
The Presbytery of Tres Rios

The Presbyterian Church (U.S.A.)

Volume 39, Number 1

2018



**111th Stated Meeting
First Presbyterian Church
El Paso, Texas
February 23, 2018**

Official Copy



Stated Clerk
Presbytery of Tres Rios

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

February 23, 2018

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**The Presbytery of Tres Rios
The Presbyterian Church (U.S.A.)
First Presbyterian Church
El Paso, Texas
February 23, 2018**

The 111th stated meeting of The Presbytery of Tres Rios, Presbyterian Church (U.S.A.) was called to order by Moderator Matt Miles with prayer at 9:00 a.m. on Friday, February 23, 2018 in the Robert Young Centre of First Presbyterian Church, El Paso. As per our Bylaws, Article X (four ministers and four ruling elder commissioners from four different congregations), a quorum was declared present by Stated Clerk Kay Long. Meeting began with the Call to Worship, celebration of the Lord's Supper and the reading of the Necrology (See Exhibit A). Tracy Spencer-Brown preached the sermon.

Neal Locke welcomed the presbytery to First Presbyterian Church. Special guests and first time commissioners were introduced.

It was MOVED, SECONDED AND CARRIED that Valerie Young be seated as a corresponding member.

Pastors: Tracy Spencer Brown, Lucretia Chew, Gary Dill, Kary Fry, Tim Gray, Tim Davenport-Herbst, Craig Holstedt, Cheryl Homsher, Patty Lane, Flynn Long, Jessica Vaughan Lower, Jobeth McLeod, Jim Miles, Matt Miles, Katherine Norvell, Bill Schlesinger, Carol Schlesinger, Tommy Taylor

Commissioned Ruling Elders: Ann Hurt

Ruling Elders: Alpine, Nelson Sager; Big Spring, Susan Holstedt; Divine Savior, Linda Paquain; Faith, El Paso, Karen Sutton; First, El Paso Craig Field; Grace, El Paso Cherry Smith; St Andrew, El Paso J.B. Sipherd; University, El Paso, Debra Little; Fort Davis, Vicki Maline; Fort Stockton, Angie Miles; Marfa, Marilyn Dill; Grace, Midland, Jim Blischke; Westminster, Odessa, Anne Mackey; Seminole, Dan Calfee; St Paul, San Angelo, Don Treadwell

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

Visitors: Frances Carlton (Synod Commissioner); Jinny Forbes (University, El Paso); Jen Fox (Grace, El Paso); Lindsay Green (First, El Paso); Hope Griffin (Inquirer); Jennifer Perri (Insurance Board); Gretchen Smith (St Paul, San Angelo); Jayne Sturgis (Grace, El Paso); Ralph Truszkowski (Grace, Midland); Doni Whigham (First, Alpine); Theresa Wright (Recording Clerk); Valerie Young (Synod of the Sun)

Excused Pastors: Brenda Church, Shannon Weisenfels, John Nelsen, Craig Meyers, Lewis Allen, Mary Beth Anton

Excused Commissioned Ruling Elders: Bea Torres

Excused Ruling Elders: Monahans; Pecos; Grace Chapel; St Mark; First, Odessa; Ballinger

Unexcused Pastors: Buddy Monahan, Cindy Duke, Cynthia Davenport-Herbst, Todd Wyrick

Unexcused Commissioned Ruling Elders: None

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

Docket

Stated Clerk Kay Long reported two changes to be made to the docket. Synod of the Sun Commissioner report will be presented before greetings from the Synod of the Sun. Point of person privilege was added after lunch. It was MOVED, SECONDED AND CARRIED that the docket be approved as amended. (See Exhibit B).

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 Brenda Church, Shannon Weisenfels, John Nelsen, Craig Meyers, Lewis Allen, Mary Beth Anton

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; Grace Chapel, San Angelo; St Mark, San Angelo; Ballinger; First, Odessa; Pecos

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

Report of the Minutes Audit Task Force

It was MOVED, SECONDED AND CARRIED that the minutes of the October 27, 2017 were approved as printed and entered into record.

It was MOVED, SECONDED AND CARRIED that Jim Miles, Ann Hurt, Cheryl Homsher be appointed to serve on the minutes audit task force for the February 23, 2018 meeting.

Next Steps Task Force Report

Ralph Truskowski presented the report of the Next Steps Task Force that was received as information. Other members of the task force present at the meeting were: Neal Locke, Matt Miles, Tim Gray, Susan Holstedt, Bill Rose and Anne Mackey. Complete report is attached as Exhibit C. Presbytery is being asked to pray about the plan, join in cluster gatherings and submit any suggestions to the task force for inclusion in the report to be presented to the June meeting of presbytery.

It was MOVED, SECONDED AND CARRIED that we gratefully receive the report and encourage the task force as they continue to work to present a final recommendation for vote at the June presbytery meeting.

Frances Carlton presented the report of the Synod of the Sun Commissioner which was received as information. On August 26, 2018 "Synod Sunday" will be celebrated. Imagine Mission Connection Conference will be held November 2-3, 2018 in Oklahoma City, OK. Thomas Riggs has been named Communications and Administration Coordinator for the Synod of the Sun.

Valerie Young brought greetings from the Synod of the Sun.

Report of the Missional Nominating and Representation Team

Jim Miles presented the report.

I. Matters of Information

None

II. Recommendations of a Routine Nature

None

III. Recommendations Requiring More Careful Consideration

A. That Judia Foreman (Grace, Midland) be elected to serve on the Permanent Judicial Commission (Class of 2018).

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

B. That Tracy Spencer-Brown be elected as Synod of the Sun Commissioner (Class of 2019).

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

C. That Mark Morgan (First, Big Spring) be elected as Presbytery Trustee (Class of 2019).

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

D. That Mitchie Rush (Westminster, Odessa) be elected to serve on the Outreach Team (Class of 2018).

The floor was opened for nominations. Hearing none it was MOVED AND CARRIED that Recommendation III.D be approved.

Report of Missional Outreach Team

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

I. Matters of Information

A. Jim Miles was elected moderator for the team for 2018. Theresa Wright will serve as clerk.

B. Team continues to work toward formalizing a Covenant Relationship with Iglesia Presbiteriana-Reformada en Cuba.

C. During the October 27, 2017 meeting of presbytery a total of 22 PDA Cleanup Buckets and 300 Hygiene Kits were assembled. On November 15, 2017 Matt Miles delivered a total of 78 Cleanup Buckets (22 assembled at presbytery meeting, 40 assembled by University, El Paso and 16 assembled by Grace, Midland) to First Presbyterian Church in Rockport, Texas. The 300 Hygiene kits will be taken to the TRYC Youth Retreat and added to the kits that are prepared during the retreat. They will then be delivered to FernCliff for distribution by PDA.

D. Judy Sage (FPC, Seminole) and Becky Thomas (FPC, Odessa) were appointed to the St Andrews Mission Board for 2018.

Report of the Administrative Commission for Divine Savior/St Andrew

The report was presented by Jimmy Stevens and received as information.

Since Jayne Ruiz accepted another call in June 2017, these churches have been without an ordained pastor. However, the churches have responded as has the Missional Ministries team. The following summarizes activities over the last several months:

- Rev Lucretia Chew has been appointed Moderator of both churches and has met several times with each session.
- Preaching at St Andrew has been done by three of the elders with communion officiated monthly by Debra Clugy-Soto or Carlos Clugy-Soto. Currently St Andrew has no plans to search for a pastor, as attendance continues in the 12-20 range. Through their lease of property as parking during the the refurbishment of the nearby high school, the church is able to meet their current operational needs.
- Preaching at Divine Savior was initially divided between two individuals in the congregation, but for the last several months, has been done by Rev. Debra Clugy-Soto, an ordained Disciples of Christ minister. They plan to engage her in a short term pulpit supply role until the current search process is completed. She or her husband, Carlos have officiated at communion there every month. Attendance at Divine Savior ranges from 30 to 50 people and the church has adequate funds to support a part time position.
- Jimmy Stevens and Lucretia Chew was appointed as liaisons with the congregation to develop a search for a part-time ordained minister/tentmaker. The search committee has completed its initial document, which now awaits approval by the session and then MMT. After that point, we will see what possibilities there are to obtain a part time bi-lingual pastor. Before that process begins, the Administrative Commission plans to meet to access the current status of both churches.

