
The Presbytery of Tres Rios

The Presbyterian Church (U.S.A.)

Volume 39, Number 2

2018



**112th Stated Meeting
Westminster Presbyterian Church
Odessa, Texas
June 29, 2018**

Official Copy



Stated Clerk
Presbytery of Tres Rios

**The Presbytery of Tres Rios
Presbyterian Church (U.S.A.)
Westminster Presbyterian Church
Odessa, Texas**

June 29, 2018

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**The Presbytery of Tres Rios
The Presbyterian Church (U.S.A.)
Westminster Presbyterian Church
Odessa, Texas
June 29, 2018**

The 112th 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, June 29, 2018 in the Sanctuary of Westminster Presbyterian Church, Odessa. 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 and celebration of the Lord's Supper. Rev. Tim Davenport-Herbst preached the sermon.

Anne Mackey welcomed the presbytery to Westminster Presbyterian Church. Special guests and first time commissioners were introduced.

Special Announcements: Celebrating the 50th Anniversary of Don and Frances Carlton; Recognize Rev. Dick McFarlin as he celebrates his 50th year of ordination and will be moving to McKinney later in the summer. Special prayers for the family of Helen Lewis (Seminole).

Pastors: Mary Beth Anton, Tracy Spencer Brown, Lucretia Chew, Brenda Church, Gary Dill, Tim Gray, Tim Davenport-Herbst, Cheryl Homsher, Neal Locke, Jessica Vaughan Lower, Richard McFarlin, Jobeth McLeod, Craig Meyers, Jim Miles, Matt Miles, John Nelsen, Shannon Weisenfels

Commissioned Ruling Elders: Ann Hurt, Bea Torres

Ruling Elders: Alpine, Nelson Sager; Big Spring, Danny Kenemur; Coahoma, Sherrie Chevalier; Grace, El Paso; Bill Rose; St Andrew, El Paso J.B. Sipherd; University, El Paso, Mary Beth Harper; Fort Stockton, Angie Miles; Marfa, Marilyn Dill; Grace, Midland, Chris Laufer; Monahans, Susan Edington; First, Odessa, Marshall Nelson; Westminster, Odessa, Pam Keel; Pecos, Lynn Fowler; Nazareth, Petty Gutierrez; St Mark, Susan Laufer; St Paul, Peggy Tharp; Seminole, Judy Sage

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

Visitors: Frances Carlton (Synod Commissioner); Kathy Dodson (Presbyterian Children's Home and Services); Ray Hickman (Eastern Oklahoma Presbytery); Sherry Kenney (Presbyterian Foundation); Anne Mackey (Westminster, Odessa); Martha Orozco (Nazareth, San Angelo); Mike Robinson (Missional Outreach Team member); Theresa Wright (Recording Clerk).

Excused Pastors: Katherine Novell, Craig Holstedt, Kary Fry, Tommy Taylor, Cynthia Davenport-Herbst

Excused Commissioned Ruling Elders: None

Excused Ruling Elders: Fort Davis

Unexcused Pastors: Bill Schlesinger, Carol Schlesinger, Cindy Duke

Unexcused Commissioned Ruling Elders: None

Unexcused Ruling Elders: Andrews; Ballinger; Divine Savior; Faith; First, El Paso; Sanderson; Sonora

Docket

It was MOVED, SECONDED AND CARRIED that the docket be approved 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. Katherine Norvell, Craig Holstedt, Kary Fry, Tommy Taylor, Cynthia Davenport-Herbst

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

Requests for excuse from Ruling Elder Commissioner from Fort Davis

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 February 23, 2018 were approved as printed and entered into record.

It was MOVED, SECONDED AND CARRIED that Jim Miles, Marilyn Dill and Ann Hurt be appointed to serve on the minutes audit task force for the June 29, 2018 meeting.

Report of the Stated Clerk

The report was presented by Stated Clerk, Kay Long and received as information.

STATISTICAL REPORT

Membership 1/1/17	2,899
Membership Gains	105
Membership Losses	<u>164</u>
Total Presbytery Membership 12/31/17	2,840

Teaching elders on roll 1/1/17	50
Teaching elders received	2
Teaching elders ordained	1
Teaching elders dismissed	2
Teaching elders deaths	1
Removed from roll	2
Teaching elders dismissed to other denominations	0

Commissioned Ruling Elders	2
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Churches on roll 1/1/17	26
Churches organized	0
Churches dissolved	0
Churches dismissed	0
Churches on roll 12/31/17	26

The following churches did not submit sessional statistical reports for 2017:
Andrews, Divine Savior, Fort Davis, Sanderson, Sonora

Stated Clerk's Parity Report

Total Teaching Elders Members (active)	32
Total Ruling Elder Commissioner Members	26
Commissioned Ruling Elders	2
Ruling Elder Officers of Presbytery	2
Ruling Elder Team Moderators with Vote	2
Total Ruling Elder Voting Members	32

**FORMER PERMANENT JUDICIAL COMMISSION MEMBERS ELIGIBLE
TO SERVE IN ORDER TO MEET QUORUM**

The stated clerk shall keep and annually report to presbytery an alphabetical roster of former members of the Permanent Judicial Commission by classes who may be called upon when necessary to constitute a quorum (D-5.0206b).

Class of 2020 (resigned prior to exp of term)

Lewis Allen (HR)

Class of 2018 (resigned prior to exp of term)

Marg Carpenter, Ruling Elder – First Big Spring
Flynn Long (HR), Bob Hawkins (HR),

Class of 2012

Dick McFarlin (HR)

Bob Sams (HR)

Lucretia Chew (HR)

Albert Sherman, Ruling Elder – First Midland

223rd GENERAL ASSEMBLY COMMISSIONERS AND YAAD DELEGATE (2018)

Teaching Elder Commissioner – Rev Jessica Vaughan Lower (Grace, El Paso)

Ruling Elder Commissioner - Elder Lynn Fowler (First, Pecos)

Young Adult Advisory Delegate – Crystal Perez (First, Fort Stockton)

CERTIFICATIONS

As required by the Book of Order (G-3.0106), the Stated Clerk certifies that the Presbytery of Tres Rios adopted a Manual of Operations at its 98th Stated Meeting held October 18, 2013.

