

INFORMATION PACKET & DOCKET
Holston Presbytery Stated Meeting
Saturday, February 1, 2025 – 9:00 a.m.

[Covenant Presbyterian Church](#)
[603 Sunset Dr., Johnson City, TN 37604](#)

Go to www.holstonpresbytery.org for downloadable copies of the packet for commissioners, elders and church members. Limited printed copies will be available at the meeting.

Please see that each commissioner gets a copy of the information packet prior to the meeting.

Any new business for the meeting must be sent to statedclerk@holstonpresbytery.org before January 28, 2025.

Registration will be online or the day of the meeting. Registration on the day of meeting will open at 8:15 am.

GENERAL INFORMATION:

Pastor Gary Helton from Jennie Moore Memorial Presbyterian Church will be preaching during worship. There will be communion served.

The offering taken during worship will go to the Disaster Relief program.

Lunch will not be served.

There will be no childcare or nursery for this meeting.

There may be room for displays at this meeting. Contact the Presbytery Office if you are interested in hosting a display table at the meeting.

Holston Presbytery

Moderator: Elder Kathi Carey

Vice Moderator: Rev. Collin Adams

Stated Clerk: Rev. Collin Adams statedclerk@holstonpresbytery.org

Transitional Executive Presbyter: Rev. Karen Russell karen@holstonpresbytery.org

Administrative Manager: Andi White andi@holstonpresbytery.org

[Appendix 1](#) to the Information Packet contains the Dissolution Policy recommended by the Committee on Ministry

Appendix 2 to the Information Packet contains information about who can speak and vote at Presbytery meetings, who can speak at Presbytery meetings, rules for debate for matters before the Presbytery, and guidelines for Presbyterians during times of disagreement. Page 58

Appendix 3 to the Information Packet contains information about future events, including dates of the upcoming General Mission Board and Holston Presbytery Meetings, Committee Meetings, etc. Page 60

DOCKET

HOLSTON PRESBYTERY

FEBRUARY 1, 2025 – Stated Meeting

8:15 AM Registration

9:00 AM Call to Order

Welcome & Introduction of Guests & First Time Commissioners

Welcome by Host Congregation

Introduction of New Business for Today’s Docket

Consent Agenda

All matters listed under the Consent Agenda are considered to be in the normal course of business by the Presbytery and will be enacted by one motion in the form listed. Any item requiring discussion will be removed from the consent agenda and considered separately.

-Approve Enrollment and Declaration of Quorum

For Presbytery a quorum is at least 3 Ruling Elders and 3 Teaching Elders from 3 different congregations.

-Approve granting voice to visiting teaching elders.

-Approve minutes from the November 12, 2024 Stated Meeting

-Appointment of Committee on Thanks

- Appointment of Bills and Overtures Committee

-Adoption of Docket

9:15 AM **Opening Worship**

Bulletin Available as Separate Document

10:15 AM **Break**

10:30 AM **The Work of the Presbytery**

Bethel AC

Amity/Zion/Mt. Hermon AC.....page 4

Recommendations:

1. That the membership of Leon Carson be transferred to First Presbyterian Church, Greeneville.
2. That the Tabernacle Presbyterian Church congregation be dissolved.

3. That our worship today include a litany of thanksgiving for the good and long ministry of Tabernacle Presbyterian Church.

Disaster Response Committee

Committee on Preparation for Ministry, Rev. Sam Schaus.....page 5

Mission and Discipleship (UKirk Sub-committee)page 5

General Mission Board, Rev. Rodney Norris.....page 11

Recommendation: That the Presbytery approve the attached Dissolution Policy and ask the Presbytery to add it to the Holston Presbytery Manual of Operations.

Finance, Budget & Stewardship Committee, Rev. Rick Raum.....page 13

- **Recommendation:** *to move \$73,000 from the Rosemont Fund into the Operating Fund to cover two years of deficits. (GMB approved)*
- **Recommendation:** *to move \$45,000 from Campus Ministry into the Operating Fund to partially offset two years of program deficits. (GMB approved)*

Committee on Ministry, Rev. Maggie Rust..... page 16

Representation and Nominations, Rev. Bill Anderson

Presbytery Trustees, David Light..... page 17

Transitional Executive Presbyter’s Report, Rev Karen Russell..... page 25

Stated Clerk’s Report, Rev. Collin Adams.....page 28

Bills & Overtures

Presbytery Feedback form

Presbytery Happenings

Please share events and activities happening within your church.

