
The Presbytery of Tres Rios

The Presbyterian Church (U.S.A.)

Volume 44, Number 1

2023



122nd Stated Meeting
Westminster Presbyterian Church, Odessa
March 2-3, 2023

Official Copy

A handwritten signature in black ink, appearing to read "Janet Ford", is written over a horizontal line.

Stated Clerk
Presbytery of Tres Rios

**The Presbytery of Tres Rios
 Presbyterian Church (U.S.A.)
 122nd Stated Meeting
 Westminster Presbyterian Church, Odessa**

March 2-3, 2023

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**The Presbytery of Tres Rios
The Presbyterian Church (U.S.A.)
Westminster Presbyterian Church, Odessa Texas
March 2-3, 2023**

The 122nd stated meeting of The Presbytery of Tres Rios, Presbyterian Church (U.S.A.) was called to order with prayer by Moderator Jim Miles at 5:00 p.m. on Thursday, March 2, 2023. 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.

Special guests and first-time commissioners were introduced. It was MOVED, SECONDED AND CARRIED that Kathy Lee-Cornell be seated as corresponding member.

The presbytery gathered for worship and commissioning of Martha Bumpass as CRE to First, Marfa. Worship service was concluded with the reading of the necrology (See Exhibit A).

Pastors: Mary Beth Anton, Laurie Barker, Jerry Boles, Brenda Church, Bill Cotman, Allen Cross, Tim Gray, Neal Locke, Craig Meyers, Jim Miles, Matt Miles, John Nelsen,

Commissioned Ruling Elders: Martha Bumpas, Craig Field, Ann Hurt

Ruling Elders: Alpine, Adrian Billings; Grace, El Paso, Bill Rose; University, El Paso, Suzanne Hobson; Fort Stockton, Angie Miles; First, Odessa, Dan Holbrook; Westminster, Odessa, Nanette Kelton; St Mark, Karen Bartholomeo; St Paul, Rosanne Girton; Seminole, Dan Calfee.

Ex Officio members present: Kay Long (Stated Clerk) and Connie Chapman (Moderator Elect).

Visitors: Beth Bumpass (First, Marfa), Kathy Lee Cornell (Synod Disaster Coordinator), Allen Gilcrist (First, Marfa), Peggy Gilcrist (First, Marfa), Jan Hall (First, Marfa), Jim Hall (First, Marfa), Jeanie Holbrook (Vision and Outreach Team Member) and Theresa Wright (Recording Clerk)

Excused Pastors: Cindy Carlisle, Sue Dickson, Cynthia Davenport-Herbst, Tim Davenport-Herbst, Kary Fry, Bill Schlesinger, Carol Schlesinger

Excused Commissioned Ruling Elders: None

Excused Ruling Elders: First, Big Spring; St Andrew, El Paso; First, Pecos

Unexcused Ministers: Cindy Duke, Shannon Weisenfels

Unexcused Commissioned Ruling Elders: Bea Torres

Unexcused Ruling Elders: Ballinger; Coahoma; Divine Savior; Faith; First, El Paso; Fort Davis; Marfa; Grace, Midland; Monahans; Grace Chapel; Sonora

Docket

It was MOVED, SECONDED AND CARRIED that the docket be approved. (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. Kary Fry,
Bill Schlesinger, Carol Schlesinger, Cindy Carlisle,
Sue Dickson, Tim Davenport-Herbst,
Cynthia Davenport-Herbst

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

Requests for excuse from elder commissioners
St Andrew, El Paso; First, Pecos; First, Big Spring

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 20-21, 2022 Stated Meeting were approved as printed and entered into record.

It was MOVED, SECONDED AND CARRIED that Tim Gray, Matt Miles, Rosanne Girton be appointed to serve on the minutes audit task force for the March 2-3, 2023 meeting.

Report of the Administrative Presbyter/Stated Clerk

Report was presented by Kay Long and received as information.

STATISTICAL REPORT

Membership 1/1/22 (adjusted)	2159
Membership Gains	51
Membership Losses	<u>111</u>
Total Presbytery Membership 12/31/22	2099
Ministers on roll 1/1/22	43
Ministers received	4
Ministers ordained	0
Ministers dismissed	4
Minister deaths	0
Removed from roll	0
Ministers dismissed to other denominations	<u>0</u>
Total Ministers on roll 12/31/22	43
Commissioned Ruling Elders	4
Churches on roll 1/1/22	25
Churches organized	0
Churches dissolved	0
Churches dismissed	0
Churches on roll 12/31/22	25

The following churches did not submit sessional statistical reports for 2022:
Andrews; Faith; Divine Savior; Fort Davis; Monahans;

Stated Clerk's Parity Report

Total Minister Members (active)	29
Total Ruling Elder Commissioner Members	25
Commissioned Ruling Elders	4
Ruling Elder Officers of Presbytery	2
Ruling Elder Team Moderators with Vote	0
Total Ruling Elder Voting Members	31

Administrative Team Report

The report was presented by Bill Cotman.

The Administrative Team meets monthly

I. Matters of Information

- A. Heard updates from liaisons from all vacant churches.

<u>Church</u>	<u>Liaison</u>	<u>Moderator</u>
Coahoma		Dennis Haralson
Divine Savior		Jimmy Stevens
St Andrew		Lucretia Chew
Seminole/Andrews		Matt Miles
Ballinger		Jerry Boles
Good Shepherd, Sonora		Kathryn Morton
Pecos		John Wamsley
First, Odessa		Mary Beth Anton
Grace, El Paso		Cindy Carlisle
Grace, Midland		Shannon Weisenfels

- B. Continue to supervise four candidates and inquirers. Those individuals are: Donna Hedicke; Hope Griffin; Lauren Heare Morris; Jen Fox.
- C. Accepted the offer of Westminster Church, Odessa to host the March 2-3, 2023 presbytery meeting.
- D. Received the Treasurer's Report, Church Contribution Report, Benevolence Commitment Report and SRT investment report.
- E. Bill Cotman was elected moderator. Kay Long will serve as representative of the Leadership/Recruitment Committee and Judy Sage will serve as a member of the Personnel Committee.
- F. Authorized Kay Long to pursue a new lease agreement between the Tres Rios Presbytery and Del Cristo Presbytery.
- G. Approved the request of St Mark, San Angelo for a waiver on the term for one of their session members for the coming year.