The meeting was adjourned with prayer for lunch at 12:00 p.m. The meeting was reconvened at 12:30 p.m. with prayer. Flynn Long was granted a moment of personal privilege.

Report of the Missional Networking Team

The report was presented by Jim Miles

I. Matters of Information

- A. The team wants to encourage the presbytery to participate in the “How the Gospel

Impacts Power & Sexual Ethics” workshop planned for February 22nd at First Presbyterian Church, El Paso.

- B. The team received a qualitative report from the Next Steps Task Force.
- C. The team approved the recommendation from the Personnel Sub-Committee that the stipend for Stated Clerk, Kay Long be increased from \$12,000 to \$18,000 per year.

II. Matters of a Routine Nature
None

III. Recommendations Requiring More Careful Consideration

- A. That the presbytery approve the following revisions to Section 4 of the Manual of Administrative Operations, and the adoption of a Standing Rule that will enable the presbytery to assume original jurisdiction of a session for the limited purpose of judicial process in disciplinary cases whenever a written request of a session is received.

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

SECTION 4
TEAMS, TASK FORCES, COMMISSIONS
AND SPECIAL COMMITTEES

4.1 AREA OF RESPONSIBILITY

Presbytery work between stated meetings shall be done by permanent or temporary teams, commissions elected by the presbytery, ~~and any~~ task forces appointed by the teams, **or special committees appointed in accordance with the Rules of Discipline of the Book of Order.**

4.2 MEMBERSHIP

Members of teams and commissions shall be elected by the presbytery or appointed by the moderator with the approval of the presbytery. Members of administrative commissions shall be composed of teaching and ruling elders in numbers as nearly equal as possible and sufficient to accomplish their work.

Teams may appoint members to permanent or temporary task forces in order to accomplish their tasks and goals. Task force members do not need to be members of the

team which appoints the task force.

Temporary teams may be appointed by the presbytery. Temporary committees may be appointed by the moderator.

Special Committees shall be created by the moderator, general missionary or stated clerk, and appointed by the moderator.

4.3 QUORUM

The quorum of any team, task force, or commission, **or special committee** shall be a majority of its members. The advisory personnel are not part of the quorum.

4.8 RELATIONSHIPS

Teams, commissions, and temporary, **and special** committees shall be directly accountable to the presbytery.

Task forces are accountable to the team responsible for their creation.

4.9 SPECIAL COMMITTEES

An Investigating Committee (IC) may **shall** be appointed in accordance with the *Book of Order*, whenever its existence is necessary to investigate a written statement of an alleged offense, filed under the auspices of the Disciplinary Chapters of the *Book of Order* (D-10.0201b). The Committee will consist of three to five members, and will be created by the moderator, general missionary, and stated clerk, **and appointed by the moderator.**

A Committee of Counsel **shall be appointed in accordance with the *Book of Order* (D-6.0302a-b) whenever its existence is necessary. The committee will consist** of no more than three persons ~~shall~~ **and will be appointed created** by the moderator of presbytery, general missionary, and stated clerk, **and appointed by the moderator.** ~~when necessary~~

Standing Rule:

When the Stated Clerk of the Presbytery receives a written request from the clerk of Session of a congregation requesting that the Presbytery take original jurisdiction of the Session for purposes of judicial process, the Presbytery may agree to assume original jurisdiction of that particular Session for the limited purpose of performing the functions of the Session required under the Rules of Discipline. The request should be from the Session and should include reasons for the request. The Session will reimburse the Presbytery for any costs of the inquiry if the Session is able. The Session may request a waiver of this cost requirement to the Presbytery. Upon

assumption of original jurisdiction of a Session for Judicial Process, the Presbytery will form an investigating committee according to its rule under D-10.0201b.

Report of the Missional Resource Team

Report was presented by Don Carlton

I. Matters of Information

- A. The first call for the Builders Fellowship will be given to First Presbyterian Church, Fort Stockton to replace 60 and 70 year old windows in the two main buildings.

For those that are not familiar with the Builders Fellowship it was first conceived and put in place by Charlie Hollingsworth, our presbytery executive in 1980. It was his plan that interested and motivated Presbyterians within Tres Rios Presbytery would welcome the opportunity to contribute a relatively small amount of personal financial support to the “bricks and mortar” needs of churches other than their own when the need was real and vital to those churches service in the community. Over the past 37 years the Builders Fellowship has given over \$348,059 to 30 churches and 4 mission projects.

- B. The 2016 financial review for the presbytery was received and reviewed by the team. Copies of the review are available at the clerks table.
- C. Insurance policy for the presbytery was reviewed and renewed with the Insurance Man (GuideOne).
- D. The Treasurer’s Report dated December 31, 2017 was reviewed by the team.

II. Matters of a Routine Nature None

III. Matters Requiring More Careful Consideration

- A. That the 2018 Presbytery Budget be approved.

It was MOVED AND CARRIED that Recommendation III.A be approved. (See Exhibit D).

Treasurer's Report

Report dated December 31, 2017 was presented by Jimmy Stevens and was filed for audit (See Exhibit E).

Report of the Missional Ministries Team

The report was presented by Tim Davenport-Herbst. Introduced Jen Fox (Candidate) and Hope Griffin (Inquirer).

I. Matters of Information

- A. Missional Ministries Team met November 6th, December 14th, and January 23, 2018.
- B. New officers elected for the year beginning in November 2017 are Tim Davenport-Herbst, Moderator and Jobeth McLeod, Clerk.
- C. MMT continues to supervise six inquirers and candidates under the care of presbytery in preparing for ministry. Those individuals are: Inquirers Donna Hedicke, Christi Brennan, and Hope Griffin; Candidates Suzanne Gulick, Lauren Heare Morris, and Jen Fox.
- D. MMT continues to work with various churches in the presbytery to provide support for ministry issues, pastoral searches, and changing ministries.
- E. Lewis Allen advised the presbytery of his plans to retire effective April 1, 2018.
- F. Craig Holstedt advised the presbytery of his plans to retire effective April 15, 2018.
- G. Rev. Kathryn Morton (HR) has requested transfer of her membership from Mission Presbytery to Tres Rios.
- H. The session of Grace Presbyterian Chapel, San Angelo requested permission to call a congregational meeting for the purpose of voting to extend the call to Rev. Kary Fry as Designated Pastor for an additional four (4) year term.

- I. The session of Grace Presbyterian Church, El Paso requested permission to call a congregational meeting for the purpose of voting to establish the position of Associate Pastor for Spiritual Nurture, and to authorize the Nominating Committee to nominate a slate of members to be elected and serve as the Associate Pastor Nominating Committee (APNC).
- J. The session of First Presbyterian Church, Sanderson requested permission to call a congregational meeting on November 5th for the purpose of voting on whether or not to enter into the discernment process in accordance with the presbytery's Reconciliation and Gracious Dismissal Policy.
- K. Report received of the First P.C., Sanderson congregational meeting advising that the congregation voted 14-0 to enter into the discernment process and set the required quorum. A Covenant Agreement was signed.
- L. MMT is developing plans for a one-day training event to instruct additional ruling elders approved for pulpit supply in the sacrament of the Lord's Supper. Interest in the revitalization of the presbytery's Commissioned Lay Pastor Academy is being explored, as well as, the possibility of synod sponsored CLP continuing education courses.
- M. Presbytery plans an educational event exploring "*How the Gospel Impacts Power and Sexual Ethics*" to be held Thursday, Feb. 22nd at First Presbyterian Church, El Paso. The Rev. Jan Edmiston, Co-Moderator of the 222nd General Assembly (PCUSA) will be the keynote speaker for the event.
- N. The Board of Pensions will hold a retirement planning seminar, "Growing into Tomorrow....Today", on March 1-2, 2018 at First Central Presbyterian, Abilene, TX.