Committee on Thanks

Joys & Concerns

12:15 PM Adjournment

Committee Reports:

Report of the Administrative Commission February 1, 2025

The Administrative Commission continues its work in the following areas:

- Amity Presbyterian Church, Greeneville – The survey of the property has been completed. The cemetery on the property is to be separated into a separate parcel and the survey has included this separation. The Commission hopes to identify family members of those buried in the cemetery so that a transfer of the cemetery to the family may be possible. Now that the survey is complete, a title opinion on the deed will be necessary before any sale of the property can be completed. At a future meeting the Administrative Commission will bring a recommendation to transfer the remaining members of church and dissolve the congregation.
- Mount Hermon Presbyterian Church, Big Stone Gap – The Commission is seeking to determine if there is a local organization who could use the facility as a community center. That conversation is currently ongoing.
- Zion Presbyterian Church, Greeneville – The Commission determined that the dissolution of the congregation and the disposal of the property of Zion Presbyterian Church is the most complicated of the tasks assigned to the Commission. Research continues to obtain the information needed for the work of the Commission. No additional action has been taken beyond the necessary research, but progress is being made.
- Tabernacle Presbyterian Church, Greeneville – The sale of the property via quit claim deed has been completed. The Tabernacle Mission Soup Kitchen is now the owner of the property and continues the work of feeding people in that community and beyond. We have three recommendations for the Presbytery to act on today:

Recommendations:

4. That the membership of Leon Carson be transferred to First Presbyterian Church, Greeneville.
5. That the Tabernacle Presbyterian Church congregation be dissolved.
6. That our worship today include a litany of thanksgiving for the good and long ministry of Tabernacle Presbyterian Church.

Committee on Preparation for Ministry Report

Holston Presbytery
December 4, 2024, 3pm
via Zoom

Present: TE Brian Alderman, RE Bill Reese, RE Carolyn Russ, TE Sam Schaus, TE Robert White

Absent: TE Ramy Marcos, RE Nancy Johnson,

1. The committee held John Golden's annual review.
2. John Golden also applied to the CPM to move to Candidacy. After an examination and discussion the committee approved John for candidacy.

The next CPM meeting will be March 4, 2025

Mission and Discipleship Campus Ministry Sub-Committee Report:

Dear All,

Blessings and Peace to each of you. We are writing to you with both a sense of urgency and hope regarding UKirk, the campus ministry that has been a spiritual home for countless students. This ministry has and continues to provide a place of belonging, spiritual growth, and service to the campus community. Becoming the hands and feet of Christ on campus in a world that too often overlooks or ignores the pleas of younger generations.

As you all are likely aware, there have been some large changes since we have last spoke. The election took place in the US setting the stages for many to view the church in tandem with the MAGA and Trump movements. In just the last week, we have seen several home grown terrorists enacting their will on innocent bystanders causing confusion and panic not just for those present, but for all people. And in the midst of all of that Advent and Christmas time, our director resigned. While we intended to draw up a plan with guidance and direction from our director, that is no longer the plan. So below, you will find a theological justification for the ministry remaining on campus in the campus ministry house. As well as a tentative plan moving forward this spring without a current staff director.

Section 1: The Importance of Keeping the Campus Ministry House

The mission of UKirk ETSU is to provide a place to belong, for all people to learn about the love and grace of Jesus Christ, to experience a loving community and meaningful worship, and to find a safe space to consider the hard questions about faith. The campus ministry house stands as more than a building; it is a space where community, faith, and refuge intersect, serving as a sanctuary for students amid the challenges of college life. Preserving this house not only maintains a physical space for gathering but symbolizes a stable commitment to student faith development, well-being, and support.

1. A Sacred and Safe Space for Students

The campus ministry house offers a unique environment where students can feel part of a loving, faith-centered community. In a time when many young adults struggle with feelings of isolation and stress, a space dedicated to welcoming them as they are is invaluable. From 2016 to 2022, the PC(USA) reports a near 40% drop in Youth Professions of Faith while overall membership has declined nearly 20%. With a rise in evangelicalism that ties its religious motives with those seeking power and greed, UKirk seeks to be a home for these college students who wish to navigate that complexity. The house provides a neutral, non-judgmental zone where they can engage with others who share their faith or are curious about exploring it. Through casual conversations, shared meals, or communal worship, the house allows students to build meaningful relationships that provide emotional support and foster a sense of belonging.

