
The Presbytery of Tres Rios

The Presbyterian Church (U.S.A.)

Volume 37, Number 1

2016



105th Stated Meeting
University Presbyterian Church
El Paso, Texas
February 26, 2016

**The Presbytery of Tres Rios
Presbyterian Church (U.S.A.)
University Presbyterian Church
El Paso, Texas**

February 26, 2016

Call to Order/Quorum/Call to Worship	1
Attendance	1
Docket	2
Omnibus Motion	2
Communications	2
Minutes Audit Task Force for October 16, 2015	2
Minutes Audit Task Force for February 26, 2016	2
Austin Seminary Presentation	
Al Krumpalmer	2
Board of Pensions Presentation	
Kevin Keaton	3
Missional Networking Team Report.....	3
Presbytery Negotiating Team for First, Midland Report.....	6
Conversation about the Networking Team Retreat.....	6
Report of the Synod of the Sun Commissioner	
Frances Carlton	8
Missional Resource Team Report.....	8
Treasurer’s Report	9
Missional Ministries Team Report.....	9
Administrative Commission for Divine Savior/St Andrew Report	12
Administrative Commission for Grace Presbyterian Chapel, San Angelo Report	12
Missional Nurturing Team Report	14
Next Meeting Site	15
Adjournment	15
EXHIBITS	
Exhibit A – Docket	16
Exhibit B –2016 Presbytery Budget and Treasurer’s Report.....	17
Exhibit C – Minister Changes in Terms of Call	23
Exhibit D – 2015 Presbytery Necrology.....	24

**The Presbytery of Tres Rios
The Presbyterian Church (U.S.A.)
University Presbyterian Church
El Paso, Texas
February 26, 2016**

The 105th stated meeting of The Presbytery of Tres Rios, Presbyterian Church (U.S.A.) was called to order by Moderator Jobeth McLeod with prayer at 8:40 a.m. on Friday, February 26, 2016. A quorum was declared present by Stated Clerk Kay Long. Presbytery meeting began with the Call to Worship, Prayer and singing of a hymn.

John Nelsen welcomed the presbytery to University Presbyterian Church. Guests and first time commissioners were introduced.

It was MOVED, SECONDED AND CARRIED that Al Krummenacher (Austin Seminary) and Kevin Keaton (Board of Pensions), be seated as corresponding members.

Ann Hurt led the presbytery in the Confession Litany.

Those in attendance were:

Teaching Elders: Jose Luis Casal, Lucretia Chew, Gary Dill, Tim Gray, Tim Davenport-Herbst, Craig Holstedt, Cheryl Kincaid, Neal Locke, Flynn Long, Jobeth McLeod, Jim Miles, Matt Miles, Buddy Monahan, John Nelsen, Jayne Ruiz, Steve Schorr.

Commissioned Ruling Elder: Ann Hurt

Ruling Elders: Alpine, Madelyn Farmer; Big Spring, Tom Koger; Divine Savior, Laura Zepeda; Faith, El Paso, Jeanie Ford; First, El Paso, Frank Mayne; Grace, El Paso, Frieda Voeks; St Andrew, El Paso, Diana Guerrero; University, Richard Langford; Fort Stockton, John Meli; Fort Davis, Vicki Maline; Marfa, Vickey Wright; First, Midland, Pat Hunter, Bruce Gilmour; Grace, Midland, Frances Carlton; First, Odessa, Dennis Williams; Westminster, Odessa, Joan McCown; Pecos, Lynn Fowler; Nazareth, San Angelo, Roger Owen; St Paul, San Angelo, Beverly Spain, David Cooper; Seminole, Dan Calfee.

Ex Officio members present: Don Carlton (Missional Resource Team Moderator); Kay Long (Stated Clerk); Anne Mackey (Moderator Elect); Jimmy Stevens (Treasurer).

Visitors: Omar Chan, Mission Co-Worker; Amanda Craft, Mission Co-Worker; Jinny Forbes, University, El Paso; Kevin Keaton, Board of Pensions; Al Krummenacher (Austin Seminary); Molly Owen, Nazareth, San Angelo; Theresa Wright, Recording Clerk.

Excused Teaching Elders: Revs. Cheryl Homsher, Jessica Vaughan Lower, Lewis Allen, Mary Beth Anton, Tracy Spencer-Brown, Craig Meyers, Walter Thompson, Bill Schlesinger, Carol Schlesinger.

Excused Commissioned Ruling Elders: Bea Torres

Excused Ruling Elders: Monahans, St Mark, Grace Chapel

Unexcused Teaching Elders: Shannon Weisenfels, Toby Brown, Cynthia Davenport-Herbst, Katherine Norvell

Unexcused Commissioned Ruling Elders: none

Unexcused Ruling Elders: Andrews, Ballinger, Coahoma, Sanderson, Sonora

Docket

It was MOVED, SECONDED and CARRIED that the docket be adopted as amended.
(See Exhibit A)

Omnibus Motion

It was MOVED, SECONDED AND CARRIED that all matters of information and recommendations of a routine nature be adopted and entered into the record.

Communications

The report was presented by Stated Clerk, Kay Long.

Requests for excuse from the Revs. Cheryl Homsher, Jessica Vaughan Lower, Lewis Allen, Mary Beth Anton, Tracy Spencer-Brown, Craig Meyers, Walter Thompson

Granted and that the clerk be authorized to add names as needed.

Requests for excuse from Commissioned Ruling Elder Bea Torres

Granted and that the clerk be authorized to add names as needed.

Requests for excuse from elder commissioner from Monahans, St Mark

Granted and that the clerk be authorized to add names as needed.

Report of the Minutes Audit Task Force for October 15, 2015

It was MOVED, SECONDED AND CARRIED that the minutes of the October 15, 2015 meeting were approved as printed and entered into record.

It was MOVED, SECONDED AND CARRIED that Ann Hurt, Jim Miles, Matt Miles be appointed to serve on the minutes audit task force for the February 26, 2016 meeting.