II. Matters of Routine Nature (actions taken on behalf of presbytery)

- A. Approved the recommendation that Inquirer Lauren Heare Morris (St. Paul, SA) be moved to the candidacy phase in the preparation for ministry process effective August 6, 2017.

- B. Approved the recommendation that Candidate Suzanne Gulick (First, Big Spring) be certified ready to receive a call and enter into conversations with potential churches effective August 6, 2017.
- C. Approved request of Candidate Jen Fox (Grace, El Paso) to transfer presbytery of care to Tres Rios from the Presbytery of San Francisco. Permission also granted to take the Worship & Sacrament ordination exam (eff. 12-14-17).
- D. Approved presbytery's 2018 Approved Pulpit Supply List.
- E. Approved that the following ruling elders be authorized to administer the Lord's Supper in 2018: Jim Blischke, Bernadette Coffee, Randy Farmer, Dennis Haralson, Ann Hurt, T. C. Kincaid, Tom Koger, Peggy Tharp, and Bea Torres.
- F. Granted permission for First Presbyterian Church, Odessa to elect a Pastor Nominating Committee for the position of pastor.
- G. Approved request that Lucretia Chew be appointed to serve as the presbytery's advisor to Jinny Forbes for the Christian Educator Certification Program.
- H. Approved permission for First Presbyterian Church, Sanderson to call a congregational meeting on November 5th for the purpose of voting on whether or not to enter into the discernment process in accordance with presbytery's policy.
- I. Appointed Gary Dill (First, Marfa), Cindy Duke (First, Pecos), Lynn Fowler (First, Pecos), and Nelson Sager (First, Alpine) to serve as presbytery's representatives for the First, Sanderson discernment process. Representatives for the church are Malone Mitchell, Scott Mitchell, Mark Nash-Ford and Ada Lee Robbins. Jobeth McLeod will serve as facilitator.
- J. Approved the request that presbytery concur with the dissolution of Craig Holstedt's call as pastor to First, Big Spring, effective April 15, 2018, pending the congregational vote on February 4th, and that he be granted Honorably Retired status.
- K. Approved the request that presbytery concur with the dissolution of Lewis Allen's call as pastor to Good Shepherd, Sonora, effective April 1, 2018, pending the

congregational vote at a meeting to be held in the near future, and that he be granted Honorably Retired status.

- L. Granted permission for Lewis Allen to continue laboring out of bounds in Mission Presbytery as supply pastor at First Presbyterian Church, Rock Springs.
- M. Approved session request that Rev. Deborah Clugy-Soto (United Church of Christ) be authorized to serve as Temporary Supply Pastor for Divine Savior, El Paso for a six month period.
- N. Approved commissioning ruling elder Dennis Haralson (First, Seminole) to serve as moderator of the First, Coahoma session.
- O. Appointed Kary Fry to convene a sub-committee to examine Rev. Kathryn Morton (HR) for membership in the Presbytery of Tres Rios.
- P. Approved the request of the Grace Presbyterian Chapel's session to call a congregational meeting for the purpose of extending the call of Rev. Kary Fry as Designated Pastor for an additional four (4) year term.
- Q. Approved the request of Grace Presbyterian Church, El Paso session to call a congregational meeting for the purpose of establishing the position of Associate Pastor for Spiritual Nurture and authorize the Nominating Committee to propose a slate of members for election to serve as the APNC.

III. Matters Requiring More Careful Consideration

None

Report of the Missional Nurturing Team

The report was presented by Tracy Spencer Brown and was received as information.

I. Matters of Information

- A. Tracy Spencer Brown was elected moderator for the Nurture Team for 2018. Theresa Wright will serve as clerk.

- B. TRYC Youth Event will be held February 16-18, 2018 at Prude Ranch led by "Crossroads" Grace Presbytery College Age Ministry. Theme this year will be "Caution: Under Pressure" James 1:5-6. 95 participants attended. During the Mission Project 100 School Supply Kits, 125 Hygiene Kits and 20 Clean Up Buckets were prepared.
- C. Synod Youth Workshop will be held July 9-4, 2018 at the University of Tulsa. Scholarship opportunities are available. Please contact the presbytery office.
- D. The team continues to offer Church Officer Training when asked.
- E. The team has set up online training for Misconduct/Child Protection through GuideOne – SafeChurch. If you are interested in using this free training please contact Theresa at the Presbytery Office and she will give you a church access code. Background checks can be done also for a small fee. The team is also looking into other possible online training options.

Next Meeting Site

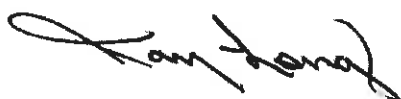
The 112th Stated Meeting of the Presbytery of Tres Rios will be held on Friday, June 29, 2018. Site to be determined

It was MOVED, SECONDED AND CARRIED that the presbytery express our extreme appreciation to the session, pastor and staff of First Presbyterian Church for hosting this meeting.

Adjournment

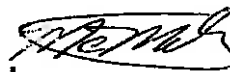
There being no further business the meeting was adjourned at 1:00 p.m. with prayer.

Respectfully Submitted,



Kay Long, Stated Clerk

Theresa Wright, Recording Clerk



Matt Miles, Moderator

Exhibit A

The Presbytery of Tres Rios - Necrology – 2017

PASTOR:	Birth:	Death:	
Bob Wallman	05/17/1928	1/26/2017	
ELDER:	Birth:	Death:	Church:
Joyce Zap		05/27/2017	Andrews
Deborah Douglas Sykes	07/19/1955	01/28/2017	First, Ballinger
Dr. Gordon Black	07/06/1919	06/19/2017	First, El Paso
Jack W. Barron *	01/20/1930	10/25/2017	First, El Paso
Betty Lubbers *	12/11/1929	07/11/2017	Grace, El Paso
Claire Nail	08/28/1922	09/24/2017	Grace, El Paso
E. Alan Dean	11/30/1931	02/17/2017	University, El Paso
Mary Sanders	09/10/1935	03/24/2017	University, El Paso
Russ Parker	01/24/1933	05/29/2017	University, El Paso
Allene Ford	09/21/1921	08/07/2017	University, El Paso
Clifford H. Sherrod	01/23/1930	02/21/2017	Grace, Midland
Raymond Nicholas *	10/12/1928	04/27/2017	Grace, Midland
William C. Dempsey *	12/22/1924	09/09/2017	Grace, Midland
Bess Barnett	01/12/1931	10/14/2017	Grace, Midland
Elizabeth Heath	08/06/1918	06/05/2017	First, Monahans
Wayne Smith	01/18/1927	01/28/2017	St Paul, San Angelo
Stanley Mayfield		10/06/2017	Good Shepherd, Sonora
DEACON:	Birth:	Death:	Church:
Allison Sykes	05/28/1958	02/04/2017	First, Ballinger
Wayne Scott	02/13/1941	01/15/2017	Westminster, Odessa
J.R. McEntyre	11/15/1926	05/19/2017	Westminster, Odessa

Exhibit B

Docket
111th Stated Meeting
February 23, 2018
First Presbyterian Church - El Paso, Texas
Rev. Tracy Spencer-Brown, Preaching
“Watch Out for Yourself and All the Flock” Acts 20:28

Friday, February 23, 2018

8:00 a.m. Registration

8:30 a.m. New Commissioner Orientation led by Kay Long, Matt Miles

9:00 a.m. Call to Order and opening prayer

Introduction of special guests

Welcome from the host church

Matt Miles

Matt Miles

Neal Locke

Opening Worship

Welcome to visitors, first time commissioners, and corresponding members

Adoption of the Docket

Omnibus Motion

Communications

Minutes Audit Task Force Report for October 27, 2017 meeting

Election of Minutes Audit Task Force February 23, 2018 meeting

Matt Miles

Kay Long

Kay Long

Kay Long

Next Steps Task Force

Ralph Truszkowski

Reports from:

Synod of the Sun Commissioner

Greetings from the Synod of the Sun

Missional Nominating and Representation Team

Missional Outreach Team

Administrative Commission for Divine Savior/St Andrew

Frances Carlton

Valerie Young

Jim Miles

Jim Miles

Jim Miles

Lunch

Personal Privilege

Flynn Long

Missional Networking Team

Missional Resource Team

Treasurer's Report

Adoption of Budget

Missional Ministries Team

Missional Nurturing Team

Adjournment and closing prayer

Jim Miles

Don Carlton

Jimmy Stevens

Tim Davenport-Herbst

Tracy Spencer-Brown

Exhibit C

Tres Rios Next Steps Task Force Recommendation February 23, 2018

The Next Steps Task Force, since the October 2017 meeting of Tres Rios Presbytery, met 7 times for half day meetings and participated in a retreat February 4-6 facilitated by Valerie Young of the Synod of the Sun. After much prayerful consideration and discussion we bring the following recommendation.

