2019 trip. During COVID, the Presbytery of Honduras started going out to even more remote sites. They went from *receiving* mission to going out and *being* missionaries. The document may undergo quite a bit of change. They'd like us to partner with them in mission rather than continuing to build houses. These are exciting developments.

Each presenter invited questions about the documents and their intentions. Vice Moderator Tiedeck reiterated that these were first readings. If presbyters have questions or comments, they should direct them to PLVT McLeod or PLGCL/SC Smith before the next stated meeting of the presbytery in February.

Stated Clerk's Report

Vice Moderator Tiedeck recognized PLGCL/SC Smith to share her report and action items.

PLGCL/SC Smith started by sharing that the colleague who is recommended to presbytery to be Recording Clerk, TE Katy Yates Brungraber (member-at-large), has served in this position for several years and is known for her careful, detailed work.

ACTION

MSP to elect Rev. Katy Yates Brungraber as Recording Clerk of the Presbytery of Carlisle for 2025.

ACTION

MSP to waive term limits for their officers as determined appropriate by the Session according to the church's needs and limitations for the year 2024, per the requests of the Sessions of Capital PC, St. James PC, and Monaghan PC as permitted by G-2.0404 in the *Book of Order*.

ACTION

MSP to give each church in the Presbytery of Carlisle one additional Ruling Elder beyond the membership guidelines – as outlined in Standing Rule #12 of Carlisle Presbytery – who will have voice and vote at the 2025 meetings of the Presbytery of Carlisle.

PLGCL/SC Smith noted that this is in response to the fact that the presbytery has 107 MWS on the rolls and 39 churches. Based on attendance from the past few years, the median is 32 minister members and 34 Ruling Elders.

Administration Committee (AdCom)

Vice Moderator Tiedeck informed presbyters that the next three action items came out of committee and required no second. She recognized presbytery Treasurer TE Ed Blank (Middle Spring PC) to present the 2025 Budget for approval on behalf of the AdCom.

Treasurer Blank confirmed that this is the second reading and offered some rationale for the Budget. After Treasurer Blank gave an overview, he invited questions; there were none.

ACTION

MP to approve the 2025 Budget as presented. (attached)

Vice-Moderator Tiedeck recognized RE Norma Mateer (Presbyterian Congregation of Middletown) and RE Elyse Rogers (Pine Street PC) to speak to a lease agreement between Pine Street PC and Downtown Daily Bread. The lease had been provided with meeting materials.

ACTION

MP to approve the lease agreement between Pine Street PC and Downtown Daily Bread. (attached)

Vice Moderator Tiedeck recognized Treasurer Blank to present the Terms of Call for the Presbytery Co-Leaders for next year. Terms had been provided with meeting materials. PLVT McLeod and PLGCL/SC Smith left the room for the vote.

ACTION

MP to approve the 2025 Terms of Call between the presbytery and Presbytery Co-Leaders Kristal Smith and Jamie McLeod. The terms had been provided with meeting materials. (attached)

PLVT McLeod and PLGCL/SC Smith returned to the Sanctuary.

Commission on Ministry (COM)

Vice Moderator Tiedeck recognized RE Bill McHenry (Highland United PC, Newport) to give the COM report; the written COM report had been provided with meeting materials.

RE McHenry named significant anniversaries of ordinations (ORDiversaries) of eight Ministers of Word and Sacrament and presented them with certificates celebrating this milestone of their journey of discipleship and service.

10 years	Anne Stewart
20 years	Peter Dietz, Sandy Strauss, Howard West
40 years	Doug Beltzner, John Park, Suzanne Uittenbogaard
50 years	Jack Sproat

RE McHenry said to watch for a written reflection from the Rev. Jack Sproat in the November newsletter.

Information – Report from Synod Assembly

Vice Moderator Tiedeck recognized TE Dale Williams (retired) and Candidate Destini Hodges (Capital PC) to share their experiences at the recent Synod gathering.

TE Williams and Candidate Hodges reported that the Synod of Trinity met in October 2024 in Bedford, PA where they watched the movie *October Sky* (set in Coal Wood, WV), which set the stage for conversation about congregations in Appalachia. At the Assembly, Synod Executive Forrest Claassen reported on our 14 presbyteries. Synod supports the presbyteries, provides education and nurture, encourages partnerships, and fosters conversation around social justice and righteousness. Presbyters should keep watch for Fitness for the Future Grants for innovation; see the Synod website for applications for churches and individuals. Also, please hold in prayer Lackawanna and Lehigh Presbyteries as they work on a merger – they have been sharing resources and an Executive Presbyter and office spaces; there will be a new name. TE Michael Wilson (Stated Clerk for Synod of the Trinity and Presbytery of Donegal) was called to serve in a new position at the Board of Pensions (BOP). There were no questions on the report.

Nominating Committee (NC)

Vice Moderator Tiedeck recognized TE Christian Neubaum (Chaplain) to bring a report and action from the NC. TE Neubaum gave a shout out to the committee members, thanking them for their faithful work. He highlighted the importance of service at the presbytery level so we can live out our connectional nature; “We are the Church.” The 2025 slate of nominees were elected by the NC with three vacancies on the Nominating Committee; the written AdCom report had been provided with meeting materials. TE Neubaum asked presbyters that if they felt led to serve, please be in touch with him (or PLVT McLeod or PLGCL/SC Smith).

Vice Moderator Tiedeck asked if there were nominations from the floor, indicating that those asked must have agreed to be willing to serve, if elected.

ACTION

MSP to add RE Joanne Lewis (Greencastle) to serve in the Class of 2027, Administration Committee.

ACTION

MSP to close nominations.

ACTION

MP to approve the slate of names to serve on Committees that was put forward by the Nominating Committee, as amended.

Information: Camp Krislund

Vice-Moderator Tiedeck recognized Phil Gardner, Director of Krislund Camp and Conference Center to offer a report. Mr. Gardner took over in April; his background is in outdoor education (high adventure). Mr. Gardner presented the Silver Spring PC golf team with an award for winning the recent golf tournament fundraiser, and then proceeded to lift up potential programs, retreats, and volunteer opportunities at the camp.

Information: Youth Triennium (YT)

Vice Moderator Tiedeck invited presbyters to connect with **Eli Chappel** (Christ PC), and **Michelle Sheppard** (Paxton PC) to hear about how impactful YT can be. Building up YT for next summer (July), she emphasized that YT is for all Presbyterian youth – even if there’s only one high school student in a congregation, send them: they get to meet and see hundreds of other youth from around the country. YT is recognized to be a transformational event. Many a Minister of Word and Sacrament heard their call to ordained ministry at YT.

Information: New Worshipping Communities Commission (NWCC)

Vice-Moderator Tiedeck recognized RE Scott Pepperman (Silver Spring PC) to offer a NWCC presentation.

RE Pepperman reported that he went to Linglestown to find out about Breaking Bread – a dinner church ministry happening within our presbytery bounds in collaboration with 1001 New Worshipping Communities. Breaking Bread offers a simple meal, and a simple message about Jesus; Silver Spring PC decided to try something along those lines for Halloween. They planned for 50 kids for Trunk or Treat, a meal, and a showing of *The Great Pumpkin*. 200 people showed up; it was like the loaves and fishes. The next meal with a Mission will be Nov. 20; God will provide. RE Pepperman highlighted the event as an instance where established congregations can glean new ideas from new worshipping communities.

Worship, Continued

Now with the business of the presbytery completed, presbyters returned attention to prayer and worship, continuing the Advent theme. Presbyters sang *Joy to the World*.

TE Don Wahlig (Silver Spring PC) offered Prayers of the People, naming praise for the gift of the Spirit that guides us to love – and love especially those who do not live like us, look like us, or love like us, as we struggle to find peace and unity. All prayed together the Lord’s Prayer.