Presentation was made by Al Krummenacher from the Austin Seminary. A ground breaking ceremony for a new residence hall was held in February. It will be the John and Sue

McCoy Center. New program to begin entitled Certificate in Ministry for Ruling Elders. Program is for ruling elders who have leadership positions in the church. Five courses are available online for training. Currently have 140 people involved in the program (which is also available in Spanish). Seminary asks for prayer for the students.

Presentation was made by Kevin Keaton updating the presbytery of changes to the Board of Pensions. Changes available on www.pensions.org.

Al Krummenacher presented the sermon using Ephesians 3:14 as his scripture.

Report of Missional Networking Team

The report was presented by Jim Miles

I. Matters of Information

- A. Jim Miles was elected to serve as moderator and Theresa Wright as clerk of the Networking Team.
- B. Jimmy Stevens, John Nelsen, Tim Gray and Jose Luis Casal were appointed to serve on the presbytery planning task force for the February 26, 2016 meeting.
- C. Admitted to record the action of the Tres Rios Presbyterian Women to disband effective December 31, 2015.
- D. Mark Morgan (also serve as moderator), John Ferguson, Jim Miles and Anne Mackey were elected to serve on the Negotiating Team for First, Midland.
- E. Networking Team Retreat was held January 8-9, 2016 with Mike Murray leading the retreat.
- F. The following 2015 session minutes have been read and approved as follows:

First, Odessa	Without Exception
Sonora	Without Exception
Big Spring	With Exception
Alpine	Without Exception
- G. The following people were appointed to serve on the Personnel Sub-Team:

Class of 2016
Flynn Long (TE/HR)
Randy Gardner (RE/Grace Presbyterian Chapel, San Angelo)

Class of 2017
Chris Laufer (RE/Grace, Midland)
Debra Little (RE/University, El Paso)

Class of 2018
Gary Dill (TE/Marfa)
Vacant (TE)

H. Gary Dill was appointed moderator of the Personnel Sub-Team

II. Recommendations of a Routine Nature

A. That the following changes in the Manual of Operations be approved:

1. SECTION 10-A NEW SECTION ADDED
PERSONNEL SUB-TEAM

MISSION STATEMENT and VISION: *To provide for the pastoral care of presbytery staff, equal employment opportunities, fair employment practices, personnel policies, and the annual review of the adequacy of compensation for all staff;*

10-A.1 AREA OF RESPONSIBILITY

The Personnel Sub-Team is responsible for formulating personnel policies and job descriptions for staff, and arranging for the annual performance review of all staff persons in accordance with the personnel policies of the Presbytery.

10-A.2 MEMBERSHIP

The Missional Networking and Coordinating Team shall appoint a Personnel Sub-Team, which shall be composed of six members, equal numbers of teaching and ruling elders, divided into three equal classes of two each, and shall be representative of the regional groups of the presbytery. The term of office shall be three years. A person having completed two full terms (five years or more) shall not be eligible for reelection until one or preferably two years have elapsed. The Missional Networking Team shall appoint the chair of the sub-team who shall also serve a member of Networking Team. The sub-team shall elect a clerk from among its members.

10-A.3 QUORUM

A quorum shall be a majority of the members.

10-A.4 DUTIES AND FUNCTIONS

- A. Develop and recommend Personnel Policies in accordance with guidelines and resources provided by the P.C (U.S.A.).
- B. Develop position descriptions for staff in consultation with the Missional Networking Team.
- C. Create the instruments to be used in evaluating the performance of presbytery's staff. The evaluation process shall offer the opportunity for staff self-assessment and desired goals.
- D. Assist the general missionary as needed in the review of office personnel.
- E. Consult with the Missional Resource Team regarding the creation of any new position or changes in terms of call or salary prior to being submitted to the Missional Networking and Coordinating Team.
- F. The results of evaluations and recommendations regarding changes in terms of call, salary, and position descriptions shall be made to the Missional Networking and Coordinating Team. The Missional Networking and Coordinating Team shall submit these recommendations to the presbytery for final decision.
- G. Encourage professional growth and development for all staff members.
- H. Act as a support group for all staff.

10-A.5 MEETINGS

The team will meet annually to evaluate and establish the number of meetings needed to do their work. They may also meet at other times upon call of the chair, or if a quorum of the members request a meeting be called.

See Section 6.5 for further meeting requirements, conducting business voting permitted via telephone or electronic media.

10-A.6 FINANCES

Expenses as budgeted shall be paid by presbytery.

10-A.7 REPORTS

The Personnel Sub-Team will report to stated meetings of the presbytery through the Missional Networking and Coordinating Team.

10-A.8 RELATIONSHIPS

The Personnel Sub-Team shall report directly to the Missional Networking and Coordinating Team.

2. Section 9.2 MEMBERSHIP – Missional Resource Team

*Membership of this team shall be ~~twelve (12)~~ **nine (9)** elected members. The elected members shall be divided into three annual classes of ~~four~~ **three** each.*

3. Section 13.4.J be approved: - Missional Outreach Team

- J. Elect or appoint representatives to the Board of Directors of St. Andrew Mission, Pasos de Fe Border Ministry, **Presbyterian Border Region Outreach**, Project Vida, and Project Dignidad;

III. Recommendations Requiring More Careful Consideration

- A. That Susan Hughes (RE/University) be elected to serve on the Missional Nominating and Representation Team class of 2017.

It was MOVED AND CARRIED that Recommendation III.A be approved.

- B. That presbytery hear a brief report on the Networking Team Retreat held on January 8-9, 2016.

It was MOVED AND CARRIED that Recommendation III.B be approved.

Report of the Presbytery Negotiating Team for First, Midland

Report was presented by Jim Miles and was received as information.

Conversation about the Networking Team Retreat

Brief summary of the retreat was presented by Jimmy Stevens.