As required by the Book of Order (G-3.0106), the Stated Clerk certifies that the Presbytery of Tres Rios adopted and implemented a Sexual Misconduct Policy and Procedures Manual at its 98th Stated Meeting held October 18, 2013.

As required by the Book of Order (G-3.0106), the Stated Clerk certifies that the Presbytery of Tres Rios adopted and implemented a Child Protection Policy and Procedures Manual at its 106th Stated Meeting held June 10, 2016.

As required by the Book of Order (G-3.0302e), the Stated Clerk certifies that the Presbytery of Tres Rios has submitted the Annual Statistical Report to the General Assembly.

As required by the Book of Order (G-3.0111), the Stated Clerk certifies that the Presbytery of Tres Rios adopted and implemented a process for nominating persons to serve in positions requiring election at its 103rd Stated Meeting held June 25, 2015.

As required by the Book of Order (G-3.0109A), the Stated Clerk certifies that the Presbytery of Tres Rios has a duly elected PJC composed of nine members.

Kathy Dodson brought greetings from Presbyterian Children's Home and Services Agency

Sherry Kenney brought greetings from the Presbyterian Foundation.

Report of the Missional Networking Team

The report was presented by Jim Miles

I. Matters of Information

A. The Missional Networking Team met on June 4, 2018.

B. The following session minutes have been read and approved:

First P.C., Alpine (2016) – With Exception
First P.C., Ballinger (2017) – Without Exception
First P.C., Big Spring (2017) – Without Exception
First P.C., El Paso (2017) – Without Exception
Grace P.C., El Paso (2017) – Without Exception
St. Andrew P.C., (2017) El Paso – Without Exception
First P.C., Odessa (2017) - With Exception
Westminster P.C., Odessa (2017) – Without Exception
First P.C., Pecos (2017) – Without Exception
First P.C., Sanderson (2017) – Without Exception
First P.C., Seminole (2017) – Without Exception

C. The invitation from First Presbyterian Church, Fort Stockton to host the October 26, 2018 meeting of presbytery was accepted with thanks.

II. Recommendation of a Routine Nature

None

III. Recommendations Requiring More Careful Consideration

- A. That the presbytery hear and act on the report of the Next Steps Task Force.

Report Next Steps Task Force Report

The report was presented by Shannon Weisenfels.

Proposed Amendments to Next Steps Task Force Recommendation of February 23, 2018

1. Change “The Vision and Outreach Team partners with pastors and congregations to inspire vision and service to the community.” (see p. 2 and p. 11) to:

“The Vision and Outreach Team partners with pastors, congregations **and officially established projects of the Presbytery** to inspire vision and service to the community.”

Rationale from Bill Schlesinger: Officially established mission projects such as Project Vida are not tied to a specific congregation but represent a major investment of Presbytery resources and have significant capital assets and liabilities that would revert to the Presbytery should they be dissolved. Specifically, Presbytery is responsible for naming Project Vida’s board members and one board member for Project Vida Health Center according to their respective by-laws. At least in Project Vida’s case, there is no other Presbyterian oversight entity to do so.

Next Steps Task Force recommends a YES vote on this amendment because it was not our intent to exclude official projects such as Project Vida from partnership with the Vision and Outreach Team. We did not wish to mandate the continuation of all the ministries we currently engage under the umbrella of mission and outreach, but ministries like Project Vida that the presbytery established, provides board membership, etc. are full partners and the addition of this phrase makes sure that the Vision and Outreach Team gives the full attention necessary to those ministries.

It was MOVED, SECONDED AND CARRIED that amendment #1 be approved.

2. Change “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” (p.2) to “Each of these teams will consist of 8 nominated and elected members: four clergy and four ruling elders, two from each of the four clusters.” Amend all team job description appendices to reflect this change.

Rationale from Cheryl Homsher: I know the plan calls for co-opting additional people for specific tasks, and sometimes that can work well. Sometimes not (co-opting calls for strong consistent communication and coordination). 4 people per team doesn’t give us much cushion if someone is unable to fulfill their duties, or if those 4 don’t work well together.

Next Steps Task Force recommends a NO vote on this amendment because this point of how many people were needed per team underwent considerable discussion when crafting the report. In the end, it was our belief that giving the Leadership Recruitment and Representation Team fewer positions to fill not only made their job simpler, but also gave them the opportunity to not always rely on the people who are consistently willing and available to fill out the teams. A common concern raised in the feedback we solicited was along the lines of “the same few people are always making the decisions...” We fully acknowledge that this occurs in large part because the same few people are often the only ones to consistently say yes when asked to serve. We believe strongly that more people would be willing to serve and lend their gifts to shorter-term commitments that they feel passionate about, which could be for a two year term as an elected team member, or as a sub-team member for an even shorter term to accomplish specific tasks. If there is not a “champion” for some of our current activities, this might be a sign that it is time to let it go or change it significantly. With each of these teams staffed by a person fully devoted to resourcing the particular team, it’s our hope that volunteers will receive the support and accountability needed to fulfill their role as a team member, and this will reduce the likelihood of members not working well together or members failing to fulfill their duties.

**It was MOVED AND SECONDED THAT THE AMENDMENT BE APPROVED.
FOLLOING DISCUSSION AMENDMENT #2 FAILED.**

3. Add the sentence “As a first order of business for the newly re-formed Presbytery, the Vision and Outreach team will consider the creation of a specific *Vision and Mission Statement* that, in accordance with the primary mandate of the Great Commission would set specific expectations for enhancing the lives of its congregations.” after “If this recommendation is adopted, the task force further recommends the following:” (p.3)

Rationale from Craig Meyers:

I have a suggestion for an amendment to the next steps proposal, I would preface it with these comments.

An excellent presentation was made to the Missional Outreach Team. I have reservations, that because of my imperfect communication skills seemed to have not been understood. I plan on voting for the proposal with or without this amendment. It is an excellent approach to the necessary structural change due to the loss of almost half our membership and financial resources. My problem is not with what is included but with what is missing.

There is no mission statement. Short of The Great Commission, every functional proposal needs a subordinate vision and mission statement that acknowledges what IS, what we WANT, and WHAT WE COMMIT TO IN ORDER TO MAKE THAT HAPPEN.