A litany for the Candle of Love (based on Luke 1:40b-55) brought forward the image of “The Mighty One has lifted up the lowly; he has filled the hungry with good things and sent the rich away empty.

TE Kathryn Johnston offered a Meditation based on Micah 5:2-5a – “He shall be the one of Peace” Do justice, love kindness, walk humbly with your God. We never will be able to fix all the things of society. WE reflect the light and the shadows shall not overcome it. God calls us to stay engaged in the world as it is. To act to make the world a better place. We are not obligated to complete the work, but neither are we allowed to abandon it.

TE Johnston offered the Charge and Benediction – Hear the Good News: Love is on the way!

ACTION

MSP to Adjournment with prayer in song (*People Look East*) and postlude (*This Day There is Great Rejoicing*) at 9:09 PM.

Respectfully Submitted,

The Rev. Kristal Smith

Presbytery Leader for Governance and Congregational Leadership / Stated Clerk

ATTACHMENT 1
A Presbytery Policy for Congregations Considering Leaving the Presbyterian Church (U.S.A.)

According to the guiding principles of the Presbytery of Carlisle our mission is “to support our congregations in the name of Jesus Christ.” Further, “the Presbytery of Carlisle is a service community which:

- supports congregations in addressing their needs and opportunities by increasing resources, information and training in mission and ministry.
- seeks to create dialogue in which congregations and Presbytery actively talk to and listen to each other and respond to each other.
- promotes a relationship among congregations and the Presbytery that is collegial and collaborative in ministry.”

We acknowledge, as did the author of Ecclesiastes, “There is a time for everything, and a season for every activity under heaven.” The ensuing list includes “a time to plant and a time to uproot ... a time to weep and a time to laugh ... a time to tear and a time to mend ... a time to be silent and a time to speak.” Congregations and the Presbytery as a whole experience the rhythms of these seasons and, when the timing is inharmonious, the blessed tie that binds feels strained or broken.

When our unity in Christ is being tested and our ability to work together in mission is being tried, we covenant with one another to “encourage one another and build each other up” (1 Thessalonians 5:11), and to respect and demonstrate love to one another. Together we covenant to live together in the bonds of peace while we seek to discern and follow the will of God.

The Presbytery of Carlisle is committed to pursuing a ministry of reconciliation with pastors, Sessions, and congregations who are seeking or considering dismissal from the denomination. Whether the outcome takes the form of dismissal or mutually accepted recommitment to the relationship between the congregation and the Presbytery, it is the desire of the Presbytery of Carlisle to create a context and a process marked by prayer, grace, and mutual forbearance as we open our hearts and minds to the power of the Holy Spirit working within the life, ministry, and calling of the particular congregation and the Presbytery as a whole.

To seek God’s will requires a significant investment of time and energy, study and prayer. The Presbytery of Carlisle is committed to this process and committed to following the principles suggested by the 218th General Assembly (2008): Consistency, Pastoral Responsibility, Accountability, Gracious Witness, Openness, and Transparency.

The Presbytery requests that any Session or local congregation considering and/or seeking dismissal from the Presbyterian Church (U.S.A.) will covenant with the Presbytery to enter a defined process of mutual discernment, conversation, negotiation, and resolution. This process is more fully described in the remainder of this document.

Congregational Discernment

A congregational based discernment process is led by the Session (See Appendix 1 – *A Process for Discernment and Congregational Discussion*). Session may invite Presbytery representatives to be involved at this time. To request this involvement, contact one of the Presbytery Co-Leaders.

During the process, the following questions are paramount:

- A. Is God leading this particular congregation to seek dismissal from the Presbyterian Church (USA) or toward reaffirmation of connection within the Presbyterian Church (U.S.A.)?
- B. If God is leading this church to seek dismissal from the Presbyterian Church (U.S.A.), how can that be accomplished in a way that honors Jesus Christ and strengthens both the congregation and the Presbytery?

- C. If God is leading this congregation toward affirming its connection with the Presbyterian Church (U.S.A.), how can that be accomplished in a way that honors Jesus Christ and strengthens both the congregation and the Presbytery?

Presbytery Involvement

When the leadership of the Presbytery becomes aware, either through formal congregational action or through informal conversation that a congregation is in serious disagreement with the denomination, a Conversation Team will be sent to the congregation through the one of the Presbytery Co-Leaders.

The purpose of the Conversation Team will be:

- A. to review with the Session the discernment process already engaged, or to participate in a new one;
- B. to engage the officers and/or the whole congregation in a time of prayer and conversation, aimed at understanding the issues, identifying steps that may be taken, including engagement with questions A, B, and C (above under Congregational Discernment), if they have not yet been addressed.
- C. to share matters for consideration with respect to the implications for a congregation and its pastor(s) considering leaving the Presbyterian Church (U.S.A.).

Ordinarily the Session will be the conversation partner, but in some circumstances this will not be possible. In that case, the Conversation Team will work with the congregation to choose a transition team to negotiate the terms of dismissal with Presbytery. If original jurisdiction is taken by the AC, the AC will serve as the conversation partner because 1-2 Ruling Elders will be included in its membership.

Negotiation and Resolution

The Conversation Team will work with officers and the congregation to define a resolution. A mutually agreeable resolution may result in reaffirming connection to the Presbyterian Church (U.S.A.). Or a mutually agreeable resolution may result in a recommendation to the Presbytery that the congregation be dismissed to another Reformed denomination, but it may not be released to independent status. In either case, this resolution should be widely circulated to the congregation.

Working in good faith toward a mutually agreeable resolution means that all parties involved:

- A. are open and honest in all their dealings with each other;
- B. will provide all requested relevant information and documents to each other on a timely basis;
- C. will respect the conviction of the members, especially those holding differing viewpoints;
- D. will refrain from any unauthorized unilateral changes in the way their assets are held or managed.

If the resolution recommends dismissal, it shall:

- A. Specify the following information regarding the church seeking dismissal:
 - i. the value of assets (including all financial accounts, physical plant, property, graveyards, and church records),
 - ii. all liabilities including Presbytery indebtedness, other indebtedness, outstanding commitments, and pledges such as financial implications related to the Presbytery i.e. shared and designated mission, and per capita)
 - iii. the legal implications (including taxes, corporate status, insurance),
 - iv. that all loans secured by the property, including any loans owed to the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (PILP) and the Presbyterian Church (U.S.A.), A Corporation (the Church Loan Program) have been paid in full, with documentation confirming that the loan(s) have been satisfied. An indemnification and hold harmless clause must be provided by the lender(s) for any unsecured loans owed by

the church. Such documents must be provided to the Presbytery prior to a vote on dismissal.

v.a history and accounting of any loans, grants, and other items that Carlisle Presbytery has given to the particular church, including money used to fund the founding of the church.

vi.the processes and procedures for the church to join another reformed denomination.

(See Appendix 2 *Practical Considerations for the Congregation* for details)

vii.also see Appendix 3 *Practical Considerations for the Minister*

B. Be approved by written ballot at a duly called congregational meeting where representatives of the Presbytery were present and given permission to speak, and a majority of the members on the active roll were present and casting ballots. The outcome of the voting will be determined by a 2/3 majority of those casting ballots.

The results of the congregational vote in regard to leaving the denomination are provisional. The Presbytery is required to address the property rights of those in the congregation who wish to remain within the Presbyterian Church (U.S.A.). Even if the congregation votes in favor of the resolution to leave the denomination, a meeting, led by the Conversation Team, will be held with any members of the congregation who wish to remain in the Presbyterian Church (U.S.A.). The purpose of the meeting will be to discern with those who wish to remain their desire regarding their future, the church property, and other assets. Depending on the outcome of that meeting, negotiations between the Conversation Team and the Session may need to be resumed. These negotiations may result in a congregational meeting to act on a revised resolution.