The Impact:

Tres Rios Presbytery partners with pastors and congregations so that all feel respected, encouraged and inspired.

This proposal is built upon the foundation of partnership. Why? So that all pastors and congregations feel respected, encouraged and inspired. We are partners. We work together and come alongside one another. We show respect for our shared Presbyterian tradition, heritage and form of government; for our diverse perspectives and ministry contexts; and simply for each other as brothers and sisters in Christ. We encourage one another not merely to feel good, but to build one another up, to demonstrate our care for one another, and to embolden each other in our ministry and witness. We inspire one another to move beyond ourselves, to see our communities and be empowered to serve and share the love of Jesus with those outside our churches.

Tres Rios Presbytery partners with pastors and congregations so that all feel respected, encouraged, and inspired. All our efforts should be filtered through this desired impact. How can we partner? Does it show respect? Does it encourage? Does it inspire?

The Plan:

1. Governed by three teams: The Administrative Team, the Pastoral Team, and the Vision and Outreach Team.

The Administrative Team partners with pastors and congregations to facilitate the business of the presbytery and ensure proper fulfillment of the Book of Order requirements.

The Pastoral Team partners with pastors and congregations to encourage spiritual growth and guidance.

The Vision and Outreach Team partners with pastors and congregations to inspire vision and service to the community.

Each of these teams will consist of 4 nominated and elected members: two clergy and two ruling elders, each representing one of the four clusters. Each will serve a two-year

term, with the exception of one clergy and one ruling elder from the first class who will serve a three year term.

The teams will function as commissions, having authority to make their own decisions and spend within their budget, with the exception of items that require a vote of the full presbytery.

Each team will have the power to create sub-committees and task forces as necessary.

Each team will participate in a “Team Meet” at least quarterly to report on their activity and decisions, presided over by the Moderator. This is not a decision-making body, but is intended to promote communication, transparency and collaboration among the teams.

Each team will be resourced by a part-time staff member and the full-time Administrative Assistant.

Job descriptions for the teams are attached as Appendix A, B and C.

2. Gathered two times per year as a presbytery.

One of these gatherings will be a one day worship and business meeting planned by the Administrative Team. The other gathering will be a “Big Event” to include a brief business meeting but primarily consist of an energetic, inspiring, equipping and/or mission-oriented event to be planned and organized alternately by the Pastoral Team and the Vision and Outreach team.

3. Resourced by three part-time and one full-time employee as follows:

Stated Clerk, paid part-time employee who resources the Administrative Team and fulfills the Book of Order duties of a Stated Clerk.

Pastoral Presbyter, paid part-time employee who resources the Pastoral Team.

Vision and Outreach Presbyter, paid part-time employee who resources the Vision and Outreach Team

Each of these positions could be filled by ordained clergy, ruling elders, or CREs and could be shared with a local congregation as a way of partnering with our churches who do not require or cannot afford a full-time pastor.

Job descriptions for the new positions of Pastoral Presbyter and Vision and Outreach Presbyter are attached as Appendix D and E.

The Means:

1. Implementation

Timeline:

February 2018 - Recommendation presented at Presbytery meeting and initial questions answered

March – June 2018

Next Steps members will meet with current teams of Presbytery and existing cluster events to further explain this recommendation and respond to questions and concerns.

Request the current Committee on Nominations and Representation to slate an Implementation Team who will oversee the necessary amendments to by-laws, provide for the hiring of new staff and nomination of members for all the teams, and address any other actions required to fully implement this recommendation in a timely manner.

Proposed amendments to this recommendation should be sent in writing to shannon.weisenfels@gmail.com before May 1, 2018. The Task Force will submit these amendments with recommendation for a yes or no vote to the Missional Networking Team for distribution to the presbytery prior to the June meeting.

June 2018 - Vote on the recommendation at Presbytery meeting. If the motion to adopt passes, elect the slated Implementation Team so they can begin work immediately.

January 2019 – New staff and structure in place.

If this recommendation is adopted, the task force further recommends the following:

- When hiring, build upon the foundation of partnership, by identifying congregations willing and able to support a pastor or CRE when shared with the Presbytery.
- Encourage cluster gatherings and get-to-know-you events 3-4 times a year, including during the implementation process, to build community and connection. The type of event is up to the cluster, but we encourage family-oriented activities where all the member churches can fully participate. We must know each other to truly be partners.
- Once implemented, Vision and Outreach Team will evaluate the progress annually by conducting a survey among a broad random sampling of the presbytery consisting of three True/False questions:

1. Do you feel respected by Tres Rios Presbytery?
2. Do you feel encouraged in your interactions with Tres Rios Presbytery?
3. Do you feel inspired by your connection with Tres Rios Presbytery?

Please explain/expand upon your answers.

The Vision and Outreach Team will recommend adjustments, changes and new vision as needed in response to this evaluation.

2. How do we provide the resources to fund the implementation?

4% draw on the following current permanent funds:

\$ 822,000 Chimney Springs

\$ 726,000 First Midland

\$ 175,000 Trinity Sales Proceeds (payments to date from sale)

\$ 1.72 M Total

\$ 69,000 = 4% Income

Currently Available Funds

\$ 69,000 Income

-\$ 25,000 Less funding Youth budget

\$ 44,000 Potential Staff Compensation

Potential Additional Funds

- Sale of Trinity - Midland Building Sale

- Lease / Sale of Presbytery Office, Midland

\$ 52,000 - 4% Annual of Trinity-Midland Building Sale

+ \$ 40,000 Presbytery Office Rental / Sale

\$ 92,000 Additional Potential Staff Compensation

\$ 44,000 Currently Available Funds

+ \$ 92,000 Potential Additional Funds

\$136,000.00 Total Potential Staff Compensation Budget

Potential to fund 3 each at \$ 25,000 plus benefits

Clergy and/or lay staff, compensation and mileage

Current Administrative Assistant Compensations Package = \$ 64,500

The Rationale:

1. Why only four elected members of each team?

One of Next Steps' earliest agreed upon goals was that our presbytery should be administratively lean. Each team has the power to appoint sub-committees or task forces as needed. We hope that providing more short-term opportunities for people to serve on well-resourced teams will

actually involve more people in the presbytery in the long run. We also hope that by wiping the slate more or less clean in terms of responsibilities for the Pastoral Team and Vision and Outreach Team, we will only go forward with the events and projects that have a champion and energetic volunteers behind them.

2. Why three staff people?

We are required to have a Stated Clerk and most presbyteries now compensate their Stated Clerk, which is right given the many responsibilities of the position. It is our human tendency, however, to give priority to the tasks that are well-defined, staffed and funded. While our administrative functions are important and required, they are not necessarily the most important function of a presbytery. For this reason, we wanted to equally staff the three teams and three ministry areas of our presbytery so that all our functions become well-defined and funded, and thus are all prioritized.

We founded this recommendation on the idea of partnership. More staff, potentially living and working in different clusters, will enable more easily facilitated partnerships and connections between neighboring congregations.

3. Why spend so much money? Wasn't financial decline one of the reasons the Next Steps Task Force was formed?

Tres Rios actually has significant financial resources in the form of investments with the Texas Presbyterian Foundation. While we do anticipate a continuing decline in church contributions in the future, we want to put our financial and human resources into building a more vital partnership among our churches, building on our shared Presbyterian value of connectionalism. We are also recommending generating new income through the sale or rental of the presbytery office. We hope that embedding employees in our local congregations will help to foster the sense among our churches that "presbytery is me too." We're also encouraging saving travel expenses for volunteers by the use of Zoom for meetings when possible.