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

- A. Dismissed Rev. Gary Dill to Mission Presbytery.
- B. Dismissed Rev. Cheryl Homsher to Mission Presbytery.

- C. Approved the contract between Rev. Cindy Carlisle and Grace, El Paso.
- D. Dismissed Rev. Terry Muck to the Presbytery of Northern Waters.
- E. Approved the Minimum Terms of Call for 2023 (See Exhibit B).

III. Recommendations Requiring More Careful Consideration

- A. That the presbytery approve the following amendments to Section 2, Section 4, Section 5 and Section 6 of the Manual of Operations:

**PRESBYTERY OF TRES RIOS MANUAL OF OPERATIONS
RECOMMENDED CHANGES
SECTION 2**

OFFICERS, TRUSTEES, STAFF AND REGIONAL GROUPINGS

III. ADMINISTRATIVE PRESBYTER/STATED CLERK

B. Duties and Functions

Leadership Tasks

- Serves as **an ex-officio member with vote** and provides staff support of the Administrative Team in matters pertaining to ordered ministry of teaching elders, preparation for ministry, budget, finance, property, and insurance.....etc.

IV. VISION AND OUTREACH PRESBYTER

B. Duties and Functions

Leadership Tasks

- **Serves as an ex-officio member with vote and** facilitates the Vision and Outreach Team's development of a strategy to partner with pastors and congregations to inspire vision and service to the community.....etc.

V. PASTORAL PRESBYTER

B. Duties and Functions

Leadership Tasks

- **Serves as an ex-officio member with vote and** provides resourcing and assistance to the Pastoral Team and its sub-teams and enact the new ministry and mission vision of the Presbytery.....etc.

**SECTION 4
ADMINISTRATIVE TEAM**

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

Membership:

The Administrative Team shall be comprised of at least 4 members with total number determined in consultation

with the team moderator and staff. Membership shall be composed of teaching and ruling elders in numbers as near equal as possible nominated by the Recruitment and Representation Team and elected by the presbytery. Members shall ordinarily represent the four clusters. **The Administrative Presbytery/Stated Clerk serves as an ex-officio member with vote.**

**SECTION 5
PASTORAL TEAM**

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

Membership:

The Pastoral Team shall be comprised of at least 4 members with total number determined in consultation with the team moderator and staff. Membership shall be composed of teaching and ruling elders in numbers as near equal as possible nominated by the Recruitment and Representation Team and elected by the presbytery. Members shall ordinarily represent the four clusters. **The Pastoral Presbyter serves as an ex-officio member with vote.**

**SECTION 6
VISION AND OUTREACH TEAM**

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 at least 4 members with total number determined in consultation with the team moderator and staff. Membership shall be composed of teaching and ruling elders in numbers as near equal as possible nominated by the Recruitment and Representation Team and elected by the presbytery. Members shall ordinarily represent the four clusters. **The Vision and Outreach Presbyter serves as an ex-officio member with vote.**

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

B. That the 2023 Presbytery Budget be approved (See Exhibit C).

It was MOVED, SECONDED AND CARRIED that vote on the budget be tabled until after the personnel committee report.

The presbytery was recessed for the evening at 6:35 p.m.

The 122nd Stated Meeting of Tres Rios Presbytery was called back to order at 8:40 a.m. on Friday, March 3, 2023 with prayer by Jim Miles.

Kathy Lee-Cornell brought greetings from the Synod Partnership for Disaster Recovery.

Report of the Synod Commissioners

Jerry Boles and Bill Rose Tres Rios Synod Commissioners presented the report that was received as information.

Report of the 225th General Assembly Commissioners

Tim Gray and Bobbie Duncan Tres Rios Presbytery Commissioners presented the report that was received as information.

Report of Bills & Overtures Committee

Presbytery Commissioners discussed the proposed amendments to the Constitution approved by the 225th General Assembly.

22-A Approved

F-1.0302c THE CATHOLICITY OF THE CHURCH (POL-16 1a)
Expands inclusive language with reference to gender identity

22-AA Failed

W-5.0204 PASTORAL CARE (TWE-05 7)
Adds “particular specialized pastoral care” rather than adding to an existing list of such specialties

22-B Approved

F-1.0404 OPENNESS (POL-16 1b)
Expands inclusive language with reference to gender identity

22-BB Failed

W-5.0204 PASTORAL CARE (TWE-05 8)
Adds clarifying language in a section on “services of wholeness” to better express a Reformed understanding of those services

22-C Failed

G-1.0501 MEETINGS (ROD-06 2)
Establishes Robert’s Rules of Order (RONR) as the default parliamentary authority for congregational meetings, and authorizes electronic congregational meetings

22-CC Failed

D-3.0106 WHEN JURISDICTION ENDS (ROD-05)
Allows a disciplinary process to continue after an accused has renounced jurisdiction

22-D Approved

G-1.0503 BUSINESS PROPER TO CONGREGATIONAL MEETINGS (ROD-06 1)
Adds receiving a disciplinary decision against a church member (as opposed to a minister) to the list of proper business at a congregational meeting

22-DD Approved

D-10.0302 IF CHARGES ARE TO BE FILED (ROD-04 3)
Grammatical change to an existing provision of the Rules of Discipline

22-E Approved
G-2.0503 CATEGORIES OF MEMBERSHIP (POL-07)
Removes “honorably” before “retired” as the category for retired ministers

22-EE Approved
D-10.0303 PETITION FOR REVIEW (ROD-04 1)
Amends the current Rules of Discipline to include notifying the person accused if no charges will be filed (instead of just the person(s) who made the accusation)

22-F Approved
G-2.0505a(1) TRANSFER OF MINISTERS OF OTHER -DENOMINATIONS (POL-15)
Adds the requirement to consult with the other denomination when receiving immigrant pastors without otherwise acceptable PC(USA) ordination educational requirements

22-FF Approved
AMENDING THE USE OF “THE ACCUSED” IN THE CURRENT RULES OF DISCIPLINE (ROD-04 2)
Changes “the accused” to “the person accused” wherever it occurs in the current rules of Discipline

22-G Failed Division of the house Yes-7 No-11
G-2.0603 PURPOSE OF INQUIRY (HSB-05 2)
Adds the requirement of boundary training during the inquiry phase of preparation for ordination as a minister of the Word and Sacrament