If the Conversation Team determines that a congregation will not work in good faith according to these guidelines, or that a mutually agreeable resolution cannot be reached, it will report its findings to the Coordinating Council. The Council will make a full report to the Presbytery on the work of the Conversation Team, including when deemed necessary a recommendation that an Administrative Commission be formed. (Book of Order G-3.0109b) Should an Administrative Commission be formed, serious consideration should be given to including one or two Ruling Elders from the congregation to allow for easier communication among parties.

Covenant for Dismissal

If the congregation votes to be dismissed from the denomination, they shall prepare a proposed Covenant for Dismissal for presentation to the Coordinating Council at a Stated or Special meeting. The Covenant for Dismissal shall contain the following:

- Introduction including a background and timeline of the discernment process;
- Acknowledgement of this covenant for dismissal by the Presbytery of Carlisle and the receiving Reformed body including information about the Reformed body and documentation of their agreement to receive the congregation;
- The value of all assets held by the congregation;
- Real estate and property settlement;
- Financial remuneration as negotiated, addressing the parameters outlined in the section entitled **Financial Assets and Property** (below);
- An appraisal of all real property and estimate of financial assets at the time of dismissal;
- Affirmation that all registers and minutes will be deposited with the Presbyterian Historical Society in Philadelphia, PA prior to a Presbytery vote on this covenant;
- Provide care and proper transfer of membership for those individuals wishing to remain members of the Presbyterian Church (USA);
- Commitment to sharing a time of worship with the Presbytery to honor the relationship and its ending;

- Commitment to remove mention of the Presbyterian Church (USA) from all signage, office supplies, and digital media;
- Provision for amending the congregational by-laws to remove the congregation's legal partnership with the Presbytery of Carlisle and the Presbyterian Church (USA), and enter into relationship with the receiving governing body.

The Presbytery Co-Leaders can provide a sample Covenant for Dismissal upon request.

The Conversation Team will report the action of the congregation and bring the proposed Covenant for Dismissal to the Coordinating Council. The Council will forward the action of the congregation to the Presbytery at a duly called meeting, along with the report of the Conversation Team, the proposed Covenant for Dismissal, and the Council's recommendation as to whether to approve the release of the congregation. A simple majority of the Presbytery is required to approve dismissal.

Financial Assets and Property

Bearing in mind the spiritual and financial investment of both members and the Presbytery in each of our local churches, any resolution to dismiss a congregation shall consider the particularities of the congregation's historical ties with the Presbytery as it related to its property. Equally important is the understanding of the so-called Trust Clause in G-4.0203 of the Book of Order which states "All property held by or for a congregation...is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.)." Though a resolution for dismissal may include permission for a congregation to leave with its property, it is not an automatic right of the congregation and is subject to negotiation.

Church building and grounds generally mean more to the members of a congregation than simply an asset on the books. They represent a special place where members have experienced life-changing conversions of faith in Jesus Christ, experienced inspiring worship and witnessed and participated in baptism, marriages, funerals, and memorial services. It is recognized that vacating a property in which the congregation has heavily invested, both spiritually and financially, would be a difficult sacrifice to make. Church buildings also hold a special place in the Presbytery as a whole. For well over two centuries this Presbytery has planted new churches and aided fledging congregations by encouraging members from existing churches to become part of these new adventures; it has given and loaned money to congregations young and old; it has worked diligently in fulfilling its role in the calling of pastors; and across the years has prayed with and for each and every church within its bounds as part of its common calling.

When negotiating possible aspects for the Conversation Team to consider include, but is not limited to:

- *Real estate and real property* – based on the Trust Clause in the Book of Order (G-4.0203), the presbytery can require the congregation to pay the assessed value in full or some portion thereof.
- *Per Capita* – the Presbytery of Carlisle will be responsible for two years of per capita even after the congregation has left the denomination.
- *Tithe* – Using that biblical concept, the Conversation Team and congregation may come to agree that a tithe of the assets would be a suitable resolution.

All original rolls, registers, minutes, and historical records remain the property of the PC (U.S.A.) (Book of Order- G-3.0107). This is not subject to negotiation or exception. (Book of Order G-3.0107)

The Terms of the Financial Settlement shall include a reversionary clause and require the Church to include a reversionary clause in the deeds to all the real property and assets which shall stipulate that the departing congregation retains title to all real property and assets unless, within ten years, any of the following occur:

- a. The congregation ceases to exist as an active congregation;
- b. The placing of the real property of the congregation for sale;
- c. The discontinuation of worship by the congregation at the current property on a permanent basis;
- d. The congregation leaves or is dismissed as an active, separate congregation of the receiving denomination to operate independently or is merged into or otherwise becomes a non-Reformed denomination congregation.

In any of these situations, the property and assets would revert to the Presbytery of Carlisle.

Revised Nov 6, 2024

APPENDIX 1

A process for discernment and congregational discussion

- A. The Session after prayer and much discussion drafts and sends a letter to the membership outlining the issues.
- B. A workshop for all church leaders should be arranged for discussion and prayer regarding options, ramifications and consequences of each option and steps that would be needed. See Appendix 4 for suggestions on Scriptures and conversation questions.
- C. Several forums should be held so that all members would have an opportunity to hear, ask questions and engage in prayer together.
- D. A follow up letter including a survey may be desirable.
- E. Sessions for prayer and pastoral support should be provided.
- F. After a period of discernment the Session will decide on the next steps needed and inform the congregation of them.

APPENDIX 2

Practical Considerations for the Congregation

- A. Tax Status: A congregation which ceases to be a Presbyterian Church (U.S.A.) congregation is no longer included in the Presbyterian Church (U.S.A.)'s "group revenue ruling" by which a Presbyterian congregation is granted 501(c) (3) non-profit tax-exempt status.

Such status is required not only for exemption from tax payments to state and federal authorities and the filing of certain tax forms, but is required also for real estate tax exemption, for U. S. Postal Service bulk mailing permits, for grant-making foundations, and for the receipt of many forms of grants and bequests. Gifts to a church which does not have valid tax-exempt status may not be claimed as charitable contributions. Legal and other services will be needed to secure new 501(c) (3) status.

- B. Corporate Status: A congregation which ceases to be a Presbyterian Church (U.S.A.) congregation will need to revise its corporate status (which may require the filing of new articles of incorporation and bylaws).
- C. Insurance: Since many Presbyterian Church (U.S.A.) congregations have property and liability insurance which is available only to Presbyterian Church (U.S.A.) congregations, new insurance provisions will need to be made, and it is an unwise congregation which is uninsured for even a minute.

APPENDIX 3
Practical Considerations for the Minister

- A. G-2.0502 As the Lord has set aside through calling certain members to be teaching elders, so the church confirms that call through the action of the Presbytery. The Presbytery shall determine whether a particular work may be helpful to the church in mission and is a call to validated ministry requiring ordination as a teaching elder. In the performance of the ministry, the teaching elder shall be accountable to the Presbytery. Teaching elders have membership in the Presbytery by action of the Presbytery itself, and no pastoral relationship may be established, changed, or dissolved without the approval of the Presbytery.
- B. G-2.0509. When a teaching elder accepts or continues membership of any character in another denomination, except as provided in this Constitution, the Presbytery shall record the fact and delete the teaching elder’s name from the roll.
- C. A minister considering departure from the Presbyterian Church (U.S.A.) is advised to consult, with the advice of counsel encouraged, the provisions of the Board of Pensions plan (which are available at <http://pensions.org/library/publications/rules.htm>) and to consult also with legal, and tax professionals regarding the special tax issues, which relate to clergy persons.]
- D. Pension: A Presbyterian minister’s pension benefits are “vested,” and a member (or survivor of a member) of the Presbyterian Board of Pensions’ plan has a non-forfeitable right to receive a retirement pension based on contributions and increases once pension credits are vested.
- E. Medical Insurance/Death-and-Disability: The Board of Pensions’ major medical plan and death-and-disability provisions require active participation in the plan, and participation is not available to ministers who are not on the roll of a Presbytery. A member may be eligible to purchase continuation of medical benefits for a limited duration. Life (death) insurance and disability insurance policies are available commercially at varying rates.
- F. Tax Issues: A Presbyterian minister is entitled to certain income-tax benefits and provisions due to his/her ecclesiastical status in the Presbyterian Church (U.S.A.). An “independent” minister may or may not be entitled to such benefits and provisions.
- G. Insurance: A minister no longer serving a Presbyterian Church (U.S.A.) congregation or no longer on the roll of the Presbyterian Church (U.S.A.) should make arrangements for professional liability insurance coverage if continuing to engage in professional ministry.