Background

At the November meeting of the Missional Networking Team, the decision was made to have a retreat in early 2016 to begin a focus on the future of our presbytery in the midst of enormous changes going on within the demonization, within our presbytery and within individual churches. The retreat was held January 8-9 at Westminster, Odessa and was facilitated by Rev Mike Murray.

Steps in the Planning and at the retreat

The overall purpose was for MNT to begin the process of exercising leadership for the future of Tres Rios Presbytery in the midst of the incredible changes mentioned above. Said another way, how do we as congregations and as presbytery determine where Jesus Christ is a work and join him there. Briefly the steps were as follows:

1. Prior to the retreat, Mike asked each person to address the following questions
 - Imaging that the retreat was very successful beyond your expectations, what were the “results”? What questions did the retreat answer or pose in terms of organization, engaging our congregations, dealing with our geographical challenges, staffing, etc.
 - Then go back and be “realistic” and list the three to five challenges that we must keep in mind as we approach this focus on our future.
2. From those responses, Mike then developed a list of objectives and an agenda for the retreat.
3. The first exercise was to discuss and determine what the leadership strengths of this group were in terms of the following models of leadership:
 - Healer (ethics and compassion)
 - See (forward thinking, strategic)
 - Warrior (knowing how to effectively accomplish tasks and having the courage to make changes)
 - Merchant (dealing with the reality of the situation in a rational manner)
4. We then discussed the current realities of our presbytery in terms of number of congregations, church attendance, budgets (of churches and the presbytery), restricted vs operating funds, and in general the “health” of our congregations and the presbytery.
5. Given this context, we then discussed ideas and suggestions for how we as presbytery can begin to address these realities. While there were almost twenty ideas or topics discussed, the following topics/issues were identified as the most important for our initial focus:
 - Engage pastors and sessions in a process of envisioning the future of the congregation they are called to lead and serve and then help them identify what they might need or want from the presbytery to help them make that future a reality.
 - Create a new model and structure for Tres Rios Presbytery that carries us from the present into the future.
 - Use technology to facilitate better communication and connection both within each congregation, between congregations and with the presbytery.
 - Identify the dreams and visions we have for Tres Rios Presbytery as we answer the question “What is God Calling Us to BE or to Do?”
6. The final step was to assign to a team each of the visions discussed for further study.

Commissioners then spent time around tables discussing the following questions:

What questions do you have about the retreat or the preliminary issues addressed?

What are the dreams for each of your congregations and how can presbytery best assist or help you in making these a reality in the midst of so many changes?

Report from the Synod of the Sun Commissioner

Report was presented by Frances Carlton and received as information

Report of the Missional Resource Team

Report was presented by Don Carlton and received as information

I. Matters of Information

- A. Don Carlton was elected moderator and Theresa Wright was elected to serve as clerk.
- B. Team reviewed the Treasurer's Report and Church Contribution Report dated December 31, 2015.
- C. Approved a new lease agreement between the presbytery and Fuente en el Desierto Worship Center (McCamey Church).
- D. Late in 2015 the Resource Team was notified by Del Cristo Presbytery that they would no longer be needing to lease one of the properties currently housing Maranatha Presbyterian Church (Lot and mobile home at 12990 Cabello Lane, San Elizario). The Resource Team has the keys to the mobile home and has added the property to the presbytery insurance policy.
- E. Missional Resource Team is accepting requests for the Builders Fellowship. If you would like more information regarding the Builders Fellowship please contact the presbytery office.

II. Recommendations of a Routine Nature

None

III. Recommendations Requiring More Careful Consideration

- A. That the 2016 Presbytery Budget be approved.

It was **MOVED, SECONDED AND CARRIED** that recommendation III.A be approved. (See Exhibit B)

- B. That the property located at 12990 Cabello Lane (legally described as Block 31, San Elizario Tract 4-K-6, San Elizario Grant, El Paso County, Texas) be put on the market for sale.

It was **MOVED, SECONDED AND CARRIED** that Recommendation III.B be approved.

- C. That Presbytery accept the Oil, Gas and Mineral Lease Proposal of Midland Petro D.C. Partners to obtain a non-surface use oil and gas lease (Presbytery Office Located at 1201 W Wall, Midland Texas).

Standing vote was taken and the vote was tied. Moderator asked for a re-count. Motion failed with 19 in favor and 20 opposed.

Treasurers Report

Report dated December 31, 2015 was presented by Jimmy Stevens and was filed for audit (See Exhibit B).

Report of the Missional Ministries Team

The report was presented by Craig Holstedt and Tim Davenport-Herbst

I Matters of Information

- A. MMT met on November 21, 2015 and February 12, 2016
- B. Elected Craig Holstedt as clerk
- C. Received correspondence:
 - a. CRE Report from Ann Hurt
 - b. Letters from the Board of Pensions regarding 2 churches that are in arears with their dues
 - c. Letter from moderator Jo Beth McLeod
 - d. From Austin Presbyterian Theological Seminary about a certification program for Spanish-speaking church leaders
- D. Approved revisions to the "Terms of Call" form which churches submit annually to the presbytery

- E. Reviewed status of Inquirers and Candidates
- F. MMT continues to work with these churches in transition:
 - First, Coahoma
 - First, Seminole
 - First, Ballinger
- G. Heard report from Jessica Vaughan Lower about First, Pecos, as they look to the future
- H. Received the Annual Reports of Other Ministers
- I. Received inquiries from two Teaching Elders about the possibility of remaining in the PCUSA while serving ECO churches. The MMT is continuing to do research and deliberate on this matter
- J. Elected Jessica Vaughan Lower as MMT moderator
- K. Conducted exit interview with Mary Beth Anton

II Matters of a Routine Nature

- A. Dissolved the relationship between Mary Beth Anton and First Presbyterian Church of Midland, TX
- B. Appointed the following session moderators for 2016:
 - First, Coahoma — Craig Holstedt
 - First, Ballinger — Tim and Cynthia Davenport-Herbst
 - First, Seminole — Dennis Haralson
 - First, Pecos — Jim Miles
 - First, Monahans — Cheryl Homsher
- C. Heard reports from the following Discernment Teams:
 - Good Shepherd, Sonora - Ann Hurt
 - First, Midland - Craig Holstedt and Jose Luis Casal

The Discernment Team for First, Midland worked very hard and very well together. With the help of Mike Murray as a facilitator, they met as a team approximately 7 times, and led 25 small group meetings with one team member each from the church and Presbytery leading the groups. Although it was not expressed vocally, the written surveys from the small groups proved that the feeling to leave the denomination was extremely strong. The congregational vote of about 600 votes was approximately 75% to leave the denomination. The team which will now negotiate the terms of dismissal is comprised of Mark Morgan

(moderator), Ann Mackey, John Ferguson, Jim Miles, Kay Long (advisory), Jimmy Stevens (advisory), and Jose Casal (advisory).