22-GG Approved
REPLACING THE CURRENT “RULES OF DISCIPLINE” WITH A NEW “CHURCH DISCIPLINE” SECTION (ROD-03)
Proposed a complete revision of the Rules of Discipline,

22-H Failed
G-2.0605 OVERSIGHT (HSB-05 1)
Adds a requirement of sessions to “report to the presbytery of any matters of sexual misconduct” of their members who are enrolled as inquirers or candidates

22-I Approved Division of the house Yes 15 No 4
G-2.0804 TERMS OF CALL (HSB-06)
Adds the requirement of a minimum of twelve weeks of paid family leave in terms of call for all installed pastors/associate pastors

22-J Approved

G-2.1001 FUNCTIONS (MC-08)

Adds language allowing Commissioned Pastors to be commissioned to more than one validated ministry at a time

22-K Failed

G-2.1002 TRAINING, EXAMINING, AND COMMISSIONING (HSB-05 3)

Adds the requirement of boundary training for those elders seeking to be Commissioned Pastors

22-L Failed

G-2.1103 CHRISTIAN EDUCATORS (HSB-05 4)

Adds the requirement of boundary training for those elders seeking to be certified as Christian Educators

22-M Failed

G-3.0104 OFFICERS (MC-05)

Adds language that “it is appropriate” to adopt procedures for electronic session meetings

22-N Failed

G-3.0105 MEETINGS (ROD-06 3)

Adds provision that all councils and their commissions and committees may meet electronically

22-O Failed

G-3.0106 ADMINISTRATION OF MISSION (HSB-05 9)

Adds language regarding boundary training, including sexual abuse to the requirement for sexual misconduct policies required of councils

22-P Approved Division of House Yes-12 No-8

G-3.0106 ADMINISTRATION OF MISSION (POL-10)

Adds the requirement of an antiracism policy to the required policies of councils, and clarifies other language in that list

22-Q Approved

G-3.0303c RELATIONS WITH SESSIONS (MC-03)

Authorizes presbyteries to establish minimum requirements for severance packages in terms of call

22-R Approved

G-3.0401 COMPOSITION AND RESPONSIBILITIES (MC-06)

Authorizes synods to enroll those serving terms in elected offices of the synod as additional members of the synod as a way to fulfill principles of participation and representation

22-S Approved

G-4.0301 TRUST AND CONFIDENTIALITY (ROD-07)

Expands and clarifies “confidentiality” requirements for ministers and commissioned pastors

22-T Failed

W-3.0205 CONFESSION AND FORGIVENESS (TWE-05 1)

Adds administration of the sacrament of Baptism to the list of appropriate actions following the proclamation of forgiveness in a service of worship

22-U Failed

W-3.0409 THEOLOGY OF THE LORD'S SUPPER (TWE-05 2)

Adds "when appropriate" to the recommended act of providing an invitation to baptismal preparation for those who come to the table who are unbaptized

22-V Failed

W-3.0414 COMMUNION (TWE-05 4)

Removes the current requirement that a minister of the Word and Sacrament lead the prayer of thanksgiving that concludes the Lord's Supper liturgy

22-W Failed

W-4.0403 ORDER OF WORSHIP (TWE-06)

Adds a sentence about "signs and symbols of blessing" to the section on ordination and installation services

22-X Failed

W-5.0104 HOUSEHOLD WORSHIP (TWE-05 5)

Adds a sentence on the importance of household worship in faith formation in the Reformed tradition

22-Y Failed

W-5.0104 HOUSEHOLD WORSHIP (TWE-05 6)

Adds an additional paragraph to the existing section on household worship

22-Z Failed

W-5.0201 THE CHURCH'S MINISTRY WITHIN THE COMMUNITY OF FAITH (TWE-05 9, 1 & 2)

Adds "discipleship" to a list of the Church's ministries that are connected to its worship, and adds references to statements in the Foundations of Presbyterian Polity

Report of the Personnel Committee

Report was presented by Allen Cross and was received as information.

I. Matters of Information

A. Allen Cross was elected Moderator and Judy Sage was elected clerk for the committee.

- B. Each member was asked to look at the job description for their person and report at the next meeting. The following was the break down for this:

Theresa Wright - Ann Hurt
Matt Miles - Allen Cross
Laurie Barker - John Wamsley
Kay Long - Judy Sage

- C. The possible need for a Sexual Harassment training at a future presbytery meeting was discussed. Judy Sage was asked to contact Laurie Barker about this possibility.
- D. Staff Interviews would be scheduled for September.
- E. It was decided that the committee would meet quarterly. Called meetings would be held as needed.

It was MOVED, SECONDED AND CARRIED that the budget discussion that was tabled last night be taken off the table.

It was MOVED, SECONDED AND CARRIED that 3% raise be given to all executive staff. Question was called and motion failed.

It was MOVED AND CARRIED that the 2023 Budget be approved as presented.

Vision and Outreach Team Report

The report was presented by John Nelsen and received as information.

The Vision and Outreach meets monthly.

- I. Matters of Information
- A. John Nelsen was elected moderator. Allen Cross was elected to serve as representative to the Personnel Committee and Jeanie Holbrook was elected to serve as representative to the Recruitment/Representation Committee.
- B. Heard report from Vision and Outreach Presbyter Matt Miles.
- C. Heard report from Border Coordinator Nate Ledbetter.
- D. Met with session of St Andrew, El Paso.
- E. Received updates from various presbytery mission projects.

- F. Approved \$1000 to be sent to PDA for Syria/Turkey Earthquake relief.
- G. Heard report from Synod Disaster Coordinator – Kathy Lee Cornell.
- H. Heard report from Border Ministry Coordinator – Nate Ledbetter.
- I. In December team approved sending \$1000 to the Border Ministry Foundation for migrant support and sent \$1000 to Casa Hogar.
- J. Supports the Tres Rios Border Ministry Foundation which in turns supports food and shelter for migrants, supports Border Coordinator Nate Ledbetter and education for visiting Presbyterian groups.
- K. Vision and Outreach Team is seeking to help our churches reimagine ministry from survival mode to engaging the surrounding community.

Pastoral Team Report

The report was presented by Laurie Barker and was received as information.