The closest thing in this proposal to a vision statement is the oft repeated mantra that all churches

and pastors should be respected, encouraged, and inspired. In all honesty, that is the minimal expectations for students in kindergarten. If the Gospel is to be believed, (we should afflict the comfortable and comfort the afflicted) the church should be more than a mechanism to make its leaders and members feel good. The institutional condition in the church is not one deserving self-congratulations. Rather, the Gospel challenges us to go beyond our comfort zones and admit inherent problems, own our self-imposed limitations, and run the risk of going out and bringing in and using those resources to make the difference we are to make out there in the world.

We have excuses. Demographics have changed. All that means is that we are in arm's length to all those others, ethnically, culturally, philosophically we are called to touch and care for and show the transforming love of Christ. We do not have a ready-made audience of folks who look like us, think like us, and reflect what we think about ourselves. The fields are not white with the harvest. But the harvest in all its diversity is ready. We have not been so ready.

We hear that the millennials are not joiners. They aren't interested in church. No generation has ever been ready to make the jump from their traditions to the world they wish they occupied. But there has always been a place in their lives as they matured for faith and church. When I was ordained in 1966, the prevailing "wisdom" was that God is dead and the institutional church has become obsolete.

What has happened is that the institutional Presbyterian Community has accepted a position of being obsolete, rather than change. We used to moderately grow, not because of purity or zeal, but because of status and sex. There was a time that Presbyterians represented the desired status of the general population, prosperous, respected, leaders, successful. Now there are as many if not more PHD's in the Pentecostal Church down the street as there are in the town square First Presbyterian Church. After WW II, the church boom occurred when most people lived in the community in which they were reared and ever family had three to five children. Now the 1 of the 1.8 birth population may marry a Baptist and the .8 person may become a Hari Krishna. Our churches are growing older and smaller, in a slowly respectable way every year. Encouraging Presbyterians to have more children and make them stay home probably will not work. We must equip and be equipped to reach out in love.

Not because I am smarter, but because I am more compulsive than most people, I have as good or better data about every church in this Presbytery, living or dead. As a member and chair of the committees deal with church revitalization in former incarnations for 20 years, I have worked with efforts to help congregations develop the tools, but more importantly, the will to reverse the loss of members, not for institutional health, but because of the Gospel Mandate. There has not been and is not now much zeal to change, but there is growing fear of irrelevance.

Hard data indicates that if the trajectory of the size of churches in our presbytery continues, in five to ten years we will have five to seven congregations able to afford a full-time pastor, much less carry on a serious mission program.

Statistical graphs of every congregation in this presbytery over the past 20 years show regular, devastation shrinkage with a handful of exceptions. 1000+ member churches are now 200-300 member churches. 500+ member churches are not 100-200—member churches and ½ of our congregations are under 100 and with a few exceptions, the trend is continuing. This is not because of external factors, but because of the refusal to accept the necessary responsibilities to create growth by pastors, sessions and members. This does not have to be. There are denominations that have radically different statistics. And, there are Presbyterian churches which have shown numerical growth while exhibiting the stated desire of our denomination to become more diverse and to do more transforming mission. There are characteristics in small towns, medium sized and large cities and urban areas that do not fit the formula of decline.

THEREFORE: I would ask that the first business of the Re-formed Presbytery be to come up with a specific *Vision and Mission Statement* that, in accordance with the primary mandate of the Great Commission would set specific expectations for enhancing the lives of its congregations. In an encouraging and inspiring way, it would challenge and guide congregations, even if there is initial resistance, to become fully functioning; and effective instruments of the love of Jesus Christ. This could be an amendment to provide a Vision/Mission Statement, or direction as the first order of business for the restructured presbytery.

In order to do this, churches and pastors should not be afraid of critical analysis of their situations. Change is not bad.

Next Steps Task Force recommends a YES vote on this amendment because a new vision statement that our presbytery can rally around might be a good starting place for the new Vision and Outreach Team. The task force referred to our current mission statement and liked it, but we also acknowledge that it may not have been as widely memorized and used to guide decisions as would be ideal. Vision, evaluation, measures and goals are very important to our future, so we support this recommendation to the new Vision and Outreach team.

IT WAS MOVED, SECONDED AND CARRIED THAT AMENDMENT #3 BE APPROVED

4. Amendment to item 3 on p. 2

Replace “Resourced by three part-time and one full-time employee as follows:”

with

“Initially resourced/staffed by one full time position (the current Administrative Assistant) and the equivalent of 1-1/2 additional other positions. split according to the skill set and availability of those position responsibilities set out below:”

Rationale from Jimmy Stevens: Adding three part-time new people may not be feasible due to the skills required and the availability of the proposed positions. If one full-time and one one-half time person has the necessary skills, that is preferable to "forcing" three part-time positions.

Next Steps Task Force recommends a NO vote on this amendment because:

We acknowledge that it could be difficult to find three part-time people with the gifts and skills needed, but we believe it is vital that all of the teams be staffed with full attention. One part-time employee in each position ensures that their team receives their full priority, and three part-time staff also all serve as equals. It could be challenging for our members not to see the full time employee as the "senior staff." Two full time (Administrative Assistant and General Missioner) and one part time (Stated Clerk) is the structure we had before, and while the job descriptions are different, it would be too easy to fall back into the way we have always done things. Let's at least try finding three qualified part-time people, and if it truly proves to be impossible, we can make changes at that time.

**It was MOVED AND SECONDED THAT THE AMENDMENT BE APPROVED.
FOLLOING DISCUSSION AMENDMENT #4 FAILED.**

5. Amend middle paragraph of Item 1 under March-June 2018 as follows: (p.3)

Replace "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."

with

"Request the current Committee on Nominations and Representation to nominate an Implementation Team consisting of not less than 5 members, nor more than 7 members, consisting of a combination of individuals with experience and knowledge of presbytery activities and at least two members from the Next Steps Task Force that would be knowledgeable of the intent/direction proposed by Next Steps. The Implementation Team will do the following:

- Oversee necessary amendments to the By-Laws and Operations Manual
- Develop the process and oversee the hiring of all new staff.
- Develop the process and nominate the members of all the three teams.
- Submit the recommendations and proposed new hires and team members to the Presbytery for their approval (if necessary) at the October 2018 and no later than the spring 2019 meeting of Presbytery."