The Bible emphasizes the value of sanctuary and set-apart spaces. In Psalm 27:4, the psalmist longs to “dwell in the house of the Lord all the days of their life, to gaze on the beauty of the Lord and to seek him in his temple.” This verse reflects the desire for a dedicated place to experience God’s presence—a place that feels safe, sacred, and welcoming. In Exodus 25:8, God commands, “Let them make me a sanctuary, that I may dwell among them,” underscoring the importance of a devoted space for community and worship.

In the New Testament, Jesus valued gathering spaces, whether in homes or open areas, where people could connect with God and one another. He assured that “where two or three are gathered in my name, there am I with them” (Matthew 18:20). The campus ministry house serves as that gathering space where students can come together to experience God’s presence in the fellowship of peers and ministry leaders.

Henri Nouwen emphasizes creating “hospitality spaces” as essential to Christian ministry. According to Nouwen, hospitality is more than welcoming people into a home; it’s about welcoming them into a sacred space where they are loved and accepted unconditionally. The campus ministry house serves precisely this purpose by offering a sense of spiritual and emotional refuge for students away from home.

2. Accessibility and Outreach

Located on campus, the house naturally invites students to engage with UKirk and explore their faith. Its proximity allows students to walk in easily, making it a comfortable option for those who may be hesitant to seek out formal church services. The physical presence of a ministry house is a constant reminder of the spiritual resources available to them, helping students incorporate faith practices into their daily routines. It becomes a bridge between campus life and spiritual formation, facilitating organic connections that might not otherwise occur.

In Acts 2:46, the early church is described as meeting “in homes” and “breaking bread” together with glad hearts. The house setting for campus ministry recalls the intimate, community-centered practice of the early church, where physical proximity and everyday interactions created a foundation for shared faith and learning.

The Parable of the Good Samaritan (Luke 10:25-37) illustrates the call to “go where people are” to extend God’s love. By maintaining the house on campus, the ministry can be where students are, making it more likely they’ll seek support and participate in ministry activities. The house’s presence is a quiet but powerful witness to the church’s commitment to students.

Section 2: The Future of Campus Ministry Without the House

If the campus ministry house is sold, the impact would be felt not only in physical displacement but in the ministry’s ability to serve effectively. Losing the house risks distancing the ministry from students, weakening connections, and challenging the ministry’s identity as a safe, rooted presence on campus.

1. Loss of Identity and Place

Without a physical house on campus, campus ministry risks losing its direct connection to the daily life of students. The house currently serves as a tangible reminder of faith’s role in campus life, making it easy for students to encounter UKirk and the broader Christian community. An off-campus or shared location would distance the ministry from students’ immediate environment, diminishing its visibility and accessibility. The ministry’s identity as a safe, welcoming space specifically for students would be more difficult to convey without a dedicated building.

Jesus’s own ministry modeled the importance of going to people and providing stable, accessible spaces for learning and support. In Matthew 9:35-36, Jesus goes through towns and villages, teaching, healing, and making Himself available to the people. For UKirk to function effectively, it needs to remain present and accessible to students, in line with Jesus’s approach of “being where the people are” to make an impact.

Dietrich Bonhoeffer emphasized the significance of the “visible church” within a community. He believed that the church’s physical presence in a neighborhood or community was essential for bearing witness to God’s love. For campus ministry, the house represents that visibility and presence on campus. Relocating it would risk diminishing the ministry’s connection to students’ lives and reducing its potential impact.

2. Challenges for Campus Ministry Leadership and Engagement

One of the most immediate challenges of relocating off-campus is the reduced opportunity for organic, frequent interactions with students. Campus ministry is relational at its core, thriving on the ability to meet students where they are and build trust over time. The current house’s proximity allows the director and ministry leaders to be part of students’ lives, providing a place where they can drop in, ask questions, or seek counsel spontaneously. An off-campus site would make it more difficult for students to reach out informally, potentially resulting in fewer opportunities for deepened relationships.

A less visible and less accessible ministry space could lead to fewer students becoming involved, impacting the ministry’s reach and relevance on campus. Without a dedicated place where

students can feel they are part of a faith community, the ministry risks becoming an optional or even obscure part of campus life, rather than a vital, integral presence. For students in search of faith resources or community, a diminished on-campus presence could make it challenging for them to find or engage with UKirk.