4. Do we really need to change?

Yes. The Church in the western hemisphere is weathering a significant cultural change, and we need to be better positioned to address it. All our churches, not only the smallest, need partners to move into the future fulfilling the Great Commission and discerning what it looks like to encourage and inspire our communities in this fast-moving 21st Century world. Many presbyteries across the nation are going through similar processes to address this broad reality as well as the commonly shared reality of fewer churches and the resulting decline in human and financial resources.

5. Does this recommendation go far enough? Is it enough change?

The Next Steps Task Force engaged in research and much discussion about more drastic options such as allowing our member churches to join neighboring presbyteries and merging with another presbytery. After evaluation, we felt that our churches going their separate ways, while definitely a new direction, did not address our key concern that presbytery partner with pastors

and congregations to respect, encourage and inspire. There was energy in our conversations about the potential of a merger with a neighboring presbytery, particularly Palo Duro. Merging is a long process and we want to do much more than just get by in the near future. We want to pour our energy and resources into strengthening our partnership. As we become more connected and encouraged by one another, we also become a more attractive potential partner. We built the annual evaluation of this new plan into the structure so that if we feel another next step is needed in the coming years, there is an already established team charged with assessing our needs and exploring that further next step.

Appendix A

Tres Rios Administrative Team Job Description

Tres Rios Presbytery partners with pastors and congregations so that all feel respected, encouraged and inspired.

Membership:

The Administrative Team shall be comprised of 4 members nominated by the Leadership Recruitment and Representation Team and elected by the Presbytery. Each member will represent one of the four clusters. Members will serve a two-year term in classes (with the exception of the first class who will serve a three-year term) as follows:

Even year class: 1 clergy, 1 ruling elder

Odd year class: 1 clergy, 1 ruling elder

The Administrative Team will maintain a standing Leadership Recruitment and Representation sub-team, 2 clergy and 2 ruling elders in 2 classes representative of each cluster, to nominate the 4 members of each team, the Moderator of Tres Rios Presbytery, the members of the Permanent Judicial Commission, and the new class of the Leadership Recruitment and Representation Team. They shall fulfill the nominating and representation functions required by the Book of Order.

The Administrative Team has the power to appoint sub-committees and task forces as deemed necessary.

The Administrative Team is resourced by the Stated Clerk and Administrative Assistant.

Mechanics:

The Administrative Team will serve as a commission, having authority to make its own decisions and spend within its budget, except for items requiring approval by the presbytery.

At first meeting of each new class, the Administrative Team will elect a team moderator and clerk.

The team clerk will provide minutes of all meetings to the Administrative Assistant and Stated Clerk for Presbytery packets, Team Meets, record keeping, website and any other shared communications.

Responsibilities:

The Administrative Team partners with pastors and congregations to facilitate the business of the presbytery and ensure proper fulfillment of the Book of Order requirements.

This includes:

1. All financial duties such as the budget and annual review
2. Matters concerning property and insurance
3. Maintain the Manual of Operations
4. Provide for necessary Personnel functions of the presbytery
5. In partnership with the Stated Clerk:
 - Records Review
 - Matters pertaining to General Assembly and Synod
 - Provide for the nomination of new team leadership and a moderator in collaboration with current team leadership
 - Resource the Permanent Judicial Commission, Administrative Commissions and any other judicial functions of the Presbytery
6. Provide for all matters pertaining to Pastoral Calls (receiving inquirers and candidates, annual consultations, examinations, ordinations and installations, etc.)
7. Plan the annual worship and business meeting
8. Plan the annual small business portion of the Tres Rios Big Event
9. Organize and participate in the Team Meet at least quarterly

The Team will consider the following in all their responsibilities:

How can we partner?

Does this decision/action show respect?

Does this decision/action offer encouragement?

Does this decision/action inspire?

Appendix B

Tres Rios Pastoral Team Job Description

Tres Rios Presbytery partners with pastors and congregations so that all feel respected, encouraged and inspired.

Membership:

The Pastoral Team shall be comprised of 4 members nominated by the Leadership Recruitment and Representation Team and elected by the Presbytery. Each member will represent one of the four clusters. Members will serve a two-year term in classes (with the exception of the first class who will serve a three-year term) as follows:

Even year class: 1 clergy, 1 ruling elder

Odd year class: 1 clergy, 1 ruling elder

The Pastoral Team has the power to appoint sub-committees and task forces as deemed necessary.

The Pastoral Team is resourced by the Pastoral Presbyter and Administrative Assistant.

Mechanics:

The Pastoral Team will serve as a commission, having authority to make its own decisions and spend within its budget, except for items requiring approval by the presbytery.

At the first meeting of each new class, the Pastoral Team will elect a team moderator and clerk.

The team clerk will provide minutes of all meetings to the Administrative Assistant and Stated Clerk for Presbytery packets, Team Meets, record keeping, website and any other shared communications.

Responsibilities:

The Pastoral Team partners with pastors and congregations to encourage spiritual growth and guidance.

This includes:

- Provide pastoral care for pastors and congregations
- Conduct congregational visits
- Create connections and relationships among congregations
- Participate in the Team Meet at least quarterly
- Plan the Tres Rios Big Event every other year

Other examples may include:

- Oversight of TRYC and/or other youth events
- Providing Officer training, Confirmation or other shared seminars/classes
- Facilitating participation in CRE training
- Providing continuing education opportunities to pastors
- Recommending educational resources

The Team will consider the following in all their responsibilities:

How can we partner?

Does this decision/action show respect?

Does this decision/action offer encouragement?

Does this decision/action inspire?

Appendix C

Tres Rios Vision and Outreach Team Job Description

Tres Rios Presbytery partners with pastors and congregations so that all feel respected, encouraged and inspired.

Membership:

The Vision and Outreach Team shall be comprised of 4 members nominated by the Leadership Recruitment and Representation Team and elected by the Presbytery. Each member will represent one of the four clusters. Members will serve a two-year term in classes (with the exception of the first class who will serve a three-year term) as follows:

Even year class: 1 clergy, 1 ruling elder

Odd year class: 1 clergy, 1 ruling elder

The Vision and Outreach Team has the power to appoint sub-committees and task forces as deemed necessary.

The Vision and Outreach Team is resourced by the Vision and Outreach Presbyter and Administrative Assistant.

Mechanics:

The Vision and Outreach Team will serve as a commission, having authority to make its own decisions and spend within its budget, except for items requiring approval by the presbytery.

At the first meeting of each new class, the Vision and Outreach Team will elect a team moderator and clerk.

The team clerk will provide minutes of all meetings to the Administrative Assistant and Stated Clerk for Presbytery packets, Team Meets, record keeping, website and any other shared communications.

Responsibilities:

The Vision and Outreach Team will partner with pastors and congregations to inspire vision and service to the community.

The Vision and Outreach Team will plan the Tres Rios Big Event every other year.

Examples of the team's other work may include:

- Partnership with established agencies and missions (such as Project Vida, Pasos de Fe, St. Andrews Mission, etc.)
- Church Development
 - Conducting community needs assessments
 - Promoting dialogue within the community
 - Partnering with Sessions to create life-giving vision

- Development of ecumenical and interfaith relationships
- Actively partnering with other presbyteries and/or the larger church

The Team will consider the following in all their responsibilities:

- How can we partner?
- Does this decision/action show respect?
- Does this decision/action offer encouragement?
- Does this decision/action inspire?

Appendix D

Tres Rios Pastoral Presbyter Job Description

The Pastoral Presbyter is a part-time employee of not less than 20 hours per week with the following responsibilities:

1. Facilitate the Pastoral Team's development of a strategy to partner with pastors and congregations to encourage spiritual guidance and growth. Participate in the implementation of this strategy as necessary.
2. Develop relationships with pastors and Christian educators in each congregation.
3. Attend to all necessary documentation and reporting.
4. Serve as official point of contact for the Pastoral Team.
5. Collaborate with other Presbytery staff.