APPENDIX 4
PROPOSED CURRICULAR SCHEDULE
For Churches Considering Dismissal from the Presbytery of Carlisle

Month 1	Romans 16:17-20; Luke 18:1-8; James 5:7-12 Matthew 10:5-16; Philippians 2:1-18; I Corinthians 12 and 13
Month 2	Ephesians 4:1-16; II Corinthians 4; James 4:1-12
Month 3	John 17:6-26; II Corinthians 10; Jeremiah 32 I Corinthians 5; Titus 3:1-11
Month 4	John 10:1-18; Romans 12; Hebrews 12:1-13

Month 5 I Timothy 4; Matthew 13:24-30
 Matthew 5:13-16, 43-48; II Corinthians 6:14-7:1

Month 6 I Timothy 6:3-16; Hosea 3:1-5, 11:8-11; 14:1-9
 Galatians 6:1-10; Matthew 7:1-6

Rubric for the Study of Scriptures

With the study and discussion of each of the passages prescribed, the following questions should be asked and answered:

- Within its context, what does the passage say to its original audience?
- What situational parallels may be drawn between the original and contemporary audiences?
- What does the passage say to our particular situation?
- How will we seek to obey and implement its lessons together?

ATTACHMENT 2 COORDINATING COUNCIL STANDING RULES

Mission Statement: The Coordinating Council has two objectives: to inspire transformative, visionary ministry by engaging and building bridges between our churches, communities, and differing voices; and to serve as the decision-making and directing group of the presbytery.

Membership: It shall consist of people who have an awareness of the presbytery and the ability to look at the whole of the presbytery's life and programs. Members include: the presbytery moderator, presbytery vice-moderator, the presbytery immediate past moderator, the moderators or appointees of the Commission on Ministry, Committee on Preparation for Ministry, New Worshipping Communities Commission, Administration Committee, and Nominating Committee, and six at-large members (Teaching Elders and Ruling Elders in as nearly equal numbers as possible). The presbytery immediate past moderator will moderate the council. The stated clerk of the presbytery will serve as the secretary of the Council. The Presbytery Co-Leaders and treasurer of the presbytery will be ex-officio members with voice, but without vote.

Tasks:

- 1 Manage the mission and objectives of the presbytery, adhering to the presbytery's purpose.
- 2 Provide ways for discerning, articulating, and living into God's promises.
- 3 Develop strategies for regularly and effectively communicating presbytery's vision and mission with congregations and communities.
- 4 Appoint task forces, ad hoc committees, and teams as necessary to carry out presbytery decisions, policies, and strategies (such as presbytery-wide ministry initiatives, reviewing overtures to General Assembly, etc.). Whenever appropriate, the Coordinating Council may use the Nominating Committee to assist in recruiting members for the aforementioned task forces, ad hoc committees, and teams.
- 5 Create networking opportunities in coordination with presbytery committees and commissions.
- 6 Appoint people to serve on the Grants Review Team to oversee administration of the presbytery's special funds and review/approve their recommendations.
- 7 Plan presbytery meetings.
- 8 Review periodically the tasks and composition of all presbytery committees in light of the presbytery's purpose.
- 9 Nominate persons to serve on the Nominating Committee.

Basic characteristics of the at-large members:

- 1 Feel the Lord's call to help our presbytery envision and move toward the future.
- 2 Creative and receptive to new ideas.
- 3 Support the presbytery's purpose and new vision of our forthcoming strategic plan.
- 4 Recognize the areas of Spirit-infused energy and the uniqueness of our congregations and communities.
- 5 Possess strong interpersonal and collaborative relationship skills.
- 6 Demonstrate organizational skills and understand the importance of prioritizing projects.

ATTACHMENT 3
COMMITTEE ON PREPARATION FOR MINISTRY STANDING RULES

Mission Statement: To provide support to individuals in their discernment of a call to ministerial leadership in accordance with the Book of Order. This includes those seeking ordination as a minister of the Word and Sacrament, ruling elders seeking to be commissioned to pastoral service, and Christian Educators seeking certification.

Membership: It shall consist of nine to twelve members, in equal numbers of ministers and elders where possible.

The primary presbytery staff resource person is the stated clerk, who serves as an ex-officio member with voice but without vote.

Quorum: The quorum for meetings shall be a majority of the membership.

Tasks:

1. Provide educational opportunities for congregations and individuals to help identify individuals whose gifts are appropriate for ministry.
2. Provide information and consultation for congregations and individuals about the call to ministry process.
3. Provide congregations with education and support in their responsibilities for inquirers/candidates.
4. Provide support to inquirers/candidates through the following:
 - a. Provide information on the steps of the process.
 - b. Perform annual consultations to assess preparation, progress, and to provide consultation on courses and fieldwork.
 - c. Assign a committee liaison who will communicate regularly with the inquirer/candidate, provide counsel and report status/questions/concerns to the committee.
 - d. Provide resources on financial aid and counseling.
 - e. Share expenses for career counseling, psychological evaluations, and travel for annual consultations.
5. Provide reports and recommendations on the status of inquirers/candidates to the presbytery.
6. Review the Ethics Policy and the Sexual Misconduct Policy annually with all candidates.
7. With the authority of the presbytery, certify candidates as ready for examination for ordination, pending a call, with the provision that all such actions be reported to the next stated meeting of the presbytery.
8. Provide support to Ruling Elders seeking to be commissioned to pastoral service.
 - a. Provide information on the steps of the process.
 - b. Review applications to enter the CRE program and along with COM and the Presbytery Leader for Governance and Congregational Leadership identify a process specific to each CRE in training.
 - c. Perform annual consultations to assess preparation, progress, and to provide consultation on courses and fieldwork.
 - d. Assign a committee liaison who will communicate regularly with the CRE in training, provide counsel and report status/questions/concerns to the committee.

8. Provide support to educators who are in the process of certification as follows:
- 2 Work closely with the Certification Advisor, who is appointed by the Presbytery, to bring in and support educators seeking certification.
 - 3 Keep a record of those in the process that would include name, place of employment, copy of the plan for study as approved by the Certification Council, names of those serving on the reference group, yearly progress report, notation of when exam process begins, report from the reference group after exam has been approved by it, and copy of notification that certification has been approved.
 - 4 Appoint a person from the committee to serve on the reference group, that person to be determined by the makeup of the reference group, i.e. laity or clergy to provide a balance to the reference group.
 - 5 Coordinate presentation of the certificate at a presbytery meeting with the educator, his or her advisor and the preparation committee.
 - 6 Keep current with requirements for certification as they change.
 - 7 Encourage educators to seek certification by providing scholarship money for course work or continuing education to assist in meeting the requirements for certification.

Basic characteristics of members:

1. Can articulate one's own sense of call to ministry as an elder or minister.
2. Familiarity with the educational process (secular or religious).
3. Ability to act as a mentor by listening and seeking resources.
4. Interest in the inquirer/candidate process.