- D. Adopted a 2016 budget to propose to the MRT.
- E. Heard report from Craig Holstedt regarding candidate Suzanne Gulick. MMT approved her taking the remaining ordination exams. Suzanne has expressed her absolute desire to stay in the denomination and be ordained in the PCUSA. She is willing to do whatever is most convenient to the Presbytery with regard to changing her congregational membership if First Midland is dismissed to ECO.
- F. Certified Candidate Cindy Duke as ready to receive a call.
- G. Appointed Jose Luis Casal as temporary moderator for Nazareth, San Angelo.
- H. Heard report from Tim Davenport-Herbst and Jose Luis Casal concerning the relationship between CRE Beatrice Torres and Nazareth church.
- I. Received report from Bruce Gilmour regarding joint visit of MMT and MOT with Andrews session and the financial situation of the church. MOT to pursue various options with them; MMT to provide support to pastor.
- J. Approved pastor's Terms of Call for 2016 as submitted by sessions. (See Exhibit C).

III Matters Requiring More Careful Consideration

- A. That Ruling Elder Ann Hurt be commissioned for another 3 year term as a Commissioned Ruling Elder in covenant relationship with First, Fort Stockton, including the authorization to fulfill the following responsibilities:

- Administer the Lord's Supper,
- Administer the Sacrament of Baptism,
- Moderate the session of the congregation under supervision of the pastor,
- Have a voice in meetings of presbytery
- Have a vote in meetings of the presbytery,
- Perform a service of Christian marriage when invited by the session or other responsible committee, and when allowed by the state.

It was MOVED, SECONDED AND CARRIED that recommendation III.A be approved.

Report of Missional Outreach Team

The report was presented by Jim Miles.

I Matters of Information

- A. Jim Miles was elected Moderator of the Missional Outreach Team and Theresa Wright was elected to serve as clerk.
- B. During the last team meeting Ann Philbrick from the Presbyterian Church (USA) Mission Agency shared information regarding the New Beginnings process. Contact will also be made with Mike Murray regarding his results with the project.
- C. Members of the Missional Outreach Team have met with First Presbyterian Church, Odessa and Westminster Presbyterian Church, Odessa to present the presbytery wide outreach plan.
- D. Rev Tim Gray (UPC) was elected to replace John Nelsen as Tres Rios Representative on Pasos de Fe Board effective June 30, 2016. Kathy Staudt (UPC) was elected to replace John Nelsen on the Presbyterian Border Region Outreach board as Tres Rios representative effective June 30, 2016.

II. Recommendations of a Routine Nature

None

III. Recommendations Requiring More Careful Consideration

- A. That Craig Meyers present a brief update on the presbytery strategic plan for church revitalization. Jim Miles presented brief report on churches the team has visited.

Report of the Administrative Commission for Divine Savior/St Andrew

The report was presented by Jim Miles and received as information.

Report of the Administrative Commission for Grace Presbyterian Chapel, San Angelo

The report was presented by Don Carlton and received as information.

I. Matters of Information

- A. Appointed Flynn Long (HR) to moderate congregational meetings of Nov. 8th and Dec 20th.
- B. Received the minutes of the congregational meeting held November 8th for the purpose of adopting the name Grace Presbyterian Chapel PCUSA and electing a congregational nominating committee.
- C. Received the minutes of the congregational meeting of December 20th electing ruling elders and trustees.
- D. Appointed AC members Kay Long, Jose Luis Casal to conduct officer training for Grace Chapel elders.
- E. Received the report of the task force that officer training was held on January 18th and January 20, 2016.
- F. Appointed Revs. Jerry Hilton and Flynn Long to ordain and install elders.
- G. Receive report that elders were ordain and installed on January 24, 2016 and January 31, 2016.
- H. Approved recommendation to the Missional Resource Team that up to \$50,000 from the Second Harvest fund be included in the 2016 budget to be approved by presbytery in support of Grace Presbyterian Chapel.

II. Matters of a Routine Nature

(Actions taken by the AC on behalf of presbytery)

- A. Approved that the minutes of the 1-26-16 AC meeting be admitted into presbytery's records and files.
- B. Appointed Flynn Long (HR) as moderator of the session for the interim period.

III. Matters For More Careful Consideration

None

Recommendation to Concur with Overture #032

It was MOVED AND SECONDED TO CONCUR with Overture #032 as presented by Rip Lankford from University PC, El Paso

Vote 28 to approve 8 against. Motion passed, so ordered.

Offering was received for the Mission Worker Fund. Omar Chan and Amanda Craft made a brief presentation on Border Ministries

The presbytery stood for the reading of the 2015 Presbytery Necrology (See Exhibit D). Communion was led by John Nelsen and Cheryl Kincaid.

Report of the Missional Nurturing Team

The report was presented by Jinny Forbes and received as information.