The Pastoral Presbyter is accountable to the Personnel sub-team and the Presbytery.

Desired characteristics:

- Self-initiative
- Entrepreneurial spirit
- Spiritual Leadership
- Compassionate heart
- Good listener
- Skilled presenter and facilitator
- Knowledge of educational resources and opportunities

Appendix E

Tres Rios Vision and Outreach Presbyter

The Vision and Outreach Presbyter is a part-time employee of not less than 20 hours per week with the following responsibilities:

1. Facilitate the Vision and Outreach Team's development of a strategy to partner with pastors and congregations to inspire vision and service to the community. Participate in the implementation of this strategy as necessary.
2. Develop relationships with each congregation.
3. Attend to all necessary documentation and reporting.

4. Serve as official point of contact for the Vision and Outreach Team.
5. Collaborate with other Presbytery staff.

The Vision and Outreach Presbyter is accountable to the Personnel sub-team and the Presbytery.

Desired characteristics:

- Self-initiator
- Entrepreneurial spirit
- Sensitivity to the diverse needs and perspectives of member churches
- Passion for mission and for equipping others for mission
- Skilled facilitator

Exhibit D **Presbytery of Tres Rios** **2018 Proposed Budget**

Receipts					
Contributions from Churches					
	2017 Budget	2017 Actual	Asking Budget 2018	Proposed Budget 2018	Comments
For Presbytery	\$139,610	\$150,782	\$137,000	\$132,090	
For Synod	2,000	1,972	2,000	2,000	
For General Assembly	20,390	19,725	22,410	22,410	Based on per capita @\$7.50/member for 2017 and \$7.73/ member for 2018. Reflects actual payment to GA
<hr/>					
Total church contributions	162,000	172,479	161,410	156,500	2018 based on benevolences received or 2018 monthly payments received.
Transfers from Restricted Funds					
Trinity Sales Proceeds	54,300	50,000	29,800	23,660	Estimate of amount needed to balance the 2018 results which is less than Asking Budget due primarily to the surplus in 2017 offset by lower 2018 church contributions.
Church Development	39,082	26,640	39,082	25,000	2017 budget represented support for ministers at Nazareth, St. Andrew and Divine Savior. Because the Designated Pastor at St. Andrew and Divine Savior took another call in June, less funding was required. The Asking Budget included support for ministers at Nazareth and Divine Savior, however less will be required since Divine Savior will not require presbytery support until later in 2018.
Small Church	0	5,000	0	0	0 2017 amount is grant to St. Paul
Sabbatical fund	0	2,500	0	0	0 2017 amount is grant approved by MMT
Camp Chimney Spring Funds	19,000	20,985	25,000	25,000	Includes support for all youth events, including youth task force, Jr. High youth camps and provision for 2019 triennium. Total spent must be within the 5% spending level of CCS funds.
Operating Reserve Funds	0	8,051	10,000	10,000	2018 budget is disaster relief funding for Outreach team. 2017 actual consists of funding for hurricane relief (\$10,000), new phone system (\$2,400) and McCarney repairs (\$5,500) less proceeds from car sale (\$5,500) and return of attorney retainer (\$4,349)
<hr/>					
Income-Builders Fellowship	112,382	113,176	103,882	83,660	
Interest Income	120	103	90	100	

Exhibit D **Presbytery of Tres Rios** **2018 Proposed Budget**

	2017 <u>Budget</u>	2017 <u>Actual</u>	Budget 2018	Budget 2018	<u>Comments</u>
Rent-Maranatha properties	6,000	6,000	6,000	6,000	
Rent-McCarney property	4,800	4,800	4,800	4,800	
Donations	5,000	10,100	5,000	5,000	Confidential, unsolicited pledges or contributions from individuals. 2018 is strictly an estimate; however, there are already contributions.
Other Income	3,250	2,873	2,750	3,000	Represents royalty income from Trinity properties.
Total Receipts	293,552	309,531	283,932	259,060	
Expenditures					
Support for Upper Gov Bodies					
Synod	2,000	1,972	2,000	2,000	
General Assembly	20,390	19,725	22,410	22,410	
Total Support for Upper Councils	22,390	21,697	24,410	24,410	
Missional Ministries Team					
Administrative Personnel Support	750	746	750	750	Ministries team recommendation
Other Training/Workshop	600	0	600	600	Ministries team recommendation
Meetings	2,500	1,395	2,000	2,500	Ministries team recommendation
Candidate Eval/Travel	2,000	1,200	2,500	2,000	
Negotiation/Discernment Expenses		(4,349)	0	0	2017 represents return of retainer for attorney involved with First Midland settlement
Sabbatical Grant	0	2,500	0	0	
Travel/Denomination/BOP Events	600	0	600	600	Ministries team recommendation
Total Missional Ministries Team	6,450	1,492	6,450	6,450	
Missional Outreach Team					
Meetings	1,750	954	1,200	1,200	Outreach team recommendation
Disaster Relief	1,500	12,000	10,000	10,000	2017 includes \$7,000 for Harvey relief and \$5,000 for Atlantic hurricane relief, of which \$10,000 was funded from the Operating Reserve. Asking budget approved by MOT and would also be funded from Operating Reserve
Church Support:					
Nazareth Salary Support	15,000	15,000	15,000	15,000	Funded from Church Development
Divine Savior/St. Andrew Support	24,082	11,640	24,082	10,000	Estimated amount which would be funded from Church Development
Total Church Support	39,082	26,640	39,082	25,000	

Exhibit D **Presbytery of Tres Rios** **2018 Proposed Budget**

	2017	2017	Budget	Budget	
	<u>Budget</u>	<u>Actual</u>	<u>2018</u>	<u>2018</u>	<u>Comments</u>
Mission Support:					
Project Vida	10,000	10,000	10,000	10,000	
St Andrews Mission	6,000	6,000	6,750	6,750	
Mission Trip	750	0	0	0	No mission trip taken in 2017 & no budget request for 2018
Pasos de Fe	1,500	1,500	1,500	1,500	
Bob Lewis Mission	500	500	500	500	
Project Dignidad	500	500	500	500	
Total Mission Support	19,250	18,500	19,250	19,250	
Total Missional Outreach Team	61,582	58,094	69,532	55,450	Approved by Missional Outreach Team
Misional Nomin & Repre Team					
Meetings	300	247	300	300	
Total Missional Nom./Repre. Team	300	247	300	300	
Missional Nurturing Team					
Youth:					
Youth Task Force	11,000	7,568	11,000	11,000	MNT recommendation
Triunium	6,000	6,000	6,000	6,000	MNT recommendation
Synod Youth Workshop	0	6,668	7,000	7,000	MNT recommendation. Nurture team approved schlorships for attendance at SYW
Junior High Youth Camps	2,000	750	1,000	1,000	MNT recommendation
Meetings	19,000	20,986	25,000	25,000	Amount is funded from CCS funds
	500	376	500	500	MNT recommendation
Total Missional Nurturing Team	19,500	21,362	25,500	25,500	
Missional Resources Team					
Facilities:					
Building Janitorial	3,660	4,440	4,800	4,800	
Building Maintenance	3,500	3,357	3,250	3,250	
Building Utilities	6,200	5,544	6,200	6,200	
Insurance/Office & other facilities	7,350	7,200	7,400	7,400	
McCamey facility repair	0	5,500	0	0	McCamey facility repair approved by MRT during 2017
Maintenance of other facilities	100	835	100	750	
Total Facilities	20,810	26,876	21,750	22,400	