ATTACHMENT 4 ANTI-HARASSMENT POLICY

The Presbytery of Carlisle¹ of the Presbyterian Church (USA) seeks to form disciples whose lives and behaviors conform to the teachings of Jesus Christ. Jesus sets a high bar for personal conduct and may be summarized in Jesus' command "to love God and to love your neighbor as yourself." As a community that seeks to follow Jesus, the Presbytery of Carlisle unequivocally condemns all forms of harassment, including but not limited to, sexual harassment, discrimination, bullying, intimidation, and retaliation. Harassment in any form is antithetical to our core beliefs and principles.

The Presbytery of Carlisle expects its staff, Ministers of Word and Sacrament members, church professionals and other church leaders under its direction to conduct themselves in a Christ-like manner that supports and maintains workplaces free of harassment and discrimination for our employees, members, and those with whom we minister.

The Presbytery of Carlisle is committed to maintaining an environment free from harassment or discrimination against any individual regardless of race, sex, age, disability, national origin or ancestry, veteran status, sexual orientation, gender identity, or genetic information. This policy applies to all personnel actions, including but not limited to: recruiting, hiring, classification and compensation, benefits, promotions, transfers, layoffs, reinstatement, and educational programs.

This Anti-Harassment Policy complements the material contained in the presbytery's Sexual Misconduct Policy. Please refer to that policy for further information relative to sexual misconduct or harassment.

Definition of Harassment

Harassment is defined as any unwelcome conduct, verbal or physical, that is based on an individual's protected characteristics, including but not limited to race, color, ethnicity, national origin, sex, gender identity, sexual orientation, age, disability, marital status, or any other protected status under applicable law. Harassment may include, but is not limited to, offensive jokes, slurs, epithets, physical assaults, threats, intimidation, ridicule, insults, and the display, mailing, or emailing offensive pictures or objects.

Creating a Safe Environment

Employees, ministers of Word and Sacrament, certified Christian Educators, Commissioned Ruling Elders and inquirers and candidates under care of the presbytery are required by the *Book of Order (G-2)* to receive boundary training authorized by the presbytery once every 36 months. The boundary training shall include the topics of sexual misconduct, child sexual abuse prevention training, and anti-harassment.

We ask employees, ministers of Word and Sacrament members, church professionals and other church leaders under its direction to review and abide by this Policy.

Complaint Procedure

An Employee who believes that he or she has been harassed or subject to discriminatory employment practices should immediately report the matter to one of the Presbytery Co-Leaders. Reports may be verbal or written. Any supervisor or manager who becomes aware of any possible harassment or discriminatory employment practices must immediately advise a Presbytery Co-Leader or Administration

Committee moderator. If the complaint of harassment to a Presbytery Co-Leader is not appropriate, the complaint must be lodged with the moderator of the Administration Committee.

Reports of Sexual Abuse, which is defined by D-7.09 of the Church Discipline section of the Book of Order as sexual conduct in relation to any person under the age of eighteen years or anyone without the capacity to consent, or any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position, should follow the procedure outlined in the Church Discipline Section of the Book of Order and any Sexual Misconduct Policies of the Presbytery. Reports of this nature shall be reported to the Stated Clerk and any other authorities required by mandatory reporting laws.

Upon receipt of a report of harassment or discrimination, an investigation will be initiated by the Stated Clerk (Presbytery Leader for Governance and Congregational Leadership). This investigation will be handled discreetly and confidentially. The purpose of the investigation is to verify that such conduct is occurring or has occurred and to take steps to ensure that such conduct does not continue. After investigation, any Employee/Volunteer that has been found to have engaged in unlawful or prohibited harassment or conduct will be subject to corrective or disciplinary action, up to and including termination of employment.

AND/OR

The complainant may initiate a disciplinary action using “Church Discipline” in the *Book of Order* (D-7 through D- 10), if the accused person is a member of the Presbyterian Church (U.S.A.).

AND/OR

The complainant should call the police and report a crime if the nature of the complaint rises to that level.

Retaliation

Retaliation against anyone who files a harassment charge or who participates in the investigation of these charges is strictly prohibited. Anyone filing a harassment or discrimination complaint or assisting in the investigation of a complaint shall not be adversely affected in terms and conditions of employment nor discriminated against in any manner because of the complaint.

Adopted November 6, 2024

**ATTACHMENT 5
ANTI-RACISM POLICY**

Adapted from “Antiracism Statement” of the Presbyterian Church (U.S.A.) A Corp

Our biblical and theological heritage calls us to love and serve all people, for we are equally beloved of God, with each person possessing the divine image within them. Our shared humanity calls us to live and work together toward God’s shalom. In Scripture we read,

So, God created humankind in his own image. In the image of God he created them; male and female he created them. (Genesis 1:27) And,

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. (1 Corinthians 12:12-13)

In the Confessions we read,

God's reconciling love breaks down every form of discrimination based on racial or ethnic difference. (Confession of 1967) And,

We believe...that God’s lifegiving Word and Spirit has conquered the powers of sin and death, and therefore also of irreconciliation and hatred, bitterness and enmity, that God’s lifegiving Word and Spirit will enable the church to live in a new obedience which can open new possibilities of life for society and the world.... (Belhar Confession)

In *Facing Racism: A Vision of the Intercultural Community*, the Presbyterian Church (U.S.A.) affirms that “racism is the opposite of what God intends for humanity. ... [it] is a lie about our fellow human beings, for it says that some are less than others.”¹ We state unequivocally that racism and all forms of discrimination and marginalization are sins against humanity and God, inconsistent with our Christian and corporate values and unacceptable within our congregations and presbyteries.–

Racism is a practice or system of racial prejudice exerted by those in power — institutionally and individually, consciously and unconsciously — that is deeply ingrained in the history of the United States. Racism benefits people in the dominant culture socially, economically, and politically while disadvantaging people of color and people from minority cultures. However, for all persons, any racism corrupts the image of God within us. The task of dismantling racism must be a partnership that involves all levels of the church.

The Presbyterian Church (U.S.A.) is an institution founded and historically run by white people that remains approximately 88% white. Closer to home, our Presbytery is 96% white. We must come to terms with those numbers and their implications for the work we do, and the audiences we reach.² We worship and work in a culture whose implicit, often unconscious bias assumes the primacy of white culture: its patterns of behavior and cultural assumptions regarding values and human vision.

We understand that we may need to unlearn existing habits of thought and behavior that form our speech and our social interactions as well as reform our ecclesial structures and policies, for racism persists despite our expressed values and intentions. If we are to create an antiracist church where “all persons are treated with respect, all gifts are valued and encouraged, and diversity is a gift to be valued,”³ we

will be open to courageous self-reflection, confession, and repentance that leads to transformed persons, relationships, policies, and habits of interacting with one another.

We recognize the strides we have made, even as we acknowledge there is more work to do. As we strive to be an antiracist church, we vigorously commit ourselves to diversity, equity, and inclusion (DEI) in our life together. Such a commitment to DEI requires that we commit to repent, review, require, and repair.