Rationale from Jimmy Stevens;
The Implementation Team should be a good blend of experience and new ideas, particularly those

new ideas put forth by the Next Steps Task Force. If this team is solely one or the other of these, it will not be as effective in achieving the desired objectives. The size ranges are needed so that the team is neither too small or too large yet is representative of both clusters and experience/new ideas.

The work of this team is very critical to the success of the Next Steps initiatives. In that regard, its work should be presented and approved by presbytery at future meetings. This approval can be in the form of an Omnibus motion, as appropriate.

We are entering a substantially new approach to how the presbytery operates and it is important to get the buy-in of the presbytery members to these first steps along the way. After the teams and staff are in place, this approval probably will not be needed.

Next Steps Task Force recommends a YES vote on this amendment because:

Next Steps Task Force agrees that implementation is key and that a mix of experience and new ideas is needed, including representation from our Task Force. It was not our intention that big decisions would be made without the vote of the presbytery, especially the nomination and election of team members and the hiring of staff. This amendment provides specificity and clarity.

IT WAS MOVED, SECONDED AND CARRIED THAT AMENDMENT #5 BE APPROVED.

6. Amend the first bullet point at the top of p.4:

Replace:

- 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.

with

“When hiring, build up the foundation of partnership with congregations if possible and be sure there is an agreement between presbytery and the congregation as to the time and travel expected for the presbytery position.”

Rationale---While partnering with a congregation is a good idea, it must be clear to all of the expectations of the new position coupled with the needs of the congregation

Next Steps Task Force recommends a YES vote on this amendment because:

This language brings clarity to the intent of the Task Force. Partnership can be challenging, but it also can be rewarding. Expectations should be clear up front and good lines of communication must remain open between the Presbytery and a congregation to make the partnership work well.

IT WAS MOVED, SECONDED AND CARRIED THAT AMENDMENT #6 BE APPROVED.

7. Replace the financial information under Item 2. "How do we provide the resources to fund the implementation?" on pp. 4-5 with the following:

"In order to finance these new positions, combine three current funds into one 'Tres Rios Future Fund' and allocate up to 6% of that fund toward new staff costs. Details of the funds involved are as follows based on the estimated current value less that portion of Camp Chimney Spring fund already needed for Youth:

Camp Chimney Spring fund	\$300,000
First Midland fund	\$735,000
Trinity Sales fund	\$1,465,000
Total of \$2,500,000 X 6%=\$150,000	

Rationale:

Given the likely need for more money for staffing, suggest that a 6% "spend rate" be used. This will still keep a substantial portion of these funds in the Tres Rios Future Fund for other uses, all of which presbytery can change as required with the necessary study. A 4% spend rate is very conservative and given the many changes to this and other governing bodies over the years, would leave a "corpus" for who??

Note that the Camp Chimney Spring fund is now split between that amount necessary to fund Youth activities and the excess needed for this new initiative. Also, there is still another \$40,000 available when the presbytery office situation is resolved.

Next Steps Task Force recommends a YES vote on this amendment because:

The intent of Next Steps was to prove that this plan could be financed with a conservative draw on our current funds, not necessarily to mandate the specific spending. The note on Trinity Midland has been paid, a fact that was uncertain at the time of the initial task force report which provides a good basis for a higher spend rate. We agree with Jimmy that we do not necessarily need to reserve a large corpus for an uncertain future but should invest in the opportunities before us now.

IT WAS MOVED, SECONDED AND CARRIED THAT AMENDMENT #7 BE APPROVED.

8. Amend Appendix A by replacing the first paragraph under "Members" that currently reads "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”
with

“The Administrative Team shall be comprised of at least 6 members nominated by the Leadership Recruitment and Representation Team and elected by the Presbytery. Every cluster will be represented by at least one member but no more than two.”

Rationale from Jimmy Stevens;

Given the broad responsibilities of this team, I do not believe 4 people can adequately complete the desired tasks. While this may not be true in the long haul, it would be a mistake to only have 4 people for the next few years

Next Steps Task Force recommends a NO vote on this amendment because:

While we agree that the responsibilities of this team are large and may not be easily carried out by 4 people, we have given those four nominated and elected people power to appoint subcommittees and task forces as needed, as well as to simply invite more members to serve on the team. The team members know the skills and commitments they need best. Perhaps most importantly, this proposed amendment gives more nominated and elected volunteers to the Administrative Team than to the Pastoral Team or the Vision and Outreach Team. As we stated in our rationale for the recommended staffing structure, we tend to prioritize the tasks we resource. Resourcing this team with more nominated and elected members has the potential to elevate it above the others. The Administrative Team has a large job, much of it mandated by the Book of Order, but our future health as a church depends just as much on the functions of the other two teams. Again, let's try this first and if it truly does not work, we can make adjustments at that time.

**It was MOVED AND SECONDED THAT THE AMENDMENT BE APPROVED.
FOLLOWING DISCUSSION AMENDMENT #8 FAILED.**

The presbytery offered thanks to the task force for their work.

IT WAS MOVED AND CARRIED that the Task Force Recommendation as amended be approved. Motion passed unanimously. The task force was dismissed with thanks.

Final approved document see Exhibit B.

Report of the Missional Nominating and Representation Team

Jim Miles presented the report.

III. Recommendations Requiring More Careful Consideration

That the following people be appointed to serve on the Next Steps Implementation Team:

Bill Rose (RE/Grace, El Paso); Judy Sage (RE/FPC, Seminole); Nelson Sager (RE/First, Alpine); Jim Miles (Clergy/FPC, Fort Stockton); Bernie Coffee (RE/St Paul, San Angelo); Tim Gray (Clergy); Neal Locke (Clergy)

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

Report of Missional Outreach Team

Jim Miles presented the report which was received as information.

I. Matters of Information

- A. The Missional Outreach Team met on April 23, 2018.
- B. The Team appointed Judy Sage (FPC/Seminole) and Becky Thomas (FPC/Odessa) to the St Andrews Mission Board.
- C. The Presbyterian Mission Agency has been contacted to inquire about larger donations to Cuba.
- D. St Andrews Mission is in the process of going through restructure.
- E. Outreach team granted a \$4000 grant from the Small Church Fund to the Church of the Good Shepherd, Sonora for repairs to the manse.