Exhibit D **Presbytery of Tres Rios** **2018 Proposed Budget**

	2017	2017	Budget	Budget	
	<u>Budget</u>	<u>Actual</u>	<u>2018</u>	<u>2018</u>	<u>Comments</u>
Operating Expenses-Presbytery:					
Communications/Publications	435	782	300	400	
Computer Operations	3,400	2,962	3,500	3,200	
Website	750	759	750	750	
Equipment Leases	8,850	6,641	9,000	7,500	
Equipment Maintenance	4,100	4,040	4,100	4,100	
New phone system	0	2,400	0	0	New phone system funded from Operating Reserve
Postage	2,500	1,735	2,500	2,500	
Supplies	6,000	4,201	6,000	5,750	
Van and storage	2,400	2,201	2,400	2,400	
GA Training	0	0	0	400	
Telephone	5,000	6,702	6,000	6,000	
Total Operating Expenses-Presby.	33,435	32,423	34,550	33,000	
Financial Review					
Meetings of team & sub groups	4,000	4,600	4,000	4,500	
	1,000	587	750	747	
Total Mission Resources Team	59,245	64,486	61,050	60,647	
Missional Networking Team					
Presbytery Task Forces	6,000	2,943	6,000	6,000	Primarily Next Steps task group in 2017 & 2018
Personnel Sub-Committee	1,500	444	1,000	1,000	
Meetings	5,000	5,392	4,000	5,500	
	12,500	8,779	11,000	12,500	
Grants to churches (Small Church)					
St. Paul	0	5,000	0	0	
	0	5,000	0	0	

Exhibit D **Presbytery of Tres Rios** **2018 Proposed Budget**

	<u>2017</u> <u>Budget</u>	<u>2017</u> <u>Actual</u>	<u>Budget</u> <u>2018</u>	<u>Budget</u> <u>2018</u>	<u>Comments</u>
Staff Expense					
Admin. Assistant Salary	45,761	45,762	47,134	47,134	3% increase approved by Personnel team
Admin. Assistant Pens/Medical	16,016	13,610	16,500	13,960	Reduction from asking due to actual in 2017 adj. for Increase
Admin. Assistant Cont Ed	800	794	800	800	
General Missioner Salary	11,109	11,109	0	0	No asking or proposed budget awaiting Next Steps
General Missioner Housing	10,000	10,000	0	0	No asking or proposed budget awaiting Next Steps
General Missioner Pens/Medical	7,705	7,705	0	0	No asking or proposed budget awaiting Next Steps
General Missioner Cont Educ	500	0	0	0	No asking or proposed budget awaiting Next Steps
General Missioner Travel	3,500	4,674	0	0	
Vacancy dues	7,600	0	0	0	Determined no vacancy dues applicable for GM position
Payroll Taxes	3,500	4,189	4,419	4,983	Increase from asking due to increase for Stated Clerk
Stated Clerk Salary	0	9,000	12,000	18,000	2018 increase approved by Personnel
Stated Clerk Expense	2,094	2,846	2,337	2,800	
Staff Meeting/Travel	3,000	2,311	2,500	2,500	
Total Staff Expense	111,585	112,000	85,690	90,177	
Presbyterian Women					
Total Expense	0	0	0	0	PW no longer active in Tres Rios
Net Receipts over (under) Expenditures	293,552	293,157	283,932	275,434	
	\$0	\$16,374	\$0	(\$16,374)	
Beginning of year surplus (deficit)	(\$8,552)	(\$8,552)	\$0	\$16,374	
Transfer from Operating Reserve					
	\$8,552	\$8,552	\$0	\$0	
End of year surplus	\$0	\$16,374	\$0	\$0	

Trinity property sale:

Genesis note payments

	\$79,058	\$79,047	\$79,058	\$1,306,659	2017 represents 12 monthly payments. In 2017, Genesis has a contract pending on the property, which means that the balloon payment (\$1,306,659 is owed) on this note will be paid during the week of February 19th 2018 to satisfy our lien on this property.
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Presbytery of Tres Rios
Receipts and Disbursements
for the year ended 12/31/2017

Receipts			
Contributions from Churches			
For Presbytery	\$150,782	\$139,610	\$139,610
For Synod	1,972	2,000	2,000
For General Assembly	19,725	20,390	20,390
Based on per capita @\$7.50/member for 2017. Reflects actual payment to GA			
Total church contributions	172,479	162,000	162,000
Budget for 2017 was based on benevolences received or 2016 actual paid.			
Trinity Sales proceed used	50,000	54,300	54,300
Transfers from Restricted Funds			
Church Development	15,000	15,000	15,000
Nazareth salary support approved by Miss. Outreach team.			
Second Harvest	11,640	24,082	24,082
2017 actual and 2017 budget include support for minister at St. Andrew and Divine Savior. Minister accepted another call in June 2017, thus less funding required.			
Small Church	5,000	0	0
Grant to St Paul San Angelo for major repairs			
Sabbatical Fund	2,500	0	0
Approved by MMT			
Camp Chimney Spring Funds	20,985	19,000	19,000
Includes support for all youth events, including youth task force, Synod Youth workshop, Jr. High youth camps and provision for 2019 triennium. Total must be within the 5% spending level of CCS funds.			
Operating Reserve Funds	8,051	0	0
2017 actual represents cost of McCarney repairs, new phone system, \$10,000 for hurricane relief less sale of GM vehicle and return of retainer from Midland settlement attorney			
	63,176	58,082	58,082
Income-Builders Fellowship			
Interest Income	0	0	0
Call for St. Andrew in the spring of 2017 generated \$4,650 incl. int. on perm fund			
Rent-Maranatha properties	103	120	120
Rent-McCarney property	6,000	6,000	6,000
Donations	4,800	4,800	4,800
Other Income	10,100	5,000	5,000
Confidential, unsolicited pledges or contributions from individuals			
	2,873	3,250	3,250
Represents royalty income from Trinity O&G properties.			
Total Receipts	309,531	293,552	293,552

**Presbytery of Tres Rios
Receipts and Disbursements
for the year ended 12/31/2017**

	<u>12/31/2017</u> <u>Actual</u>	<u>12/31/2017</u> <u>Budget</u>	<u>Budget</u> <u>2017</u>	<u>Comments</u>
Expenditures				
Support for Upper Gov Bodies				
Synod	1,972	2,000	2,000	
General Assembly	19,725	20,390	20,390	
Total Support for Upper Councils	21,697	22,390	22,390	
Missional Ministries Team				
Administrative Personnel Support	746	750	750	
Training-Ruling Commissioned Elder	0	0	0	
Other Training/Workshop	0	600	600	
Meetings	1,395	2,500	2,500	
Candidate Eval/Travel	1,200	2,000	2,000	
Negotiation/Discernment Expenses	(4,349)	0	0	2017 credit represents return of Midland settlement attorney retainer
Sabbatical Grant	2,500	0	0	MMT approved grant at it's March meeting
Travel/Denomination/BOP Events	0	600	600	
Total Missional Ministries Team	1,492	6,450	6,450	
Missional Outreach Team				
Meetings	954	1,750	1,750	
Redevelopment costs	0	1,500	1,500	
Church Support:				
Nazareth Salary Support	15,000	15,000	15,000	Funded from Church Development
Divine Savior/St. Andrew Support	11,640	24,082	24,082	2017 budget reflects support for pastor by Divine Savior for the year and by St. Andrew for six months.
Total Church Support	26,640	39,082	39,082	

Presbytery of Tres Rios
Receipts and Disbursements
for the year ended 12/31/2017

	12/31/2017	12/31/2017	Budget	
	<u>Actual</u>	<u>Budget</u>	<u>2017</u>	<u>Comments</u>
Mission Support:				
Project Vida	10,000	10,000	10,000	
St Andrews Mission	6,000	6,000	6,000	
Mission Trip	0	750	750	
Pasos de Fe	1,500	1,500	1,500	
Bob Lewis Mission	500	500	500	
Hurricane Relief	12,000	0	0	Approved at October presbytery meeting. \$10,000 funded from Operating Reserve and \$2,000 from Outreach budget
Project Dignidad	500	500	500	
Total Mission Support	30,500	19,250	19,250	
Total Missional Outreach Team	58,094	61,582	61,582	
Misional Nomin & Repre Team				
Meetings	247	300	300	
Total Missional Nom./Repre. Team	247	300	300	
Missional Nurturing Team				
Youth:				
Youth Task Force	7,568	11,000	11,000	
Triennium	6,000	6,000	6,000	Annual amount represents one third of funding for 2019 triennium
Synod Youth Workshop	6,668	0	0	Approved by Missional Nurturing Team-funded by CCS funds
Junior High Youth Camps	750	2,000	2,000	
Leadership Dev/Training	20,986	19,000	19,000	
Meetings	0	0	0	
	376	500	500	
Total Missional Nurturing Team	21,362	19,500	19,500	