- I. Matters of Information
 - A. Sue Dickson was elected moderator. Cambri Allison was elected to serve as representative to the Recruitment/Representation Committee and John Wamsley was elected to serve as representative to the Personnel Committee.
 - B. TRYC Youth Retreat was held on January 6-8, 2023 at Circle 6 ranch with 28 participants.
 - C. Applications for the Youth Task Force (Grades 9-12) are now being accepted. Contact the presbytery office for application.
 - D. Synod Youth Workshop will be held July 10-15, 2023 at the University of Tulsa. Registration cost is \$396 and the presbytery will provide travel. More information will be coming soon.
 - E. Team will discuss Lay Pastor/Elder training at their next meeting.
 - F. Sue Dickson and Laurie Barker attended the Lombard Mennonite Peace Center “Mediation Skills Training.

Report of the Presbytery of Tres Rios Border Ministry Foundation

Report was presented by John Nelsen and was received as information.

Our mission is to inspire, equip, and connect PCUSA congregations on the U.S. / Mexico Border and beyond - toward loving God and neighbor.

This includes responding to basic human needs of the migrants. Two examples are; helping Sacred Heart Catholic church open a shelter in El Paso when the numerical surge happened in December. (YOU have seen this shelter as EVERY reporter from EVERY news outlet broadcast in front of the shelter during Christmas holidays). We also provided food to a shelter in Juarez in December when they ran out. In addition, we help to host Border Encounter groups who come to the Border to learn about what is happening here and how they help in their own communities. We focus on Narrative, Systems and Personal Change.

Our website is tresriosborderfoundation.org. Coordinator Nate Ledbetter or secretary John Nelsen are glad to speak with any group at any time!

Next Meeting Site

The 123rd Stated Meeting of the Presbytery of Tres Rios will be held October 20, 2023.

Special thank you to Westminster Presbyterian Church for graciously hosting this meeting. Also congratulations to Theresa Wright for 39 years of service to the presbytery.

Adjournment

There being no further business the meeting was adjourned at with prayer at 11:55 a.m.

Respectfully Submitted,



Kay Long, Stated Clerk



Jim Miles, Moderator

Theresa Wright, Recording Clerk

Exhibit A



LENT

The Presbytery of Tres Rios
5:00 p.m. - March 2, 2023
At Westminster Presbyterian Church
Odessa, Tx

Worship Leaders

Liturgist: Rev. Bill Cotman

Message: Rev. Laurie Barker

Moderator: Rev. Dr. Jim Miles

Communion: Rev. Bill Cotman and CRE Martha Bumpas

Scripture Reader: Elder Connie Chapman

Offering: Elder Nanette Kelton

Organist: Shari Story

WE GATHER TO WORSHIP GOD

PRELUDE

CALL TO WORSHIP

(Bill Cotman)

We come to worship in this season of lent with hope to see things, in a new light.

All: *We come to be transformed and to participate in the transformation of the world that God loves.*

May our faithfulness shine of light of hope to others always.

All: *Together, we can participate in changing lives in this place and beyond.*

HYMN

HOLY, HOLY, HOLY! LORD GOD ALMIGHTY!

#138

UNISON PRAYER OF CONFESSION

(from A Brief Statement of Faith 10.3: 33-41)

We rebel against God; we hide from our Creator. Ignoring God's commandments, we violate the image of God in others & ourselves, accept lies as truth, & exploit neighbor and nature, and threaten death to the planet entrusted to our care. We deserve God's condemnation; yet God acts with justice and mercy to redeem creation, in everlasting love. Please forgive us again, Lord Jesus.

ASSURANCE OF FORGIVENESS

(from A Brief Statement of Faith 10.5: 78-79)

We rejoice that nothing in life or in death can separate us from the love of God in Christ Jesus our Lord. Friends, believe the Good News. *In Jesus Christ we are forgiven.*

UNISON PRAYER OF ILLUMINATION

Eternal Lord God, as your Word is read and proclaimed, please give us a spirit of wisdom and insight, so that the eyes of our hearts may be opened to your will. Help us to know the hope to which you have called us, and the endless grace you give us. Through Christ, our Lord. Amen.

FIRST READING

Matthew 25:14-30

(Connie Chapman)

SECOND READING

Judges 4:1-23

(Laurie Barker)

MESSAGE

(Laurie Barker)

OFFERING

(Nanette Kelton)

"The earth is the Lord's and all that is in it."

(Psalm 24:1)

Let us return to God the offerings of our life and the gifts of the earth. Freely you have received, freely give.

DOXOLOGY & PRAYER OF DEDICATION

Our offering today will go to the Presbytery's Discretionary Fund which is used to care for our pastors and their families in times of emergencies.

COMMISSIONING SERVICE FOR RULING ELDER MARTHA BUMPAS

Moderator: We, who are many, are one body in Christ,

All: *and individually we are members one of another.*

Moderator: We have gifts that differ according to the grace given to us; prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.

All: *Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as we were called to be one hope of our calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.*

Moderator: The Presbytery of Tres Rios is satisfied that Martha Bumpas has met all requirements and completed all preparations prescribed in the Constitution of the Presbyterian Church (U.S.A.). We now commission Martha as a Commissioned Ruling Elder to serve in and for First Presbyterian Church, Marfa, Texas.

CONSTITUTIONAL QUESTIONS

Martha, do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, father, Son, and Holy Spirit?

I d

Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?

I d

Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?

I do and I wi

Will you fulfill your commission in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?

I wi

Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?

I wi

Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

I wi

Do you promise to further the peace, unity, and purity of the church?

I wi

Will you seek to serve the people with energy, intelligence, imagination, and love?

I wi

Will you be a faithful commissioned lay pastor, watching over the people, providing for their worship? In your ministry will you try to show the love and justice of Jesus Christ?

I will, with God's hel

Let us pray.

Almighty God, in every age you have chosen servants to speak your Word and lead your loyal people. We thank you for Martha, whom you have called to serve you as commissioned ruling elder in and for First Presbyterian Church, Marfa, Texas. Give her the gifts to do her particular work. Fill her with your Holy Spirit, so that she may have the same mind that was in Christ Jesus, and be a faithful disciple throughout life.

All: God of grace, in baptism you have called us to a common ministry as ambassadors of Christ, trusting us with the message of reconciliation. Give us courage and discipline to follow where your servants rightly lead us, that together we may declare your wonderful deeds and show your love to the world; through Jesus Christ the Lord of all. Amen.