G-3.0106 requires each Council to adopt an anti-racism policy. As a presbytery (congregation) within the PCUSA we will:

- 3 Seek to welcome and be open to all people.
 - 4 Educate ourselves to seek awareness of our own behavior, blindness, and biases and the impact on our community of faith and the wider community.
 - 5 Seek resources (curriculum, worship, preaching, music, and literature) which are reflective of all ethnic and racial backgrounds.
 - 6 Study [Matthew 25 materials](#), the [Churchwide Antiracism Policy \(2016\)](#), and/or other materials as advised by the presbytery or [PC\(USA\)](#) to increase our awareness of systemic racism and its impact.
 - 7 Together seek within the congregation and the community those whose experience and expertise can be instructive and inspiring, and for partnerships that increase cooperation and understanding.
- This policy takes effect when it is approved by the session/presbytery council.
- 8 We commit to repenting of the role we collectively and individually have played and continue to play in creating and maintaining systemic racism that implicitly biases white cultural practices.
 - 8 We commit to reviewing annually the presbytery's own practices and implementing strategies to disrupt and dismantle systemic bias that presumes the primacy of white culture within our life together.
 - 9 We commit to requiring antiracism training of all Ministers of Word and Sacrament in permanent and temporary pastoral relationships, validated ministries, as well as members-at-large. This training is required to be taken once every three years. Further, the presbytery commits to requiring of itself that such antiracism training will be offered on an annual basis.⁴
 - 10 We commit to repairing the damages caused by racist policies by creating and investing in new strategies to ensure the church's continuous advance away from past practices.⁵

We acknowledge that this work will not be easy, but, as our church wide antiracism policy affirms: "Because of our biblical understanding of who God is and what God intends for humanity, the PCUSA must stand against, speak against, and work against racism. Antiracist effort is not optional for Christians. It is an essential aspect of Christian discipleship, without which we fail to proclaim the Good News of Jesus Christ."⁶ Because of our biblical understanding of who God is and what God intends for humanity, Carlisle Presbytery commits to seeking God's kingdom for all people: "to proclaim good news to the poor...and the year of Jubilee." (Luke 4:18-19)

The content of this policy is adapted from Antiracism policies from Lake Erie, Grand Canyon, and DeCristo Presbyteries.

Adopted November 6, 2024

ATTACHMENT 6 2025 BUDGET

2025 Proposed Line Item Budget				
Income		2025 Proposed	2024 Approved	Notes:
	4010 - Mission Giving/Shared (Received in 2023)	133,520.00	112,172.00	20% goes to GA
	4121 - Presbytery Mission (Received in 2023)	70,000.00	73,411.00	
	4200 - Per Capita Assessment 8231 Members @ \$34.04 = \$280183 \$1.04 increase	224,146.40	219,595.00)
	Investment Income	127,500.00	90,000.00	With 2.4 million under management this amount is equal
	Anticipated Grant Income	0.00	0.00	to a 5.41% return
	4900 - Misc. Income (includes Synod / other Insurance rebates)	5,600.00	100.00	
	Total Income	560,766.40	495,278.00	
Expenses				
2025 Proposed Increases				
	Staff			
	Total Staff Expense	280,626.89	11,734.11	292,361.00
Administration Expenses				
2025 Proposed Budget				
	Total Admin Expense	5,084.00		
	Office Expenses			
	Office Rent	6,948.00		
	Storage Rent	1,400.00		
	Total Office Operations	2,180.00		
	Total Office Expense	10,528.00		
Committee Expenses				
Commission on Preparation for Ministry				
	CPM Total	15,500.00		
Commission on Ministry				
	Total COM	24,000.00		
Coordinating Council				
	Total Coordinating Council	15,000.00		
Administration Committee				
	Administration Committee	1,000.00		
Missions				
	Camp Krishnd Grant	35,000.00		
	New Worshipping Communities	30,000.00		
	GA Shared Mission	22,434.40		
	GA per Capita Allocation	90,167.12		\$10.84 per member
	Synod per Capita Allocation	19,344.00		\$2.40 per member
	Total Misson Payments	196,945.52		
	Total Projected Revenue	560,766.40		
	Total Projected Expenses	560,418.52		
	Surplus/Deficit	347.88		

ATTACHMENT 7
SUMMARY OF KEY POINTS REGARDING LEASE AGREEMENT BETWEEN
PINE STREET PC AND DOWNTOWN DAILY BREAD

Lease with Option to Purchase Boyd Building – 234 South Street, Harrisburg, PA

Note: As of October 16, 2024 one non-economic point remains open

Premises: 234 South Street, Harrisburg, PA, consisting of a 15,250 square foot three story building constructed around 1915. Has been used exclusively by DDB for several years. Originally built for “male recreation under Christian auspices.”

Term: 10 years from 1/1/2023 with DDB having option to renew for additional 10 year term; right in DDB (but not PSPC) to terminate at any time with 12 months’ notice to PSPC.

Right of First Refusal/Option: If Presbytery approves, then DDB will have option, subject to congregational approval, to purchase Premises for \$800,000 on and after October 1, 2027; option price subject to increase tied to increases in CPI if notice of intent to exercise option is sent after April 1, 2028. DDB will have right to terminate lease on 30 days notice if congregation does not approve. DDB also has a right of first refusal to purchase the Premises at any time during the term. Value, based on appraisals and the opinion of a commercial realtor range from low of \$575,000 to high of about \$1,200,000.

Rent: Base rent is \$41,750 per year (a discount of about 60% based on an appraisal obtained by DDB). Rent escalation tied to increases in CPI with a cap of 2.5% per annum.

Triple Net Lease: We have negotiated for certain repairs to be done to the elevator and roof with shared costs; once lease in place it is triple net with expenses (taxes, insurance, maintenance, etc.) paid by DDB. PSPC will remain responsible for exterior structure and roof; DDB pays all other expenses. Trash and recycling receptacles will be placed on PSPC’s church property free of rent, and PSPC will have the right to use those receptacles with DDB paying all costs for trash and recycling removal.

Tenant’s Right to Make Changes: DDB will have right at its own expense to make interior alterations without PSPC consent. The lease provides that DDB will provide at least an annual summary of significant Improvements made by them.

Use of Premises: Restricted in manner consistent with current use by DDB. DDB must maintain its tax exempt (501(c)(3)) status.

Open Item: PSPC has asked that upon sale of Premises to DDB, that PSPC will have right of first refusal to acquire property should DDB then offer it for sale.

Shared Employees: There is a separate agreement, not tied to lease or option, whereby PSPC shares the custodian employed by DDB, and also whereby DDB obtains services from the facilities manager employed by PSPC.

**ATTACHMENT 8
2025 TERMS OF CALL FOR PRESBYTERY CO-LEADERS**



The Presbytery of Carlisle
2601 N. Front Street, Ste. 209, Harrisburg, PA 17110
Phone: 717-737-6821 | Fax: 717-730-9137 | Web: www.carlislepby.org

2025 ANNUAL REPORT ON TERMS OF CALL

Return to the Stated Clerk by *Friday, February 7, 2025* (or upon congregational meeting vote).

Minister Name Rev. Dr. James Mcleod Church/Organization Presbytery of Carlisle

Occupation Presbytery Leader for Vision and Transformation Terms Effective Date 01/01/2025

The aforementioned church/organization promises and obliges to pay the following compensation. Pastors and churches may vary how the totals of items 1-5 are distributed.

SEE MINIMUM TERMS OF CALL ON SEPARATE DOCUMENT

Effective Salary

- | | |
|--|------------------|
| 1. Annual Cash Salary | \$ <u>67,000</u> |
| 2. Housing, utility and furnishings allowances | \$ <u>15,000</u> |
| 3. Employing organization contributions to 403(b) plans, tax-sheltered annuity plans.* | \$ _____ |
| *3a. Employer Matching Contributions: if any part or all of the Employing Organization contribution shown on Line 3 is a "match" of an elective contribution by a Pastor, the matching amount must be shown on Line 3a: | |
| | \$ _____ |
| 4. Bonuses, overtime pay, unvouchered professional expenses allowance, gifts from employing organizations | \$ _____ |
| 5. Other allowances (for example medical deductible, SECA <i>in excess</i> of 7.65% of Effective Salary) | \$ _____ |
| 6. Manse Value- (<i>where applicable</i>) Do not include Utilities paid by the church
(Must be <i>at least</i> 30% of Lines 1-5 (<i>do not include line 3a</i>) for members residing in employer-provided housing) | \$ _____ |
| 7. Total Effective Salary (Lines 1-6 (<i>do not include line 3a</i>)) | \$ <u>82,000</u> |
| 7a. Board of Pensions Effective Salary (Line 7 minus Line 3a. Employer Matching Contributions) | \$ <u>82,000</u> |
| 8. Board of Pensions Dues – use this link or the below information to calculate | \$ <u>35,260</u> |