I. Matters of Information

- A. Tracy Spencer-Brown was elected moderator of the Missional Nurture Team and Theresa Wright was elected clerk.
- B. TRYC Youth Event was held at Prude Ranch on January 15-17, 2016 with 61 total participants. The retreat was led again this year by the Crossroads College Ministry from Grace Presbytery. As part of the retreat this year a special mission project was done with Kids Against Hunger. Participants prepared 10,800 meals in 1 ½ hours which will be distributed to orphanages along the border.
- C. TRYC Youth Event will be held February 17-19, 2017 at Prude Ranch and will be led by Grace Presbytery "Crossroads" College Age Ministry. Mission Project for this retreat will be preparing Presbyterian Disaster Assistance "Gift of Heart Kits".
- D. Applications for members to be a part of the Youth Task Force are available. If you have youth or adults that are interested in serving on the task force please contact Theresa at the presbytery office. The Nurture Team voted that 9th Graders be included on the Youth Task Force.
- E. Synod Youth Workshop will be held July 26-31, 2016. The presbytery will not sponsor transportation this year.
- F. Presbyterian Youth Triennium will be held July 19-23, 2016 at Purdue University. Deadline to return application has been extended to March 1st.
- G. Samples of "Growing in Grace and Gratitude" curriculum will be available to view at the presbytery meeting.

It was MOVED, SECONDED AND CARRIED to thank Jimmy and Mary Stevens, and the session of University Presbyterian Church for hosting the presbytery meeting.

Next Meeting Site

The 107th Stated Meeting of the Presbytery of Tres Rios will be held on Friday, June 10, 2016 at First Presbyterian Church, Seminole.

Adjournment

There being no further business the meeting was adjourned at 12:54 p.m. with prayer.

Respectfully Submitted,

Kay Long, Stated Clerk
Theresa Wright, Recording Clerk



**Exhibit A
Docket
105th Stated Meeting
February 26, 2016**

**University Presbyterian Church
El Paso, Texas**

February 26, 2016

8:00 a.m. Registration
8:10 a.m. New Commissioner Orientation Kay Long
8:30 a.m. Call to Order Jobeth McLeod

The Gathering of God's People

Call to Worship/Prayer
Hymn *God, Who Stretched the Spangled Heavens* PH #268

Welcome from the host church John Nelsen
Welcome to visitors, first time commissioners, and corresponding members

Confession Litany (from BCW, 794) Liturgist
Hymn *God of the Sparrow* PH #272

Worshipful Work
Adoption of the Docket Kay Long
Omnibus Motion Kay Long
Communications Kay Long
Minutes Audit Task Force Report for October 16, 2015 Meeting
Election of Minutes Audit Task Force for February 26, 2016 Meeting

Presentation by Austin Seminary Al Krummenacher
Presentation by Board of Pensions Kevin Keaton

God Being Revealed in Word

Scripture Reading
Sermon Al Krummenacher

God's People Responding

Reports From:
Missional Networking Team Jim Miles
Presbytery Negotiating Team for First, Midland Jim Miles

Conversation about Networking Team Retreat Jimmy Stevens & Kay Long
Report of the Synod of the Sun Commissioner Frances Carlton

Missional Resource Team
Treasurer's Report and 2016 Budget
Missional Ministries Team
Missional Outreach Team
Administrative Commission for Divine Savior/St Andrew
Administrative Commission for Grace Chapel, San Angelo
Recommendation to Concur with Overture #032
"A Constructive Alternative to Divestment"

Don Carlton
Jimmy Stevens
Craig Holstedt
Jim Miles
Jim Miles
Don Carlton
University Presbyterian Church

Offering for the Mission Worker Fund – 2016 Recipients will be Omar Chan and Amanda Craft
Reading of the Necrology for 2015 *Served as deacon and elder

Communion

John Nelsen and Cheryl Kincaid

Missional Nurturing Team

Jinny Forbes

The Sending God's People into the World

Hymn

Let Us Talent and Tongues Employ

PH #514

Adjournment

Benediction/Thanksgiving Litany (from BCW 792)

Lunch

**Exhibit B
Presbytery of Tres Rios
2016 Proposed Budget**

	2015	Actual	Asking	Proposed	Comments
	<u>Budget</u>	<u>2015</u>	<u>Budget</u>	<u>Budget</u>	
Receipts					
Contributions from Churches					
For Presbytery	\$269,644	\$265,397	\$249,767	\$242,323	
For Synod	2,500	2,500	2,500	2,000	
For General Assembly	27,856	27,856	22,713	20,677	Based on per capita @\$7.12/member for 2016 and \$7.07/member for 2015. Reflects actual payment to GA
Total church contributions	300,000	295,753	275,000	265,000	Estimated 2016 based on 2015 actual benevolences received.
Transfers from Restricted Funds					
Church Development	20,000	20,000	15,000	15,000	Nazareth salary support approved by Miss. Outreach team.
Second Harvest	51,782	26,782	48,082	121,082	2015-Includes support for salary of minister at Divine Savior and St. Andrew, support for San Angelo fellowship and estimated redevelopment resources. 2016-Includes possible support for San Angelo and Midland groups and minister at St. Andrew and Divine Savior. Approved by Outreach team
Camp Chimney Spring Funds	24,000	21,428	24,000	24,000	Includes support for all youth events, including youth task force, Jr. High youth camps and provision for 2016 trinumium. Total must be within the 5% spending level of CCS funds.
Operating Reserve Funds	0	7,363	3,000	4,000	Disbursements at affected churches
Trinity PC Funds	1,500	2,054	0	0	Funds for 2015 convocation event
	97,282	77,627	90,082	164,082	
Income-Builders Fellowship	0	0	0	0	
Interest Income	80	286	30	30	
Rent-Maranatha properties	6,000	6,000	6,000	6,000	
Rent-McCamey property	3,600	3,600	3,600	4,800	New contract with increased rental
Donations	0	5,852	0	0	Confidential, unsolicited pledges or contributions from individuals
Other Income	4,500	6,365	2,750	2,750	Represents royalty income from Trinity properties and in 2015 actual receipts re Barstow lease
Total Receipts	411,462	395,483	377,462	449,662	
Expenditures					
Support for Upper Gov Bodies					
Synod	2,500	2,500	2,500	2,000	Reduction approved by Synod commissioners
General Assembly	27,856	27,856	22,713	20,677	
Total Support for Upper Councils	30,356	30,356	25,213	22,677	