Moderator: On behalf of the Presbytery of Tres Rios I welcome you to this ministry. May God's Holy Spirit empower you in the ministry of our Lord and Savior Jesus Christ. *Amen.*

PRAYERS OF THE PEOPLE
READING OF THE NECROLOGY

(Bill Cotman and Martha Bumpus)

COMMUNION
INVITATION
GREAT PRAYER OF THANKSGIVING

PRAYER AFTER COMMUNION & LORD'S PRAYER

HYMN **CANTO DE ESPERANZA (SONG OF HOPE)**
CHARGE AND BENEDICTION
POSTLUDE

#432

The Presbytery of Tres Rios - Necrology – 2022

PASTOR:	Birth:	Death:	
ELDER:	Birth:	Death:	Church:
David Poitevint	03/09/1945	09/14/2022	First, Alpine
Randy Farmer	10/22/1945	12/01/2022	First, Alpine
Don Slocomb	03/11/1934	12/22/2022	First, Alpine
Mary Lynn Sykes *	01/20/1926	05/23/2022	First, Ballinger
Helen Diane Laird	10/02/1952	05/30/2022	First, Ballinger
Mary Louise (Parks) Warren	08/29/1929	08/19/2022	Faith, El Paso
Lewis Galloway	09/02/1924	01/19/2022	First, El Paso
Helen Broadus *	05/07/1926	08/13/2022	First, El Paso
Mary Ellsworth	05/23/1938	01/08/2022	University, El Paso
Lindsay Green	11/26/1934	11/26/2022	University, El Paso
John Meli	03/14/1934	11/24/2022	First, Fort Stockton
Betsy Brown	03/09/1943	04/02/2022	First, Marfa
Rudy Rendall	10/07/1931	02/08/2022	Grace, Midland
Jo Halpert	05/25/1927	11/19/2022	Grace, Midland
Jane Willis	07/10/1926	04/12/2022	First, Odessa
Ann Tilley	04/02/1934	05/11/2022	First, Odessa
Jack Cowan *	01/11/1942	11/30/2022	First, Odessa
Edith Hardy	04/03/1928	03/16/2022	Westminster, Odessa
Dan Stams	05/28/1928	07/27/2022	Westminster, Odessa
Evelyn McEntyre	06/06/1928	12/24/2022	Westminster, Odessa
Sue Lee			First, Pecos
Alfredo Velez	05/01/1925	09/01/2022	Nazareth, San Angelo
Dick Lee	09/13/1930	06/24/2022	St Mark, San Angelo
Barbara Culver		02/22/2022	First, Seminole
Bea Barnes		08/15/2022	First, Seminole
DEACON:	Birth:	Death:	Church:
David Kuhn	08/24/1963	11/13/2022	First, Odessa
Martha Squire	08/11/1938	10/15/2022	First, El Paso

*Served as deacon and elder

Exhibit B



Presbytery of Tres Rios
Minimum Terms of Compensation Policy

The Presbytery shall establish minimum compensation standards for pastoral call and Certified Christian Educators and Certified Associate Christian Educators within the presbytery (*Book of Order* G-3.0303c).

The Presbytery of Tres Rios will calculate minimum effective salary each year based on 70% of the churchwide median salary for all ministers (as determined by the Board of Pensions) from the previous calendar year. Effective salary will be prorated for part-time positions.

Full-Time Installed Pastors – Minimum Terms effective January 1, 2023

Minimum compensation figures are based on full-time service. Board of Pensions considers full-time 35 hours per week. Effective salary will be prorated for part-time positions.

Minimum Effective Salary for 2023 - (70% of Median Salary \$64,800) \$ 45,360

Effective Salary as defined by the Board of Pensions, consists of salary plus housing and utility allowance as well as payments to offset self-employment taxes above 50% and non-reimbursement payments made on behalf of the recipient, including payments made for medical or other insurance coverage outside the Board of Pensions plans and dependent coverage under the Board of Pensions medical benefits plan. It DOES NOT include payments made to the Board of Pensions for Pension and basic medical benefits programs.

Manse Value

The Board of Pensions values provision of a manse at 30% of effective salary

Continuing Education

\$ 750

Continuing Education allowance may be carried forward for three years for use in a more extended event. Beyond that requires session approval. The minister must report any portion of this amount not used for CE purposes as salary. An advance against potential expenses is acceptable; however, the minister should provide copies of bills to the church treasurer after the event.

Auto Allowance – An accountable reimbursement plan is recommended; if not auto allowance at current IRS allowable rate, limit set by congregation. If the church pays a flat amount each month, it must be included in Effective Salary, is taxable income, and is subject to BOP dues.

Professional Fees – Accountable reimbursement plan is recommended, limit set by congregation.

Paid Vacation – Four Weeks annually (including four Sundays)

Paid Study Leave/Continuing Education – Two weeks annually (includes Sundays)

Study leave and vacation are not prorated for part-time calls or contracts. Study leave and vacation may be prorated for limited term calls or contracts.

Family Leave – It is recommended that each congregation adopt a Personnel Policy that includes a provision for paid family leave.

Sabbatical: Presbytery policy recommends that a three-month sabbatical be made available to clergy who have served a minimum of seven years in a specific congregation. Presbytery has some funds to assist with sabbaticals based on annual spend rate of the fund. For more information, please contact the presbytery office.

Temporary Disability Plan – (effective Jan 1, 2021) the Board of Pensions will provide for a weekly income benefit after a 14-day waiting period, up to the 90th day of disability. It provides members with 60 percent of effective salary capped at the Internal Revenue Service maximum (\$285,000 in 2020). Congregations will be required to pay the 40% of effective salary not covered by the Board of Pensions Plan.

Changes in terms of call shall be reported annually to presbytery. (NOTE: A change in the contribution amount to the Board of Pensions is viewed by the Presbytery as a change in compensation and congregational approval of such change is required.)