General Assembly Commissioners/Delegates Reports

Jessica Vaughn Lower and Lynn Fowler presented the report which was received as information.

Synod of the Sun Commissioners Report

Tracy Spencer Brown and Frances Carlton presented the report which was received as information.

Report of the Missional Resource Team

Report was presented by Don Carlton

I. Matters of Information

- A. The Missional Resource Team met on May 1 and June 4, 2018.
- B. The Builders Fellowship call for First Presbyterian Church, Fort Stockton generated \$7404 to help with the replacement of windows in the two main buildings.
- C. Stewardship Kaleidoscope Conference will be held September 24-26, 2018 in St Louis, MO.
- D. The Team approved the purchase of new video equipment to be used for video conferencing in the presbytery.
- E. The roof of the presbytery office was replaced in April.

II. Recommendations of a Routine Nature
None

III. Recommendations Requiring More Careful Consideration

- A. That permission be granted to the Midland Presbyterian Corporate Ministry Board to proceed with listing and selling the property at 1708 N Fort Worth St, Midland Texas (where St Andrews Presbyterian Mission is located). MPCM Board has voted to close the mission effective 30, 2018.

It was MOVED AND CARRIED that Recommendation III.A be approved. Special prayer was offered for the ministry of St Andrews Mission.

- B. That permission be granted to First Presbyterian Church, Alpine to sell their warehouse building. Building was gifted to the church a number of years ago and has never been used for worship purposes or as a manse. Legal description is as follows:
Situating in the HANDCOCK ADDITION (North of the Railroad) in addition to the City of Alpine, Brewster County, Texas as described as Tract No.1, Tract No.2, and Tract No.3 in the exhibit attached hereto, also noted in volume 264 Page 284, Deed Records of Brewster County, Texas

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

Treasurer's Report

Report dated May 31, 2018 was presented by Jimmy Stevens and was filed for audit (See Exhibit C).

Report of the Missional Ministries Team

The report was presented by Tim Davenport Herbst and received as information.

I. Matters of Information

- A. Missional Ministries Team met February 27, March 20, April 24, May 22, and June 26.
- B. 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.
- C. MMT continues to work with various churches in the presbytery to provide support for ministry issues, pastoral searches, and changing ministries.
- D. Other Minister/Validated Ministry forms have been updated and sent to Honorably Retired and Minister Member at Large.
- E. MMT discussed the Next Steps Task Force proposal and forwarded their recommendations to the task force.
- F. MMT held a training event focused on Holy Communion on March 3rd at FPC, Fort Stockton.
- G. Approved purchasing Book of Common Worship for CRE's and ruling elders approved for pulpit supply.
- H. Received quarterly reports from CRE Bea Torres and Ann Hurt.
- I. Received the final report of the Discernment Task Force appointed for FPC, Sanderson. Following discernment meetings, the session voted to call a congregational meeting for June 24, 2018 for the purpose of voting on whether or not to request dismissal from the Presbyterian Church (U.S.A.). Result of the congregational vote was to request dismissal. Twenty (20) members were present

and the vote was 19 to leave, 1 to stay, 1 abstain. The Missional Networking Team has been notified and is in the process of appointing a Gracious Dismissal Task Force to work with representatives of FPC Sanderson on terms of dismissal.

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

- A. Approved adding Gary Elmquist, Sally Smith and Bob Alexander to the list of ruling elders authorized to administer the Lord's Supper in 2018.
- B. Approved the Ministry Information Form for First Presbyterian Church, Odessa to search for the position of pastor.
- C. Approved the Ministry Information Form for Westminster Presbyterian Church, Odessa to search for the position of Interim Pastor.
- D. Approved Rev. Tracy Spencer Brown to serve as moderator of the Westminster, Odessa session.
- E. Examined and received Rev. Kathryn Morton (Honorably Retired) as a minister member from Mission Presbytery.
- F. Approved Rev Kathryn Morton (Honorably Retired) to serve as moderator of the Good Shepherd, Sonora session.
- G. Approved ordaining Candidate Suzanne Gulick as Minister of Word and Sacrament to serve in a validated ministry as a chaplain at Baylor St. Luke Medical Center, Houston. Ordination service will be Sunday, July 22nd at Grace P.C., Midland.
- H. Approved the following commission to ordain Suzanne Gulick: Ministers Cheryl Homsher, Jim Longstreet (HR), Mary Beth Anton, and Tracy Spencer Brown; Ruling Elders Judia Foreman (Grace, Midland), Danny Kennemer (FPC, Big Spring), Sherry Chevalier (FPC, Coahoma).
- I. Reviewed and approved changes in Terms of Call for teaching elders in Tres Rios Presbytery as they were received (See Exhibit D).
- J. Approved requesting from the Board of Pensions that Good Shepherd, Sonora be exempt from vacancy dues.

- K. Approved contract for Rev. Deborah Clugy Soto (Disciples of Christ) to serve as temporary stated supply to Divine Savior, El Paso for six month period March 1 to August 31.
- L. Approved the Ministry Information Form for Divine Savior, El Paso to search for the position of part-time pastor.
- M. Approved renewing the contract between Rev. Brenda Church and FPC, Ballinger for one year, June 1, 2018 to May 31, 2019.
- N. Approved Rev. Jim Longstreet (HR) to serve as moderator of FPC, Big Spring session.
- O. Approved the transfer of Rev. Mark Cooper (HR) to the Presbytery of Maumee Valley effective 2-16-15.
- P. Approved the request of the Rev. Terry Muck to be granted the status of Honorably Retired.

III. Matters Requiring More Careful Consideration

None

Report of the Administrative Commission for Divine Savior/St Andrew

No report.

Report of the Missional Nurturing Team

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

I. Matters of Information

- A. The Nurture Team met on May 7 2018.
- B. TRYC Youth Event will be held February 15-17, 2019 at Prude Ranch led by "Crossroads" Grace Presbytery College Age Ministry.
- C. Youth Triennium will be held July 16-20, 2019 at Purdue University "Here's My Heart". Theresa Wright was appointed registrar.