Exhibit B
Presbytery of Tres Rios
2016 Proposed Budget

	<u>2015</u> <u>Budget</u>	<u>Actual</u> <u>2015</u>	<u>Budget</u> <u>2016</u>	<u>Budget</u> <u>2016</u>	<u>Comments</u>
Missional Ministries Team					
Administrative Personnel Support	1,000	777	750	750	
Training-Ruling Commissioned Elder	700	0	500	500	
Other Training/Workshop	600	0	600	600	
Meetings	4,000	1,748	4,000	4,000	
Candidate Eval/Travel	1,300	0	2,800	2,800	Add. candidates expected in 2016
Discernment Expenses	0	7,619	3,000	4,000	Discernment at First Midland (2015 & 2016) and Sonora (2015 & 2016), Funded from Operating Reserve
Theological Convocation Event	1,500	1,254	0	0	Event in February 2015, funded from Trinity perm. funds
Travel/Denomination/BOP Events	1,000	0	1,000	1,000	
Total Missional Ministries Team	10,100	11,398	12,650	13,650	Approved by the Missional Ministries Team
Missional Outreach Team					
Meetings	3,000	1,452	2,500	2,500	
Redevelopment costs	3,700	3,700	2,000	2,000	New Beginnings
Church Support:					
Nazareth Salary Support	20,000	20,000	15,000	15,000	Funded from Church Development
San Angelo Grace Chapel Support	25,000	0	25,000	50,000	Funded from Second Harvest
Midland Fellowship Support				50,000	Funded from Second Harvest
Divine Savior/St. Andrew Support	23,082	23,082	21,082	21,082	2016 reflects \$2,000 increase in contributions from the churches
Total Church Support	68,082	43,082	61,082	136,082	
Mission Support:					
Project Vida	12,000	7,600	12,000	12,000	Approved by Missional Outreach team
St Andrews Mission	7,000	4,470	7,000	7,000	Approved by Missional Outreach team
Columbia Mission Conference	2,000	1,337	0	0	Conference in September 2015.
Mission Trip	0	0	2,000	2,000	
Pasos de Fe	1,000	1,000	1,500	1,500	Approved by Missional Outreach team
Bob Lewis Mission	750	500	750	500	Approved by Missional Outreach team
Project Dignidad	750	500	750	500	Approved by Missional Outreach team
Total Mission Support	23,500	15,407	24,000	23,500	
Total Missional Outreach Team	98,282	63,641	89,582	164,082	Approved by Missional Outreach Team

Exhibit B
Presbytery of Tres Rios
2016 Proposed Budget

	2015 Budget	Actual 2015	Budget 2016	Budget 2016	Comments
Missional Nomin & Repre Team					
Meetings	450	182	450	450	
Total Missional Nom./Repre. Team	450	182	450	450	

	2015 Budget	Actual 2015	Budget 2016	Budget 2016	Comments
Missional Nurturing Team					
Youth:					
Youth Task Force	11,000	7,258	11,000	11,000	
Triennium	6,000	6,000	6,000	6,000	
Synod Youth Workshop	7,000	7,501	0	0	
Junior High Youth Camps	0	500	7,000	7,000	At Buffalo Gap or Mo-Ranch in 2016
Other Youth Projects	0	0	0	0	
Leadership Dev/Training	24,000	21,259	24,000	24,000	
Meetings	1,200	0	0	0	
	1,000	691	1,000	1,000	
Total Missional Nurturing Team	26,200	21,950	25,000	25,000	Approved by Missional Nurturing Team

	2015 Budget	Actual 2015	Budget 2016	Budget 2016	Comments
Missional Resources Team					
Facilities:					
Building Janitorial	3,200	3,435	3,660	3,660	
Building Maintenance	3,500	4,386	3,500	3,500	
Building Utilities	6,250	6,296	6,250	6,250	
Insurance/Office & other facilities	8,000	7,551	8,000	8,000	
Maintenance of other facilities	150	51	150	150	
Total Facilities	21,100	21,719	21,560	21,560	

**Exhibit B
Presbytery of Tres Rios
2016 Proposed Budget**

	<u>2015</u> <u>Budget</u>	<u>Actual</u> <u>2015</u>	<u>Budget</u> <u>2016</u>	<u>Budget</u> <u>2016</u>	<u>Comments</u>
Operating Expenses-Presbytery:					
Communications/Publications	300	4,392	435	435	2015 actual-Includes write-off of uncollected book purchases for churches over many years
GA Moderator Visit	2,500	3,153	0	0	
Computer Operations	4,500	7,521	4,500	4,500	
Website	1,000	930	750	750	
Equipment Leases	9,200	9,262	9,200	9,200	
Equipment Maintenance	4,250	4,793	4,250	4,250	
Postage	2,500	2,590	2,500	2,500	
Supplies	6,400	5,690	6,400	6,400	
Van and storage	0	3,166	0	3,100	These items are appropriate presbytery expense
Telephone	7,300	7,758	7,300	7,300	
Total Operating Expenses-Presby.	37,950	49,255	35,335	38,435	
Financial Review	5,000	5,000	5,000	5,000	
Meetings of team & sub groups	800	1,060	1,000	1,000	
Total Mission Resources Team	64,850	77,034	62,895	65,995	
Missional Networking Team					
Presbytery Task Forces	2,500	1,669	2,500	2,500	
Personnel Sub-Committee	250	0	250	750	
Meetings	3,000	3,693	3,500	3,500	
	5,750	5,362	6,250	6,750	
Staff Expense					
Admin. Assistant Salary	45,761	45,761	45,761	45,761	Personnel comm. Recommendation
Admin. Assistant Pens/Medical	16,016	16,016	16,016	16,016	Based on dues of 35% of salary for 2016 and 2015
Admin. Assistant Cont Ed	800	776	800	800	Personnel comm. Recommendation
General Missioner Salary	44,435	44,438	44,435	44,435	Personnel comm. Recommendation
General Missioner Housing	40,000	40,000	40,000	40,000	Personnel comm. Recommendation
General Missioner Pens/Medical	30,819	30,819	30,819	30,819	Based on dues of 36.5% of salary for 2016 and 2015
General Missioner Cont Educ	1,500	1,500	1,500	1,500	Personnel comm. Recommendation
General Missioner Travel	9,800	9,817	9,800	8,000	
Payroll Taxes	3,500	3,501	3,500	3,500	Personnel comm. Recommendation
Stated Clerk Expense	2,000	2,858	2,000	2,000	
Staff Meeting/Travel	3,200	3,493	3,200	3,200	
Total Staff Expense	197,831	198,979	197,831	196,031	