Other Models of Ministry

- A. **Interim Pastor** – The salary for a full-time interim pastor shall be no less than the recommended minimum effective salary established for the Presbytery as outlined above.
- B. **Part-Time/Tentmaker** – The salary for a part-time or tent-maker pastor shall be based on the percent of time devoted to pastoral functions and will be no less than that percentage of the minimum salary established for the presbytery. Part time (P/T) minimum terms of call are prorated: 3/4 - 75%; 1/2 - 50%; and 1/4 - 25%; or 2/3 - 66.6%; 1/3 - 33.3%.
- C. **Clergy Couples** – The salary for each member of a clergy couple, where each member is a full-time pastor will be no less than the recommended minimum salary established above, except that housing and utility allowances may be paid on the basis of a single household. However, for the purposes of reporting to Presbytery, the housing and utility allowances are considered to be paid in full to each. If the salaries fall below the recommended minimum, a clergy couple shall be considered as two separate pastors.
- D. **Temporary Supply** – The salary for a temporary supply shall be based on the percent of time devoted to pastoral functions and will be no less than the percentage of the minimum salary established for the presbytery.
- E. **Retired Clergy** – The salary for retired clergy shall include a cash amount which will provide adequate remuneration for the pastoral work being performed, and which will not jeopardize receipt of Social Security, retirement pay, etc. In addition, a housing and utility allowance and an automobile allowance as appropriate shall be paid. If a church contracts with a pastor who is **Honorably Retired**, and that person **works 20 hours or more per week BOP dues are required and calculated at 12% of Effective Salary**. If the contract is less than 20 hours per week no dues are required. See Board of Pensions Administrative Rule 0801

STATEMENT ON SELF-EMPLOYMENT TAXES

In light of the fact the General Assembly has stated on several occasions that Presbyterian ministers have no valid theological grounds to which they may appeal in objecting to their participation in the Social Security Program and the fact that the Pension Program is predicated upon clergy participation in that program, the Presbytery will not entertain a call to any candidate who refuses to participate for reasons of conscience.

In the cases of ministers who are already ordained, the call will only be entertained if the minister signs a release which

exempts the Presbytery, Synod and General Assembly from any claim for assistance after retirement that would have been unnecessary had the minister participated in Social Security.

Notes:

- Beginning January 1, 2023, Board of Pensions **Pastor's Participation Plan** dues will increase to 39% but the breakdown for dues will be 8-1/2% for Pension, 29% Medical, 1% death & disability, .05% Temporary Disability.
- Board of Pensions coverage (**Pastor's Participation Plan**) (pension, medical, death & dismemberment) is required for all installed persons regardless of the number of hours worked. Employers may still choose to enroll any minister who works at least 20 hours per week in the Pastor's Participation Plan.
- Beginning in 2021, any minister who is not an installed pastor and is employed at least 20 hours per week is eligible for the Board of Pensions **Minister's Choice Plan**. The cost to employers is **10 percent** of effective salary. Ministers enrolled in Minister's Choice will have access to important assistance and education programs like [CREDO](#), [Minister Educational Debt Assistance](#), and [Healthy Pastors, Healthy Congregations](#) — all through Minister's Choice. They will also have access to [Board University](#) and grants through the [Assistance Program](#).
- **Temporary Disability Plan** (new in 2021) will be included in the Board of Pensions Pastor Participation Plan and will also be available in the Minister's Choice Plan.
- Actual Moving Expenses (where applicable) are no longer tax deductible; adding this to first year salary should be considered, along with the estimated tax on the amount.
- Board of Pensions no longer requires Vacancy Dues when a pulpit is vacant.

For more information regarding effective salary and Board of Pensions dues, please visit the Board of Pensions website: www.pensions.org. In addition to print-ready information on effective salary and current dues schedule, the Board has a dues calculator to assist in budgeting.

**Exhibit C
Presbytery of Tres Rios - Receipts and Disbursements**

	Actual thru 1/31/23	Budget thru 1/31/23	Actual thru 12/31/22	Budget 2022	Asking Budget 2023
Receipts					
Contributions from Churches					
For Presbytery	\$0	\$8,342	\$97,834	\$127,334	\$100,104
For Synod	\$0	\$417	\$5,000	\$5,000	\$5,000
For General Assembly	\$0	\$3,725	\$22,800	\$22,800	\$22,350
Total Church Contributions	\$0	\$12,484	\$125,634	\$155,134	\$127,454
Based on per capita @ \$9.85 2269 members billed for 2023					
Other Income					
Interest Income	\$2	\$2	\$13	\$30	\$25
Rent-Maranatha Church Property	\$500	\$500	\$6,000	\$6,000	\$6,000
Rent-Maranatha Mobile Home	\$250	\$250	\$750	\$3,000	\$3,000
Paint Rock Church Sale	\$0	\$0	\$2,554		
Oil & Gas Royalties	\$1,405	\$250	\$5,684	\$2,500	\$3,000
Presbytery Office Mineral Lease	\$0	\$1,667	\$27,325		\$20,000
Fasken Trust	\$0		\$46,032	\$0	\$30,000
Total Other Income	\$2,157	\$2,669	\$88,358	\$11,530	\$62,025
Transfers from Restricted Funds					
Operating Reserve Fund	\$0	\$3,468	\$20,000	\$94,410	\$41,617
Estimated amount needed to balance the budget.					
Future Fund	\$0	\$14,464	\$140,726	\$175,225	\$173,565
Church Development	\$0	\$3,333	\$45,000	\$59,000	\$40,000
Small Church Fund	\$0	\$2,083	\$30,000	\$30,000	\$25,000
Includes support for all youth events, incl youth task force, Jr. High youth camps and provision for 2022 triennium. Total must be within the 5% spending level of CCS funds.					
Camp Chimney Spring Funds	\$0	\$2,917	\$18,227	\$40,000	\$35,000
Willie Hall Black	\$0	\$0	\$300		
Miscellaneous Income	\$0	\$0	\$639		
Scholarship Fund	\$0	\$0	(\$1,000)	\$3,000	
Total Transfers from Restricted Funds	\$0	\$26,265	\$253,892	\$401,635	\$315,182
Total Receipts	\$2,157	\$41,418	\$467,884	\$568,299	\$504,661