- D. Synod Youth Workshop will be held July 9-14, 2018 at the University of Tulsa. Nurture team approved scholarships for 22 youth and adults to attend.
- E. Nurture team approved scholarships for 10 youth to attend Buffalo Gap summer camp.
- F. New training options are available for churches through Praesidium. Contact the presbytery office for login codes.

It was MOVED, SECONDED AND CARRIED that the presbytery express its thanks to the Session and Congregation of Westminster Presbyterian Church their gracious hosting of this meeting.

Dick McFarlin encouraged members of the presbytery to support Marion Medical Mission. www.mmmwater.org

Next Meeting Site

The 113th Stated Meeting of the Presbytery of Tres Rios will be held on Friday, October 26, 2018 at First Presbyterian Church in Fort Stockton, Texas.

Adjournment

There being no further business the meeting was adjourned at with prayer at 12:10 p.m.

Respectfully Submitted,



Kay Long, Stated Clerk



Matt Miles, Moderator

Theresa Wright, Recording Clerk

Exhibit A

**Docket – 112th Stated Meeting
Presbytery of Tres Rios
June 29, 2018
Westminster Presbyterian Church, Odessa Texas**

Friday, June 29, 2018

8:00 a.m. Registration	
8:30 a.m. New Commissioner Orientation led by Kay Long, Matt Miles, and Ernest Thomas	
9:00 a.m. Call to Order and opening prayer	Matt Miles
Introduction of special guests	Matt Miles
Welcome from the host churches	Anne Mackey
Opening Worship	
Welcome	Matt Miles
Adoption of the Docket	Kay Long
Omnibus Motion	Kay Long
Communications	Kay Long
Minutes Audit Task Force Report for February 23, 2018 meeting	
Election of Minutes Audit Task Force June 29, 2018 meeting	
Stated Clerk Report	Kay Long
Greetings from Presbyterian Children's Homes and Services	Kathy Dodson
Greetings from the Presbyterian Foundation	Sherry Kenney
Reports from:	
Missional Networking Team	Jim Miles
Next Steps Task Force	Shannon Weisenfels
Missional Nominating and Representation Team	Bart Teeter
Missional Outreach Team	Jim Miles
Lunch	
General Assembly Commissioners/Delegate Reports by Jessica Vaughan Lower, Lynn Fowler	
Synod of the Sun Commissioners Report by Tracy Spencer Brown, Frances Carlton	
Missional Resource Team	Don Carlton
Treasurer's Report	Jimmy Stevens
Missional Ministries Team	Tim Davenport-Herbst
Administrative Commission for Divine Savior/St Andrew	Jim Miles
Missional Nurturing Team	Tracy Spencer-Brown
Adjournment and closing prayer	

**Exhibit B
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, congregations and officially established projects of the Presbytery 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 nominate an Implementation Team consisting of not less than 5 members, nor more than 7 members, consisting of a combination of individuals with experience and knowledge of presbytery activities and at least two members from the Next Steps Task Force that would be knowledgeable of the intent/direction proposed by Next Steps. The Implementation Team will do the following:

- Oversee necessary amendments to the By-Laws and Operations Manual
- Develop the process and oversee the hiring of all new staff.
- Develop the process and nominate the members of all the three teams.
- Submit the recommendations and proposed new hires and team members to the Presbytery for their approval (if necessary) at the October 2018 and no later than the spring 2019 meeting of Presbytery.

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: As a first order of business for the newly re-formed Presbytery, the Vision and Outreach team will consider the creation of a specific *Vision and Mission Statement* that, in accordance with the primary mandate of the Great Commission would set specific expectations for enhancing the lives of its congregations.”

- When hiring, build up the foundation of partnership with congregations if possible and be sure there is an agreement between presbytery and the congregation as to the time and travel expected for the presbytery position.
- 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?

In order to finance these new positions, combine three current funds into one ‘Tres Rios Future Fund’ and allocate up to 6% of that fund toward new staff costs. Details of the funds involved are as follows based on the estimated current value less that portion of Camp Chimney Spring fund already needed for Youth:

Camp Chimney Spring fund	\$300,000
First Midland fund	\$735,000
Trinity Sales fund	\$1,465,000

Total of \$2,500,000 X 6%= \$150,000

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 volunteer 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 partners with pastors, congregations and officially established projects of the Presbytery 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

**Presbytery of Tres Rios
Receipts and Disbursements
thru 5/31/2018**

	5/31/2018	5/31/2018	Budget	
	Actual	Budget	2018	Comments
Receipts				
Contributions from Churches				
For Presbytery	\$49,348	\$55,038	\$132,090	
For Synod	1,251	833	2,000	Based on per capita @\$7.50/member for 2017 and
For General Assembly	8,206	9,338	22,410	\$7.73/member for 2018. Reflects actual payment to
				GA
Total church contributions	58,805	65,208	156,500	Seven churches have made no contribution in 2018
Transfers from Restricted Funds				
Trinity Sales Proceeds	0	0	23,660	Estimate of amount needed to balance the 2018 results
Church Development	7,500	10,417	25,000	Represents support for Nazareth and Divine Savior salaries as approved by Miss. Outreach team.
Small Church	0	0	0	
Camp Chimney Spring Funds	20,151	19,000	25,000	Includes support for all youth events, including youth task force, Jr. High youth camps and provision for 2019 triennial. Total must be within the 5% spending level of CCS funds.
Operating Reserve Funds	29,820	0	10,000	2018 Budget represents amount for Outreach hurricane relief. Actual includes amount for replacement of the roof on the church office.
	57,471	29,417	83,660	
Income-Builders Fellowship	0	0	0	
Interest Income	52	42	100	
Rent-Maranatha properties	2,500	2,500	6,000	
Rent-McCamey property	400	2,000	4,800	Only \$400 collected in 2018 thus far due to decline in the renter church's attendance and support
Donations	0	2,083	5,000	Confidential, unsolicited pledges or contributions from individuals
	12,703	1,250	3,000	Actual consists of royalty income of \$1,380 from Trinity O&G properties. Faskin Trust proceeds of \$10,823 and sale of Horizon lot for \$300.
Other Income				
Total Receipts	131,931	102,500	259,060	