Pastors in Congregational Pastors Package

- Pastor only = 26% of effective salary in line 7a
- Pastor and Spouse = 26% of effective salary in line 7a plus \$11,000 (\$17,000/\$28,000 min/max)
- Pastor and Children = 26% of effective salary in line 7a plus \$8,950 (\$14,950/\$25,950 min/max)
- Pastor and Family = 26% of effective salary in line 7a plus \$20,600 (\$26,600, \$37,600 min/max)
- Transitional Pastor's Package = 43% of effective salary in line 7a (INSTALLED pastors only)

OR

Temporary Pastors in Covenant Package only = 10% of effective salary in line 7a

- | | |
|---|----------|
| 8a. Group Plan Coverage Premiums (e.g., Dental Insurance; this is optional) | \$ _____ |
|---|----------|

Reimbursable Amounts and Allowances

- | | |
|---|-------------------|
| 9. Travel Reimbursement (vouchered reimbursable at current IRS rate) | \$ <u>4,000</u> |
| 10. Continuing Education Allowance (vouchered) | \$ <u>1,000</u> |
| 11. Books /Other Professional Expenses (vouchered reimbursable) | \$ <u>2,000</u> |
| 12. SECA (Social Security Offset) - typically 7.65% of Effective Salary (Line 7a) | \$ <u>6,273</u> |
| TOTAL TERMS OF CALL (lines 7a-12) | \$ <u>130,533</u> |

Vacation 30 Days (Time Period of at least 30 days, including 4 Sundays. Part-time Also receive 30 Days)

Continuing Education Leave 14 Days _____ (Time Period of at least 14 days, including 2 Sundays)

Spiritual Renewal One (1) Day per Quarter _____ (At least one day off per quarter, not including a Sunday)

Family Medical Leave - a minimum of 12 weeks paid family medical leave per G-2.0804

Minister Signature _____ *James McLeod*

Clerk of Session Signature _____ *Rev. Edward H. Blank*

Please note: It is essential that these Terms of Call are reported to the Board of Pensions BY THE CHURCH representative. Please go to www.benefitsconnect.pensions.org to update the pastor's Terms of Call

Revised October 2024



The Presbytery of Carlisle

2601 N. Front Street, Ste. 209, Harrisburg, PA 17110
 Phone: 717-737-6821 | Fax: 717-730-9137 | Web: www.carlislepby.org

2025 ANNUAL REPORT ON TERMS OF CALL

Return to the Stated Clerk by *Friday, February 7, 2025* (or upon congregational meeting vote).

Minister Name Rev. Kristal Taylor Smith Church/Organization Presbytery of Carlisle

Occupation Presbytery Leader for Government & Congregational Leadership Terms Effective Date 01/01/2025

The aforementioned church/organization promises and obliges to pay the following compensation. Pastors and churches may vary how the totals of items 1-5 are distributed.

SEE MINIMUM TERMS OF CALL ON SEPARATE DOCUMENT

Effective Salary

- | | |
|--|------------------|
| 1. Annual Cash Salary | \$ <u>69,000</u> |
| 2. Housing, utility and furnishings allowances | \$ <u>13,000</u> |
| 3. Employing organization contributions to 403(b) plans, tax-sheltered annuity plans.* | \$ _____ |
| <i>*3a. Employer Matching Contributions: if any part or all of the Employing Organization contribution shown on Line 3 is a "match" of an elective contribution by a Pastor, the matching amount must be shown on Line 3a:</i> | |
| | \$ <u>10,000</u> |
| 4. Bonuses, overtime pay, unvouchered professional expenses allowance, gifts from employing organizations | \$ _____ |
| 5. Other allowances (for example medical deductible, SECA <i>in excess</i> of 7.65% of Effective Salary) | \$ _____ |
| 6. Manse Value- (<i>where applicable</i>) Do not include Utilities paid by the church
(<i>Must be at least 30% of Lines 1-5 (do not include line 3a) for members residing in employer-provided housing</i>) | \$ _____ |
| 7. Total Effective Salary (Lines 1-6 (<i>do not include line 3a</i>)) | \$ <u>82,000</u> |
| 7a. Board of Pensions Effective Salary (Line 7 minus <i>Line 3a. Employer Matching Contributions</i>) | \$ <u>82,000</u> |
| 8. Board of Pensions Dues – use this link or the below information to calculate | \$ _____ |

Pastors in Congregational Pastors Package

- Pastor only = 26% of effective salary in line 7a
- Pastor and Spouse = 26% of effective salary in line 7a plus \$11,000 (\$17,000/\$28,000 min/max)
- Pastor and Children = 26% of effective salary in line 7a plus \$8,950 (\$14,950/\$25,950 min/max)
- Pastor and Family = 26% of effective salary in line 7a plus \$20,600 (\$26,600, \$37,600 min/max)
- Transitional Pastor's Package = 43% of effective salary in line 7a (INSTALLED pastors only)

OR

Temporary Pastors in Covenant Package only = 10% of effective salary in line 7a

- | | |
|---|-----------------|
| 8a. Group Plan Coverage Premiums (e.g., Dental Insurance; this is optional) | \$ <u>8,200</u> |
|---|-----------------|

Reimbursable Amounts and Allowances

- | | |
|---|-------------------|
| 9. Travel Reimbursement (vouchered reimbursable at current IRS rate) | \$ <u>4,000</u> |
| 10. Continuing Education Allowance (vouchered) | \$ <u>1,000</u> |
| 11. Books /Other Professional Expenses (vouchered reimbursable) | \$ <u>2,000</u> |
| 12. SECA (Social Security Offset) - typically 7.65% of Effective Salary (Line 7a) | \$ <u>6,273</u> |
| TOTAL TERMS OF CALL (lines 7a-12) | \$ <u>103,473</u> |

Vacation 30 Days (Time Period of at least 30 days, including 4 Sundays. Part-time Also receive 30 Days)

Continuing Education Leave 14 Days _____ (Time Period of at least 14 days, including 2 Sundays)

Spiritual Renewal One (1) Day per Quarter _____ (At least one day off per quarter, not including a Sunday)

Family Medical Leave - a minimum of 12 weeks paid family medical leave per G-2.0804

Minister Signature *Kristal Smith*

Clerk of Session Signature *Rev. Edward H. Blank*

Please note: It is essential that these Terms of Call are reported to the Board of Pensions BY THE CHURCH representative. Please go to www.benefitsconnect.pensions.org to update the pastor's Terms of Call

Revised October 2024

**ATTACHMENT 9
NOMINATING COMMITTEE REPORT**

Administration Committee

CLASS	NAME	TERM	CHURCH	TE/RE
2025	Don Wahlig	1	SILVER SPRING	TE
2027	Bill Mulligan	2	St. Andrews	RE
	Sally Kammerer	1	Big Spring	RE
	Joanne Lewis	1	Greencastle	RE

Coordinating Council

2025	Vacant			RE
2026	Kathryn Johnston	1	Mechanicsburg	TE
2027	Rose Jewell-Jordan	2	Faith-Immanuel	RE
	Nickie Shaddock	2	Mechanicsburg	RE

2025 Past Moderator: RE Rosamond Presby

2025 Moderator: TE Janice Tiedeck, Monaghan

2025 Vice Moderator: RE Gary Hollinger, Silver Spring

Commission on Ministry

2027	Mark Medina	2	Honorably Retired	TE
	Larry Gildner	1	Duncannon	RE
	Peter Dietz	1	Validated Ministry	TE
	Deb Ryerson	1	First Carlisle	RE
2025	Heather Sigler	2	Honorably Retired	TE
2026	Vern Gauthier	2	First United Newville	TE