**Exhibit C
Presbytery of Tres Rios - Receipts and Disbursements**

	Actual thru 1/31/23	Budget thru 1/31/23	Actual thru 12/31/22	Budget 2022	Asking Budget 2023
Expenditures					
Support for Upper Gov Bodies					
Synod	\$0	\$417	\$5,000	\$5,000	\$5,000
General Assembly	\$0	\$1,863	\$22,800	\$22,800	\$22,350
Total Support for Upper Councils	\$0	\$2,279	\$27,800	\$27,800	\$27,350
Church Support and Mission Outreach					
Church Support:					
Nazareth Salary Support	\$1,250	\$1,250	\$15,000	\$15,000	\$15,000 Funded from Church Development fund
Other Church/Mission Support	\$0	\$1,167	\$14,000	\$14,000	\$14,000
Total Support to Churches	\$1,250	\$2,417	\$29,000	\$29,000	\$29,000
Mission Support:					
Project Vida	\$870	\$833	\$10,000	\$10,000	\$10,000
Project Vida Computer Grant	\$0	\$0	\$5,000	\$5,000	\$0 Each year for 3 years beginning in 2020
Border Ministry	\$800	\$833	\$11,155	\$10,000	\$10,000
Bob Lewis Mission	\$0	\$83	\$1,000	\$1,000	\$1,000
Project Dignidad	\$0	\$83	\$1,000	\$1,000	\$1,000
Casa Hogar	\$0	\$125	\$500	\$500	\$1,500
Border Ministry Coordinator	\$500	\$542	\$1,500	\$1,500	\$6,500
Disaster Relief	\$0	\$833	\$10,000	\$10,000	\$10,000
Total Mission Support	\$2,170	\$3,333	\$40,155	\$39,000	\$40,000
Vision and Outreach Team Expense					
Meetings of Team & sub groups	\$0	\$167	\$2,381	\$5,000	\$2,000
Vision Presbyter Expense	\$0	\$417	\$3,803	\$5,000	\$5,000 Funded from Future Fund
Total Vision and Outreach Team	\$0	\$583	\$6,184	\$10,000	\$7,000
Total Church Support & Mission Outreach	\$3,420	\$6,333	\$75,339	\$78,000	\$76,000

**Exhibit C
Presbytery of Tres Rios - Receipts and Disbursements**

As of January 31, 2023

Pastoral Care and Youth Programs

Pastoral Care:

Training-Commissioned Ruling Elder
Scholarships
Total Pastoral Care

	Actual thru 1/31/23	Budget thru 1/31/23	Actual thru 12/31/22	Budget 2022	Asking Budget 2023
	\$0	\$250	\$0	\$3,000	\$3,000
	\$0	\$0	\$0	\$0	\$0
	\$0	\$250	\$0	\$3,000	\$3,000

Youth Programs:

Youth Task Force
Triennium
Synod Youth Workshop
Junior High Youth Camps
Other Youth Projects
Total Youth Programs

	\$5,547	\$750	\$1,268	\$14,000	\$9,000
	\$0	\$833	\$0	\$10,000	\$10,000
	\$0	\$917	\$10,880	\$11,000	\$11,000
	\$0	\$250	\$1,190	\$3,000	\$3,000
	\$0	\$167	\$0	\$2,000	\$2,000
	\$5,547	\$2,167	\$13,338	\$40,000	\$35,000

\$9,000 Youth activities are funded by the CCS fund
\$10,000 \$35,465 for 2023

Pastoral Team Expense:

Meetings of Team & sub groups
Pastoral Presbyter Expense
Total Pastoral Team

	\$0	\$125	\$1,647	\$1,500	\$1,500
	\$794	\$417	\$1,380	\$5,000	\$5,000
	\$794	\$542	\$3,037	\$6,500	\$6,500

\$5,000 Funded from Future Fund

Total Pastoral Care & Youth Programs

	\$6,341	\$2,958	\$16,375	\$49,500	\$44,500
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Administration Expense

Facilities:

Building Janitorial
Building Maintenance
Building Utilities
Insurance/Office & other facilities
Maintenance of other facilities
Total Facilities

	\$400	\$417	\$4,800	\$5,000	\$5,000
	\$272	\$417	\$5,768	\$5,000	\$5,000
	\$224	\$417	\$5,804	\$5,000	\$5,000
	\$0	\$1,926	\$19,981	\$23,113	\$23,113
	\$0	\$83	\$123	\$1,000	\$1,000
	\$696	\$3,259	\$36,476	\$39,113	\$39,113

\$1,000 Funded from Operating Reserve

**Exhibit C
Presbytery of Tres Rios - Receipts and Disbursements**

	Actual thru 1/31/23	Budget thru 1/31/23	Actual thru 12/31/22	Budget 2022	Asking Budget 2023
Presbytery Office Expense:					
Communications	\$69	\$58	\$445	\$700	\$700
Computer Operations	\$827	\$500	\$4,006	\$6,000	\$6,000
Website	\$0	\$83	\$763	\$1,000	\$1,000
Equipment Leases	\$971	\$1,000	\$12,994	\$12,000	\$12,000 New copier and postage meter leased in 2020
Equipment Maintenance	(\$90)	\$167	\$1,708	\$2,000	\$2,000
Financial Review		\$708		\$8,500	\$8,500 Funded from Operating Reserve
Postage	(\$254)	\$167	\$1,900	\$2,000	\$2,000
Supplies	\$454	\$333	\$4,777	\$4,000	\$4,000
Telephone	\$910	\$583	\$6,102	\$7,000	\$7,000
Taxes	\$211	\$8	\$246	\$100	\$100
Van and storage	\$525	\$208	\$2,100	\$2,500	\$2,500
Total Presbytery Office Expense	\$3,623	\$3,817	\$35,041	\$45,800	\$45,800
Staff Expense:					
Office Manager Salary	\$4,246	\$4,248	\$50,975	\$50,975	\$50,975 5% increase proposed by Personnel Team (2021)
Office Manager Pens/Medical	\$1,243	\$1,232	\$14,107	\$14,400	\$14,785 Actual cost for 2022 based on current salary
Office Manager Cont Ed	\$0	\$83	\$761	\$1,000	\$1,000
Office Manager Expense	\$43	\$208	\$1,630	\$2,500	\$2,500
Admin Presbyter/Stated Clerk Salary	\$3,125	\$3,125	\$37,500	\$37,500	\$37,500 Funded by Future Fund
Admin Presbyter/Stated Clerk Expense	\$0	\$333	\$1,043	\$4,000	\$4,000 Funded by Future Fund
V&O Presbyter Salary	\$3,125	\$3,125	\$37,500	\$37,500	\$37,500 Funded by Future Fund
V&O Presbyter BOP	\$1,219	\$1,271	\$13,896	\$13,875	\$15,250 Funded by Future Fund
V&O Presbyter Travel/Professional Exp	\$83	\$583	\$6,197	\$7,000	\$7,000 Funded by Future Fund
V&O Presbyter CE	\$0	\$67	\$800	\$800	\$800 Funded by Future Fund
Pastoral Presbyter Salary	\$3,125	\$3,125	\$12,500	\$37,500	\$37,500 Funded by Future Fund
Pastoral Presbyter BOP	\$313	\$1,271	\$938	\$14,750	\$15,250 Funded by Future Fund
Pastoral Presbyter Travel/Professional Exp	\$140	\$583	\$6,826	\$7,000	\$7,000 Funded by Future Fund
Pastoral Presbyter CE	\$0	\$67	\$0	\$800	\$800 Funded by Future Fund
Payroll Taxes	\$0	\$564	\$6,768	\$6,768	\$6,768
Total Staff Expense	\$16,662	\$19,886	\$191,441	\$236,368	\$238,628