**Presbytery of Tres Rios
Receipts and Disbursements
thru 5/31/2018**

	5/31/2018	5/31/2018	Budget	
	<u>Actual</u>	<u>Budget</u>	<u>2018</u>	<u>Comments</u>
Expenditures				
Support for Upper Gov Bodies				
Synod	1,251	833	2,000	
General Assembly	8,206	9,338	22,410	
Total Support for Upper Councils	9,457	10,171	24,410	
Missional Ministries Team				
Administrative Personnel Support	253	313	750	
Training-Ruling Commissioned E	243	250	600	
Meetings	775	1,042	2,500	
Candidate Eval/Travel	0	833	2,000	Adtl. candidates were expected in 2018
Travel/Denomination/BOP Events	0	250	600	
Total Missional Ministries Team	1,271	2,688	6,450	
Missional Outreach Team				
Disaster Relief	0	0	10,000	
Meetings	414	500	1,200	
Church Support:		0		
Nazareth Salary Support	6,250	6,250	15,000	Funded from Church Development
Divine Savior/St. Andrew Support	0	4,167	10,000	2018 reflects estimated support for pastor by Divine Savior for the year . None expended thus far.
Total Church Support	6,250	10,417	25,000	

**Presbytery of Tres Rios
Receipts and Disbursements
thru 5/31/2018**

	5/31/2018	5/31/2018	Budget	
	<u>Actual</u>	<u>Budget</u>	<u>2018</u>	<u>Comments</u>
Mission Support:				
Project Vida	4,120	4,167	10,000	
St Andrews Mission	2,725	2,813	6,750	
Pasos de Fe	375	750	1,500	
Bob Lewis Mission	500	500	500	
Project Dignidad	500	500	500	
Total Mission Support	8,220	8,729	19,250	
Total Missional Outreach Team	14,884	19,646	55,450	
Misional Nomin & Repre Team				
Meetings	28	100	300	
Total Missional Nom./Repre. Team	28	100	300	
Missional Nurturing Team				
Youth:				
Youth Task Force	10,061	8,800	11,000	
Triennium	2,500	2,500	6,000	
Synod Youth Workshop	7,590	7,000	7,000	
Junior High Youth Camps	0	0	1,000	
Other Youth Projects	0	0	0	
Leadership Dev/Training	20,151	18,300	25,000	
Meetings	0	0	0	
	157	208	500	
Total Missional Nurturing Team	20,308	18,508	25,500	

**Presbytery of Tres Rios
Receipts and Disbursements
thru 5/31/2018**

	5/31/2018 Actual	5/31/2018 Budget	Budget 2018	Comments
Missional Resources Team				
Facilities:				
Building Janitorial	2,000	2,000	4,800	
Building Maintenance	705	1,354	3,250	
Building Utilities	1,884	2,583	6,200	
Insurance/Office & other facilities	5,936	3,083	7,400	
Roof replacement-office	29,820	0	0	Funded from Operating Reserve
Maintenance of other facilities	0	313	750	
Total Facilities	40,345	9,333	22,400	
Operating Expenses-Presbytery:				
Communications	297	167	400	
Computer Operations	1,315	1,333	3,200	
Website	687	313	750	
Equipment Leases	1,694	3,125	7,500	
Equipment Maintenance	987	1,708	4,100	
Postage	729	1,042	2,500	
Supplies	1,085	2,396	5,750	
Van and storage	1,188	1,200	2,400	
GA Training	0	0	400	
Presbytery Training event	1,354	0	0	At February presbytery meeting
Telephone	2,719	2,667	6,000	
Total Operating Expenses-Pros	12,055	13,950	33,000	
Financial Review	0	0	4,500	
Meetings of team & sub groups	715	374	747	
Total Mission Resources Team	53,115	23,657	60,647	
Missional Networking Team				
Personnel Sub-Committee	0	333	1,000	
Permanent Judicial Committee	882	0	0	
Presbytery Task Forces	3,256	4,056	6,000	
Meetings	650	2,292	5,500	
	4,788	6,681	12,500	

Exhibit C

**Presbytery of Tres Rios
Receipts and Disbursements
thru 5/31/2018**

	5/31/2018	5/31/2018	Budget	
	<u>Actual</u>	<u>Budget</u>	<u>2018</u>	<u>Comments</u>
Grants to churches (Small Church)	0	0	0	
Staff Expense				
Admin. Assistant Salary	19,479	19,639	47,134	
Admin. Assistant Pens/Medical	5,744	5,817	13,960	
Admin. Assistant Cont Ed	371	333	800	
Stated Clerk Salary	6,800	7,500	18,000	
Stated Clerk Expense	1,124	1,167	2,800	
Payroll Taxes	1,586	2,076	4,983	
Staff Meeting/Travel	568	1,042	2,500	
Total Staff Expense	35,672	37,674	90,177	
Presbyterian Women				
	0	0	0	
Total Expense	139,523	119,024	275,434	PW no longer active in Tres Rios
	<u>(\$7,592)</u>	<u>(\$16,524)</u>	<u>(\$16,374)</u>	
Beginning of year surplus (deficit)	\$16,374	\$16,374	\$16,374	
Transfer from Operating Reserve	\$0	\$0	\$0	Transfer from operating reserve
End of year surplus	<u>\$8,782</u>	<u>(\$150)</u>	<u>\$0</u>	
Trinity property sale:				
Genesis note payments	##### \$1,306,659	\$1,306,659		represents amount due upon sale of property by Genesis in February 2018.