**Presbytery of Tres Rios
Receipts and Disbursements
for the year ended 12/31/2017**

	<u>12/31/2017 Actual</u>	<u>12/31/2017 Budget</u>	<u>Budget 2017</u>	<u>Comments</u>
Missional Resources Team				
Facilities:				
Building Janitorial	4,440	3,660	3,660	
Building Maintenance	3,357	3,500	3,500	
Building Utilities	5,544	6,200	6,200	
Insurance/Office & other facilities	7,200	7,350	7,350	
McCarney facility repairs	5,500	0	0	Approved by Resources after discussion with pastor and communicated to presbytery in February. Funded from Operating Reserve
Maintenance of other facilities	835	100	100	Primarily clean-up at Maranatha facility
Total facilities	26,876	20,810	20,810	
Operating Expenses-Presbytery:				
Communications/Publications	782	435	435	
Computer Operations	2,962	3,400	3,400	
Website	759	750	750	
Equipment Leases	6,641	8,850	8,850	
Equipment Maintenance	4,040	4,100	4,100	
New phone system	2,400	0	0	New phone system approved by Missional Resources and funded from oper reserves
Postage	1,735	2,500	2,500	
Supplies	4,201	6,000	6,000	
Van and storage	2,201	2,400	2,400	
Telephone	6,702	5,000	5,000	Reduction from Asking budget due to cell for GM
Total Operating Expenses-Presby.	32,423	33,435	33,435	
Financial Review	4,600	4,000	4,000	CPA review costs reduced for 2016 and 2017 by the CPA
Meetings of team & sub groups	587	1,000	1,000	
Total Mission Resources Team	64,486	59,245	59,245	
Missional Networking Team				
Presbytery Task Forces	2,943	6,000	6,000	Primarily Next Steps task group in 2017
Personnel committee	444	1,500	1,500	
Meetings	5,392	5,000	5,000	
	8,779	12,500	12,500	

**Presbytery of Tres Rios
Receipts and Disbursements
for the year ended 12/31/2017**

	12/31/2017 <u>Actual</u>	12/31/2017 <u>Budget</u>	Budget 2017	<u>Comments</u>
Grants to churches (Small Church)				
St. Paul	5,000	0	0	Funded from Small Church fund
	5,000	0	0	
Staff Expense				
Admin. Assistant Salary	45,762	45,761	45,761	
Admin. Assistant Pens/Medical	13,610	16,016	16,016	
Admin. Assistant Cont Ed	794	800	800	
General Missioner Salary	11,109	11,109	11,109	Refleacts resignation of General Missioner eff. 3/31/17
General Missioner Housing	10,000	10,000	10,000	Refleacts resignation of General Missioner eff. 3/31/17
General Missioner Pens/Medical	7,705	7,705	7,705	Refleacts resignation of General Missioner eff. 3/31/17
General Missioner Cont Educ	0	500	500	Refleacts resignation of General Missioner eff. 3/31/17
General Missioner Travel	4,674	3,500	3,500	Includes new tires required for car and Nicaragua expenses
Vacancy dues	0	7,600	7,600	Subsequently learned no vacance dues are due to BOP
Payroll Taxes	4,189	3,500	3,500	
Stated Clerk Salary	9,000	0	0	Decision made after resignation of GM
Stated Clerk Expense	2,846	2,094	2,094	
Staff Meeting/Travel	2,311	3,000	3,000	
Total Staff Expense	112,000	111,585	111,585	
Presbyterian Women				
Total Expense	0	0	0	PW no longer active in Tres Rios
	293,157	293,552	293,552	
	\$16,374	\$0	\$0	
Net Receipts over (under) Expenditures				
Beginning of year surplus (deficit)	(\$8,552)	(\$8,552)	(\$8,552)	
Transfer from Operating Reserve	\$8,552	\$8,552	\$8,552	Transfer from operating reserve
	\$16,374	\$0	\$0	
End of year surplus				
	\$16,374	\$0	\$0	
Trinity property sale:				
Genesis note payments	\$79,047	79,058	\$79,058	Represents 12 monthly payments. In 2017, In 2016, Genisis requested and presbytery granted a four month suspension of payments in the spring. This amount of \$28,362 has been added to the balloon payment due in 2018.

The Presbytery of Tres Rios
Church Contribution Report
January 1 - December 31, 2017

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	Total
Pin #	Church	Acceptance	Current Quarter	YTD	% to Date	Pby.	Synod	GA	Hurricane Disaster Rel	Build Fellow	One Great Christmas Hl. Sharing	Joy	Pentecost	Peace Making	Theological Education	Mission Worker	Other		Total
08723	Alpine	1800	45.00	1800.00	100%	1512.00	36.00	252.00								45.00			1845.00
21987	Andrews	400		0.00	0%														0.00
21998	Baillinger	1250	670.00	1250.00	100%	1085.50	18.40	146.10		200.00	55.00	233.00			150.00				1888.00
22000	Big Spring	12900	8695.00	25400.00	197%	23682.00	212.00	1506.00			810.00	470.00							26680.00
22002	Coahoma	1500		0.00	0%														0.00
	El Paso:																		
08726	Dyvirne Savior	500	125.00	500.00	100%	444.00	7.00	49.00											500.00
22003	Faith	2000	1000.00	2000.00	100%	1840.00	20.00	140.00											2000.00
08724	First	6000	1500.00	6000.00	100%	5280.00	90.00	630.00	200.00										6200.00
15020	Grace	18000	4739.00	18000.00	100%	15810.00	300.00	1890.00	710.00		450.00	265.00	175.00	39.00			630.00		20269.00
22005	St. Andrew	1000	1000.00	1000.00	100%	840.00	20.00	140.00											1000.00
22007	University	57000	22723.50	57000.00	100%	49157.53	550.00	7292.47	14158.00		3626.00	1402.00	780.90	671.50	2000	1000.00	4100.00		84738.40
08727	Fort Davis	2500	625.11	2708.91	108%	2403.07	40.48	265.36									56.47		2765.38
08728	Fort Stockton	4200	1050.00	4200.00	100%	3633.00	70.00	497.00	2400										6600.00
	Marfa	1000	600.00	1200.00	120%	1104.00	12.00	84.00											1200.00
	Midland:																		
10551	Grace	11250	7451.20	11516.00	102%	10139.00	160.33	1216.67	3523.2		2107.08	3180.00	345.00			738.00	1000.00	127.50	22536.78
08729	Monahans	3000	1500.00	3000.00	100%	2520.00	60.00	420.00											3000.00
	Odessa:																		
22013	First	1000	1698.00	1000.00	100%	880.00	15.00	105.00	150.00		1218.00	1348.00	781.20						4497.20
22015	Westminster	12000	3000.00	13000.00	108%	11060.00	220.00	1720.00											13000.00
22017	Pecos	600	150.00	600.00	100%	522.00	11.00	67.00											600.00
	San Angelo:																		
08652	Nazareth	2400	600.00	2400.00	100%	2122.00	40.00	238.00											2800.00
11530	St. Mark	6000	2605.00	6000.00	100%	5350.00	90.00	560.00	1105							200.00			7105.00
08651	St. Paul	10000	600.00	796.00	8%	670.00	16.00	110.00	500.00	100.00									1396.00
	Grace Chapel	4000	2019.90	5150.21	129%	4803.05	69.59	477.56											5150.21
22021	Sanderson	1500		0.00	0%														0.00
22023	Seminole	2640	2865.49	5358.00	203%	4653.40	87.20	617.40	500.00			175.00	55.49	40.00					7349.49
22024	Sonora	250	250.00	250.00	100%	250.00													250.00
	Total Dollars	164680	65512.20	170129.12		149560.56	2145.00	18423.56	23246.2	300	8266.08	7073	2137.59	750.50	2150	1983.00	7007.47	127.50	223042.96

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