**Exhibit B
Presbytery of Tres Rios
2016 Proposed Budget**

	<u>2015 Budget</u>	<u>Actual 2015</u>	<u>Budget 2016</u>	<u>Budget 2016</u>	<u>Comments</u>
Presbyterian Women	3,000	2,500	3,000	0	PW no longer active
Total Expense	436,819	411,402	422,871	494,635	
Net Receipts over (under) Expenditures	(\$25,357)	(\$15,919)	(\$45,409)	(\$44,973)	
Beginning of year surplus (deficit)	\$2,151	\$2,151	\$0	\$4,232	
Transfer from Operating Reserve	\$23,206	\$18,000	\$45,409	\$40,741	
End of year surplus	<u>\$0</u>	<u>\$4,232</u>	<u>\$0</u>	<u>\$0</u>	

Trinity property sale:
Genesis note payments \$79,055 \$79,055

Represents 12 monthly payments

The Presbytery of Tres Rios
 Church Contribution Report
 January 1 - December 31, 2015

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	Total
PN#	Church	Acceptance	Current Quarter	YTD	% to Date	Pay.	Synod	GA	Disaster Relief	Build Fellow	One Great Chrstmas Hr Sharing	Christmas Joy	Pentecost	Pace Making	Theological Education	Mission Worker	Other	Columbia Conference	Total
08723	Alpine	1800	600.00	1800.00	100%	1481.51	33.50	284.99											1800.00
21997	Andrews	2400	600.00	2400.00	100%	2017.50	35.00	347.50											2400.00
21998	Ballinger	1250	688.00	1250.00	100%	1032.24	18.26	199.50		200.00	350.00	226.00	250.00		150.00				2426.00
22000	Big Spring	12900	3768.00	12900.00	100%	10653.26	188.13	2058.61			1632.00	965.00				543.00			16040.00
22002	Coahoma	3000	2000.00	1500.00	50%	1233.75		266.25											2000.00
	El Paso:																		
08726	Divine Savior	500	500.00	500.00	100%	400.00	15.00	85.00											0.00
22003	Faith	4000	1000.00	3000.00	75%	2419.49	64.17	516.34			192.13	25.00							5000.00
08724	First	10500	3000.00	12000.00	114%	10267.50	180.00	1552.50			776.04		102.00						3271.13
15020	Grace	15000	3750.00	15000.00	100%	12367.51	238.76	2393.73					67.80						12878.04
22005	St. Andrew	2000	2000.00	2000.00	100%	2000.00													15067.80
22007	University	56000	28193.13	55999.99	100%	46211.65	1680.00	8108.34			2853.21	5595.19	1033.20	587.50	1000	500.00	14810.44	1000.00	83379.53
08727	Fort Davis	2500	833.48	2708.81	108%	2275.41	32.81	400.59											2708.81
08728	Fort Stockton	4250	1050.00	4200.00	99%	3463.51	66.25	670.24											4200.00
	Marfa	1000		0.00	0%														0.00
	Midland:																		
22011	First Grace	111200	25749.99	105999.96	95%	105999.96	165.00	1745.47			1195.49	2538.00				934.00	3000.00	1000.00	108999.96
10551	Grace	11000	5834.00	11000.00	100%	9089.53											1100.00	1000.00	17874.99
	0.00																		0.00
08729	Monahans	3000	1055.00	3000.00	100%	2517.50	50.00	432.50				55.00							3055.00
	Odessa:																		
22013	First Westminster	20000	5941.01	20050.04	100%	16574.52	262.49	3213.03				1473.00	132.00		1800.00	441.00			23896.04
22015	Westminster	12000	6000.00	12000.00	100%	9835.00	35.00	2130.00											12000.00
22017	Pecos	600	100.00	535.00	89%	443.02	8.88	83.30				15.00							1050.00
	San Angelo:																		
08652	Nazareth	3600	900.00	3600.00	100%	2971.22	54.28	574.50			150.00								4250.00
11530	St. Mark	6000	3000.00	6000.00	100%	5138.75	81.25	780.00											7000.00
08651	St. Paul	15000	4385.43	8322.15	55%	7564.17	66.71	691.27			437.00								9789.15
	SA Fellowship		1682.65	3609.05															4094.05
	Saagras	0	150.00	150.00		120.00	4.50	25.50											150.00
22021	Sandersen	1500	750.00	1500.00	100%	1216.88	22.50	260.62			390.00	250.00	54.00						1500.00
22023	Seminole	2640	660.00	2640.00	100%	2265.45	28.05	346.50											3434.00
22024	Sonora	0		0.00															0.00
	Total Dollars	303640	104190.69	293665.00		263168.38	3330.34	27166.28	100	200	7975.87	11142.19	1639.00	587.50	2950	2418.00	19885.44	6000.00	340563.00
	Presbyterian Women			1850.00		482	684.00	190.00		131.61	976.96	800.00	2340.00	194.75	7648.32				