**Exhibit C
Presbytery of Tres Rios - Receipts and Disbursements**

	Actual thru 1/31/23	Budget thru 1/31/23	Actual thru 12/31/22	Budget 2022	Asking Budget 2023
Presbytery Meetings Expense:					
Meetings of Presbytery	\$0	\$333	\$0	\$4,000	\$4,000
Meetings of Combined Teams	\$0	\$67	\$0	\$800	\$800
Meetings of Presbytery Task Forces		\$42		\$500	\$500
Presbytery "Big Event"	\$0	\$83	\$0	\$1,000	\$1,000
Moderator Training	\$0	\$83	\$75	\$1,000	\$1,000
GA Commissioner Training	\$0	\$50	\$0	\$600	\$600
Travel/Denomination/BOP Events		\$375		\$4,500	\$4,500
Total Presbytery Meeting Expense	\$0	\$1,033	\$75	\$12,400	\$12,400
Administrative Team Expense:					
Meetings of Team and sub groups	\$0	\$167	\$1,094	\$2,000	\$2,000
Trustee Expense	\$0	\$125	\$180	\$1,500	\$1,500
Administrative Personnel Support	\$0	\$63	\$700	\$750	\$750
Candidate Eval/Travel	\$0	\$167	\$583	\$2,000	\$2,000
Grants to Churches - Alpine	\$5,000	\$4,167	\$60,000	\$60,000	\$50,000
Total Administrative Team	\$5,000	\$354	\$62,557	\$66,250	\$56,250
Standing Committees of Presbytery:					
Personnel Sub-Committee	\$0	\$42	\$0	\$500	\$500
Permanent Judicial Committee	\$0	\$50	\$0	\$600	\$600
Nominating and Representation	\$0	\$21	\$0	\$250	\$250
Total Standing Committee Expense	\$0	\$113	\$0	\$1,350	\$1,350
Total Administration Expense	\$26,181	\$28,462	\$325,590	\$401,281	\$393,541
Total Expenditures	\$35,942	\$40,033	\$445,104	\$556,581	\$541,391
Net Receipts over (under) Expenditures	(\$33,785)	\$1,385	\$22,780	\$111,718	(\$36,730)

Funded from Future Fund

3 year grant beginning 2022 (funded by SCF & CDF)

The Presbytery of Tres Rios
Church Contribution Report
January 1 - December 31, 2022

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.	Synd	GA	Disaster Relief	Discretionary Fund	One Great Sharing	Christmas Joy	Pentecost	Peace Making	Theological Education	Border Ministry	Other	Delayed Ret	Total
O8723	Alpine	1800	450.00	1800.00	100%	1520.00	56.00	224.00		359.00	248.00	695.00			150.00				2155.00
21997	Andrews	1250	712.00	1250.00	100%	915.00	49.00	286.00											0.00
21998	Ballinger	12900	8600.00	15050.00	117%	11420.00	1531.00	2099.00											2343.00
22000	Big Spring	3000	5000.00	5000.00	167%	5000.00													17550.00
22002	Coahoma																		5000.00
	El Paso:																		
O8726	Divine Savit	0	500.00	500.00		400.00	20.00	80.00											500.00
22003	Faith	1000	1000.00	1000.00	100%	800.00	40.00	160.00											1000.00
O8724	First	4000	1000.00	4000.00	100%	3310.00	140.00	550.00											4000.00
15020	Grace	9000	5937.86	9000.00	100%	6607.00	323.00	2070.00	1795.50		1670.00	1640.00	495.00	287.25		6250.54	500.00		21638.29
22005	St. Andrew	500	1405.00	500.00	100%	400.00	20.00	80.00	887.00		178.00	195.00	170.00	335.00		300.00	4000.00		6542.00
22007	University	38600	10587.50	36999.27	96%	30104.95	1588.32	5306.00	7508.00		1135.00	25.00	863.00		500				47030.27
O8727	Fort Davis	2500	833.48	1047.85	42%	659.85	108.00	274.00											1047.85
O8728	Fort Stockt	4200	1050.00	4200.00	100%	2935.00	243.00	1022.00	5000										9200.00
	Marfa	1800			0%														0.00
	Mitland:																		
10551	Grace	16000	5410.00	16010.00	100%	13030.00	620.00	2360.00	1000		2699.65	1295.00				5000.00			26004.65
O8729	Monahans	0																	0.00
	Odessa:																		
22013	First	1000	1000.00	1000.00	100%	800.00	40.00	160.00			500.00	1020.00	264.00			250.00	250.00		3284.00
22015	Westminste	12000	6000.00	12000.00	100%	8850.00	520.00	2630.00											12000.00
22017	Pecos	600	200.00	650.00	108%	445.00	93.00	112.00											650.00
	San Angelo:																		
O8652	Nazareth	2400	600.00	2400.00	100%	1720.00	106.00	574.00											2400.00
11530	St. Mark	6000	2500.00	6000.00	100%	4800.00	230.00	970.00								1000.00			7000.00
O8651	St. Paul	2500	623.00	2500.00	100%	1741.00	215.00	544.00			2257.82					100.00			4857.82
	Grace Chap	3534	1870.50	6362.20	115%	4307.20	406.00	1649.00								543.04			6905.24
22023	Seminole	2000	2565.00	2000.00	100%	1600.00	80.00	320.00			340.00	140.00	85.00						2565.00
22024	Sonora	250	500.00	250.00	100%	200.00	10.00	40.00											500.00
	Total Dollar	128834	58344.44	129513.32		101565.00	6438.32	21510.00	16170.5	359	9025.47	5010	1877.00	622.25	650	13443.58	7250.00	250.00	183921.12

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