The Presbytery of Trás Ríos
Church Contribution Report
January 1 - May 31, 2018

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
PIN #	Church	Accept- ance	Current Quarter	YTD	% to Date	Pby.	Synod	GA	Hurricane Disaster Rel.	Build Fellow	One Great Chr. Sharing	Christmas Joy	Pentecost	Peace Making	Theological Education	Mission Worker	Other	Total
08723	Alpine	1800	900.00	900.00	50%	756.00	18.00	126.00										900.00
21997	Andrews	0	0.00	0.00														0.00
21998	Ballinger	1250	623.00	522.00	42%	442.00	10.00	70.00		250.00	165.00							937.00
22000	Big Spring	12900	3207.00	5375.00	42%	4529.00	92.00	754.00			1057.00							6432.00
22002	Coahoma	1500		0.00	0%													0.00
	El Paso:																	
08726	Divine Savior	500		0.00	0%													0.00
22003	Faith	1800		0.00	0%													0.00
08724	First	4000	1250.00	1250.00	31%	1050.00	25.00	175.00										1250.00
15020	Grace	24000	4143.00	10000.00	42%	8400.00	200.00	1400.00			143.00	441.00						10584.00
22005	St. Andrew	500	249.39	0.00	0%						249.39							249.39
22007	University	57000	12520.50	23750.00	42%	19960.00	465.00	3325.00			2351.50	20.00	668.00					26780.50
08727	Fort Davis	2500	472.74	1041.85	42%	874.85	20.00	147.00										1118.76
	Fort Stocker	4200	700.00	1750.00	42%	1470.00	35.00	245.00										1750.00
08728	Marta	1200		0.00	0%													0.00
	Midland:																	
10551	Grace	7960	1338.00	3276.00	41%	2752.00	68.00	456.00										3276.00
08729	Monahans	3000		0.00	0%													0.00
	Odessa:																	
22013	First	1000	250.00	500.00	50%	420.00	10.00	70.00										750.00
22015	Westminster	12000	3000.00	5090.00	42%	4200.00	100.00	700.00										5000.00
22017	Pecos	600	100.00	250.00	42%	210.00	5.00	35.00										250.00
	San Angelo:																	
08652	Nazareth	2400	400.00	1000.00	42%	840.00	20.00	140.00										1000.00
11530	St. Mark	6000	500.00	1500.00	25%	1260.00	30.00	210.00										1500.00
08651	St. Paul	2500		0.00	0%													0.00
	Grace Chapel	5000	394.55	1935.81	39%	1628.91	45.00	261.00										1935.81
22021	Sanderson	0		0.00														0.00
22023	Seminole	2640	1065.00	660.00	25%	555.00	13.00	92.00										1065.00
22024	Sonora	250		0.00	0%													0.00
	Total Dollars:	156500	31113.18	58710.76		48348.76	1156.00	8206.00	0	250	3865.89	866	668.00	0.00	0	0.00	326.93	64788.58

2018 MINISTER CHANGES IN TERMS OF CALL

CHURCH	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 Jobeth McLeod	2016	33,950	11,985	M		6,000	39,950	51,935	18,177	4,800	74,912
	2017	No change except BOP									
	2018	No change except BOP									
Andrews Tracy Spencer-Brown	2014	19,187	15,600	M			34,787	34,787	11,879	3,000	49,666
	2017	No change except BOP									
	2018										
First Ballinger Brenda Church - PT Stated Supply (annual contract)	2016	4,900	21,600			1,000	27,500				27,500
	2017										
	2018										
First, Big Spring - Vacant	2018						0	0			0
First Coahoma - Vacant											
Divine Savior, El Paso Deborah Clugy-Soto PT - Stated Supply (6 month contract)	2018										0
Faith, El Paso (Co-Pastors) Schlesinger, C - Part-Time	2012	2,200						2,200	710		2,910
	2017	No change except BOP									
	2018										
Schlesinger, B - Part-Time	2012	2,200						2,200	710		2,910
	2017	No change except BOP									
	2018										
First, El Paso Neal Locke	2013	25,000	25,000				50,000	50,000	16,125	5,000	71,125
	2014	35,000	25,000				60,000	60,000	19,800	5,000	84,800
	2018	28,000	25,000				53,000	53,000	20,350	2,000	75,350

2018 MINISTER CHANGES IN TERMS OF CALL

CHURCH	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
Grace, El Paso Jessica Vaughan Lower	2016	48,000					48,000	48,000	15,840	3,750	67,590
	2017	32,000	28,000			750	60,750	60,750	23,533	8,000	92,283
	2018	32,000	28,000				60,000	60,000	23,833	9,250	93,083
St. Andrew, El Paso - Vacant	2018										
University, El Paso John Nelsen	2016	30,280	26,608			6,700	63,588	63,588	23,350	7,200	94,138
	2017	31,280	25,608			7,550	64,438	64,438	23,570	8,050	96,058
	2018										
Tim Gray	2016	21,000	20,000			2,000	43,000	43,000	14,965	1,800	59,765
	2017	18,400	24,400				42,800		15,816	4,104	62,720
	2018										
First, Fort Davis Matt Miles	2016	43,500	13,050	M			43,500	56,550	20,641	10,884	88,075
	2017	No change except BOP									
	2018										
First, Fort Stockton Jim Miles	2014	41,868	6,500	M				48,368	17,145		65,513
	2017										
	2018										
First, Marfa Gary Dill (retired) - Part Time	2016	24,000				2,400	26,400	26,400	N/A	1,000	36,400
	2018										
Grace, Midland Cheryl Homsher	2016	36,135	21,129		2,714		59,978		20,042	5,700	85,720
	2017	37,335	21,129		2,856		61,320		20,462	5,700	87,482
	2018										
First Monahans - Vacant	2018										
First, Odessa - Vacant	2018										

2018 MINISTER CHANGES IN TERMS OF CALL

CHURCH	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
Westminster, Odessa - Vacant	2018						0	0			0
First, Pecos	2017	16,080					16,080		1,900	1,000	18,980
Cindy Duke - PT Stated Supply (annual contract)	2018										
Grace Presbyterian Chapel, SA	2012	37,275	14,910				52,185	52,185	16,830	6,500	75,515
Kary Fry - Part Time Designated	2018										
Nazareth, San Angelo	2016	20,000									
CLP Bea Torres (annual contract)	2017										
	2018										
St. Mark, San Angelo	2017										
Craig Meyer - PT Stated Supply	2018										
St Paul, San Angelo	2016	26,944	30,000				56,944	56,944	20,785	7,271	85,000
Tim Davenport-Herbst	2017	26,944	31,836				58,780	58,780	21,455	7,271	87,506
	2018	31,000	30,000				61,000	61,000	22,570	7,903	91,473
First Sanderson - Vacant											
							0	0			0
First, Seminole	2017	34,787	10,436				45,223	45,223	17,455	6,000	68,678
Tommy Taylor	2018	35,831	10,749				46,580	46,580	17,816	6,000	70,396
Good Shepherd, Sonora - Vacant	2018						0	0			0

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