**Exhibit C
2016 MINISTER CHANGES IN TERMS OF CALL**

CHURCH	Year	Salary	Housing or Manse	Manse (M)	Deferred Comp	SECA Offset	Other Cash Allow.	Total Cash Salary	Effective Income	BOP Dues	Reimbursed Expenses (auto, CE professional)	Total Terms
First, Alpine	2015	33,950	11,985	M			6,000	39,950	51,935	18,177	4,800	74,912
Jobeth McLeod	2016	NO CHANGE										
First, Big Spring	2015	40,189	18,557	M				58,746	58,746	20,561	5,950	76,300
Craig Hoistedt	2016	41,578	8,600	M				50,178	50,178	23,102	5,950	79,230
Divine Savior/St Andrew, El Paso	2015	36,000	10,800	M				46,800		17,082	4,000	67,882
Jayne Ruiz	2015											
First, Fort Davis	2015	43,500	13,050	M				43,500	56,550	20,641	10,884	88,075
Matt Miles	2016	43,500	13,050	M				43,500	56,550	20,641	10,884	88,075
First, Midland	2014	44,163	43,541					87,704	87,704	32,012	4,360	124,076
Steve Schorr	2015	57,908	57,092					115,000	115,000	41,975	4,360	161,335
Shannon Weisenfels	2014	19,000	45,000					64,000	64,000	23,360	4,660	92,020
	2015	11,875	28,125					40,000	40,000	15,580	2,900	58,480
Grace, Midland	2015	34,495	21,129			2,639		58,263		19,468	6,340	84,071
Cheryl Homsher	2016	36,135	21,129			2,714		59,978		20,042	5,700	85,720
First, Odessa	2015	45,000	20,000					65,000		22,750	5,900	93,650
Cheryl Kincaid	2016	38,500	20,000					58,500		20,475	5,900	84,875
St Paul, San Angelo	2015	20,000	35,000					55,000	55,000	20,075	6,184	81,259
Tim Davenport-Herbst	2016	26,944	30,000					56,944	56,944	20,785	7,271	85,000
Good Shepherd, Sonora	2015	39,450	11,835	M				51,285	51,285	16,540	4,700	72,525
Lewis Allen	2016	No Change										
Presbytery of Tres Rios	2015	44,435	40,000					84,435	84,435	30,819	11,300	126,554
Jose Luis Casal	2016	NO CHANGE										

Exhibit D
The Presbytery of Tres Rios - Necrology – 2015

ELDER:	Birth:	Death:	Church:
Maxwell Green	05/03/1930	06/22/2015	First, Big Spring
Weldon Jones	01/09/1961	09/30/2011	First, Big Spring
Fernando Dominguez	01/04/1934	11/16/2015	Divine Savior, El Paso
Martha Peck *	04/12/1932	01/01/2015	First, El Paso
Roderick Fraser, Jr. *	07/02/1923	02/07/2015	First, El Paso
Earl Tracy *	12/03/1921	06/18/2015	First, El Paso
Mary Speer *	07/13/1933	09/13/2015	First, El Paso
Martha Ivey *	04/06/1916	11/23/2015	First, El Paso
Karen Boozer	01/28/1944	04/12/2015	Grace, El Paso
Kenneth Minson	03/30/1919	12/15/2015	Grace, El Paso
Barry Coleman	10/08/1931	05/09/2015	University, El Paso
Ruth Helen Lydecker *	04/17/1925	12/02/2014	First, Midland
Frances Ellen Mattnews *	12/07/1924	09/18/2015	First, Midland
B. Jack McDaniel	08/18/1924	10/27/2015	Grace, Midland
Jo Warren Swallow	01/20/1921	11/25/2015	Grace, Midland
Denny Dean Fidler	12/27/1930	01/12/2015	Trinity, Midland
Harold S. Jackson	12/11/1917	05/14/2015	First, Monahans
Fred Wilkinson	07/12/1926	10/28/2015	First, Odessa
Esther Greenlees	12/10/1922	11/30/2015	First, Odessa
Sue LaVerne Atkins	11/18/1950	05/01/2015	St Paul, San Angelo
Donald C. Faubion	11/07/1928	10/15/2015	St Paul, San Angelo
Gail Audrey Gower	08/18/1924	12/17/2015	St Paul, San Angelo
Alene George *	01/09/1916	11/12/2015	First, Seminole
Mallie Turner		04/06/2015	Good Shepherd, Sonora
DEACON:	Birth:	Death:	Church:
Samuel Edwin Bakke	04/06/1947	01/01/2015	First, Midland
Charles Horne Priddy	10/25/1925	10/17/2015	First, Midland
Tody Oakley	09/30/1921	04/21/2015	First, Odessa
Ron Pressly	01/01/1928	09/30/2015	First, Odessa
Martha Francell	10/13/1925	10/01/2015	First, Odessa

*Served as deacon and elder

Index

Adjournment	15
Administrative Commission Report	
Divine Savior/St Andrew	12
Administrative Commission Report	
Grace Presbyterian Chapel, San Angelo	12
Attendance	1
Border Ministry Presentation	
Amanda Craft and Omar Chan	14
Call to Order	1
Communications	2
Corresponding Members.....	1
Docket	2
Hurt, Ann	
Commissioned Ruling Elder	11
Keaton, Kevin	
Presentation for Board of Pensions.....	3
Krummenacher, Al	
Presentation for Austin Seminary	2
Preaching	3
Manual of Operations	
Changes approved.....	4
Missional Ministries Team Report.....	9
Missional Networking Team Report.....	3
Conversation about Networking Tea Retreat.....	6
Missional Nurturing Team Report.....	14
Missional Outreach Team Report.....	12
Missional Resource Team Report.....	8
Minutes Audit Task Force for October 16, 2015.....	2
Minutes Audit Task Force for February 26, 2016	2
Necrology.....	14
Next Meeting Site	15
Omnibus Motion	2
Overture #032 Concurrence.....	13
Personnel Sub-Team Appointment.....	3
Presbytery Negotiating Team for First, Midland.....	6
Synod of the Sun Commissioner Report.....	8
Treasurer's Report/2016 Presbytery Budget	9