Nominating Committee

2026	Vacant			TE
	Vacant			RE
2027	Caroline Vickery	2		TE
	Vacant			RE

Camp Krislund Committee

CLASS	NAME	TERM	CHURCH	TE/RE
2026	Stuart Seelman	2	Camp Hill	TE

Committee on Preparation for Ministry

2027	Lynn Miller	1	Christ	TE
	Dennis Tressler	1	Highland	RE
	Neal McCulloch	1	Dickinson	RE

New Worshipping Communities Commission

2027	Claire Folts	2	Derry	RE
	Marie Buffaloe	2	Honorably Retired	TE
	Rachel Schwab	2	At Large	TE

Permanent Judicial Commission

Class	Name	Church	TE/RE
2025	Jennifer McKenna	Honorably Retired	TE
2027	Jim Turner	Highland	RE

* Committee/Commission Chair

**ATTACHMENT 10
ATTENDANCE ROLLS**

Totals								
Pastors	42							
Elders	47							
Voters	89							
Guests	19							
Corr. Member	1							
Attendance	109							
Excused	1							
Honorably Retired				Active MWS				
Name		Status	Present	Excused	Name		Status	Present
Beck	William	HR			Billings	Peter	NP	
Beltzner	Doug	HR			Blank	Edward	P	1
Best	Charles	HR			Bowerman	David	NP	1
Black	Jon	HR			Bowerman	Lucy	NP	1
Bowne	Dale	HR			Bowerman	Scott	P	
Boyer	Rick	HR		1	Brungraber	Katy Yates	NP	1
Bradburn	W. Wilson	HR			Carter	Kent	P	1
Buffaloe	Marie	HR		1	Chase	Lisa	P	1
Carroll	Karin	HR			Conklin	Nancy	P	
Derrickson	Barbara	HR			Cook	Robert	P	1
Derrickson	Paul	HR			Christopher	Donna	NP	
Dunn	Arlene	R			Dietz	Peter	NP	1
Galan	Cheryl	HR		1	Englund-Krieger	Mark	P	
Green	John	HR			Folts	Tom	NP	
Hamel	Bertha	HR			Fowler	Graham	P	1
Hammann	William	HR			Gauthier	Vernon	P	1
Houtz	Richard	HR			Gibelius	Jeff	P	
Humphrey	Bruce	HR		1	Gordon	Gene	P	1
Jessen	Charles	HR			Hart	Andrew	P	
Kline	Darlene	HR			Hostetter	Andrew	P	
Larson	John	HR			Johnston	Kathryn	P	1
Martin-Minnich	Ron	HR		1	Kang	Inho	P	
Mater	Jeanette	HR			Long	Kevin	NP	1
McCall	Myrtle	HR			Lorenz	Anthony	P	
McKenna	Jennifer	HR		1	McCachren	Emily	P	
Medina	Mark	HR			McLeod	James	NP	1
Mitchell	Donald	HR			McClure	Caleb	P	1
Morgan	Troy	R			McClure	Nancy	P	1
Myers	Anne	HR			Melton	Stephen	P	1
Myers	Charles	HR		1	Miller	Lynn	P	1
Pace	Art	HR			Morgan	Robin	P	
Park	John	HR			Neubaum	Christian	P	1
Potter	Donald	HR			Opitz	Don	NP	
Reinert	Nancy	HR			Robinson	Matthew	NP	
Rhoades	Robert	HR			Saturno	Anthony	P	
Richwine	Lois	HR		1	Schwab	Rachel	NP	
Richwine	James	HR		1	Seelman	Stuart	P	1
Roach	Timothy	HR			Smith	Allison	NP	1
Ross	Anne	HR		1	Smith	Kristal	NP	1
Schmidt	John	HR			Stewart	Anne	NP	
Sheffield	Dick	HR			Stockstill	Andrew	NP	
Sigler	Heather	HR		1	Sutphin	Emily	P	1
Sproat	John	HR		1	Tiedeck	Janice	P	1
Strauss	Sandra	HR			Velthuis	Stephen	NP	
Sullivan	Russell	HR			Vickery	Caroline	P	1
Sweet	Thomas	HR			Wadlington	Kim	P	
Thomas	Thomas D.	HR			Wahlig	Donald	P	1
Trask	Edward	HR			Whitaker	Stephen	P	1
Uittenbogaard	Roger	HR			West	Howard	NP	1
Uittenbogaard	Susan	HR			Wiant	Kelly	NP	
Van Schenkhof	Carol	HR		1	Yaroschuk	Kathryn	NP	
Washburn	Mary	HR						
Williams	Dale	HR		1				
Winsheimer	Harry	HR			Tom Johnston from West Virginia Presbytery			1
Work	Galen	HR			Corresponding Member			1
Wright	David	HR			Total HR Pastors			13
					Total Installed and NP Pastors			28
					Total MWS			42

Church	Elder Commissioners	# of Elders	CREs	Total #
Big Spring			Neal McCulloch	1
Camp Hill				
Capital	Jim Case, Elliott Robinson	2		
Central				
Centre	Vance Kretzing, Robert O'Toole	2		
Christ, Camp Hill	Joe Calhoun, Diane Myers	2		
Derry				
Dickinson	Dianne Conaway, Teresa Ege	2		
Duncannon	Larry Gildner	1	Committee Chairs	
East Waterford				
Faith Immanuel	Randy Knapp	1		
Falling Spring				
First, Carlisle	Susan Palyo, Lynne Hofferica	2		
First United, Newville	Elaine Fry, Mike Fry	2		
Gettysburg	Kelly Jones	1		
Great Conewago				
Greencastle	Jennifer Robinson	1	Christian Educators	
Harrisburg Korean				
Highland United	Bill McHenry, Denny Tressler	2		
Hope United	Judy Bostdorf	1		
Lost Creek	Dana Swartwood, Steve Hackenberger	2		
Lower Marsh Creek	Susan Nunamaker, Phyllis Smith	2		
Lower Tuscarora	Brenda Miller, Frank Waple	2	Council	
Market Square	Kevin Burrell, Dale Laninga	2	Rose Jewell-Jordan	1
McConnellsburg				
Mechanicsburg	Kelli Scurfield, Ran Singiser, Becky Giovagnoli	3		
Middle Spring	Danny Chamberlin	1	Total CRE, CC, CE, Council	2
Monaghan	Ed Urenko, Lincoln Milner	2		
Mt. Olivet			Guests	
Paxton	Kitti Taylor, Mary Myers	2	Scott Pepperman, Silver Spring	1
Pine Street	Elyse Rogers, Beth Alwine	2	Suzi Souder, Mechanicsburg	1
Presbyterian Congregation Middletown	Norma Mateer	1	Dan Alex, Mechanicsburg	1
Second	John Gillespie	1	Larry Stoner, Mechanicsburg	1
Silver Spring	Betsy Neilson	1	Phil Gardner, Krislund	1
St. Andrews	Bill Mulligan, Stuart Juppenlatz	2	Teresa West	1
St. James	Barbara Hughes	1	Grace House, Mechanicsburg	1
Waynesboro	Lori Sutton	1	Ted Foor, Mechanicsburg	1
Wells Valley	Janis Helse	1	Amy Berry, Mecahnicsburg	1
Westminster			Peace Sackey, Capital	1
			Caryn Ruffo	1
			Karen Taylor	1
			Diane Lupia, Silver Spring	1
			Destini Hodges, Capital	1
			Katie Chase, Mechanicsburg	1
			Cindy Sproat	1
			John Carroll, Silver Spring	1
			Rosetta Gaines, Capital	1
			Linda Griffin, Lebanon Free Clinic	1
	Total Elder Commissioners	45	Total Guests	19
	Total Other Personnel	2	Total Voting Elders	47