The Parable of the Lost Sheep (Luke 15:4-7) underscores the importance of seeking out those who may be drifting away or feeling lost. Just as the shepherd goes after the one sheep who has strayed, campus ministry is most effective when it can be present where students are, offering a visible reminder of God's care and availability. Moving away from campus would hinder the ministry's ability to pursue those vital, one-on-one connections that deepen their commitment to discipleship, lead students back to faith, or help them explore it for the first time.

James Cone's theology of community underscores the importance of rootedness and visibility in effective ministry. Cone argued that the church must be rooted in the lived experiences of people in their communities. For campus ministry, being rooted on campus and visibly present in students' environment is essential for relating to their experiences, challenges, and spiritual needs. Without the house, UKirk risks becoming detached from the student community it aims to serve.

In conclusion, we recognize the financial challenges facing UKirk and Holston Presbytery, especially as we strive to maintain a robust and impactful campus ministry in an era of limited resources. It's clear that funding plays a critical role in supporting our mission, and we share a deep appreciation for the careful financial stewardship that has allowed UKirk to serve students so effectively up to this point. This awareness of the financial landscape is precisely why this recommendation to sell the campus ministry house deserves thoughtful consideration.

However, after prayerful reflection and weighing all aspects of this decision, we firmly believe that retaining the property aligns more closely with the long-term vision and mission of both UKirk and the presbytery. The campus ministry house isn't just a building—it's a space where students find community, comfort, and connection in a time of personal and spiritual growth. The house serves as a consistent, welcoming space that offers students not only fellowship but also a tangible reminder of the Church's presence in their lives during their college years. Selling the property may relieve a financial burden in the short term, but we risk losing an invaluable resource that enables us to nurture faith, inspire leaders, and extend Christ's love in ways no financial asset alone can replicate.

As stewards of UKirk's future, we recommend exploring alternative funding strategies that allow us to keep this essential ministry house. By maintaining this space, we believe we can both fulfill the presbytery's mission and continue providing a vibrant, life-changing campus ministry for years to come.

Section 3: Tentative Plan for UKirk ETSU

I. Ministerial Support

After meeting several times in the fall with the committee, the director, and current Transitional Executive Presbyter Karen Russel, what was clear is that UKirk was a ministry of the Holston Presbytery, but had very little connection to the daily life and workings of said presbytery.

Therefore, the first thing that was identified was that the director needs to be more involved in the life and ministry of churches within the presbytery itself. This would include, but not be

limited to, meeting with sessions, giving minute for missions, giving updates on camps and conferences and continuing to invite churches and pastors to be a part of what goes on at UKirk. To do this well, we need a director that is self starting and willing to have difficult conversations with different congregations and pastors. We need to clearly articulate the mission and goals of UKirk and emphasize its impact on students' spiritual growth and community engagement. This will also include long term financial planning on the part of the director and committee.

II. Building Church and Community Partnerships

We hope to identify and contact Holston Presbytery churches in this semester to help with meals and teaching since we do not currently have a director. And our hope is that this begins to lay the groundwork of continued and growing relationships with congregations and the ministry at UKirk. One of the clearest areas of growth that we think will have the largest impact on the ministry of UKirk is local congregational support. Without the support from local churches and congregations, the ministry will not be able to continue. Therefore, our first order of business is developing a list of churches and other local nonprofits that align with UKirk's mission. Prioritizing congregations and groups that have had history with UKirk in order to secure the ministry for the returning students in just a few weeks.

The next step would be to visit with those particular congregations or churches. Either meeting with the session, pastor, or the congregation at large, to personally share the vision and needs of UKirk. Bringing students to tell their stories and their encounters with the divine.

And finally a follow up. Our hope is that in the future, UKirk will be able to develop ways to communicate with these congregations that have been supporting. Sending a monthly/quarterly newsletter of all the amazing things that are continuing to happen at this small ministry.

III. Financial Strategy

One of the easiest identifiable blemishes on the UKirk record is the financial viability of this ministry. Currently, the funding of UKirk is done through several means. First is the Synod money that comes in each month. It is not a significant amount, but it is recurring at the same amount each time. The next source of funding is giving from specific churches. Some churches give per year, some per quarter, and most not at all. However, the main way that churches give to UKirk is for specific tasks or projects. Need a new fridge, call Waverly Road, if you need a leak looked at, call Watauga Avenue. While this has been helpful in the short term to fix and address the immediate needs of UKirk and the Campus Ministry House, it has created a culture of giving to UKirk when they have a need, not to give as a ministry of Holston Presbytery. If we at churches operated under this format, we would all be in a similar place.

The plan of the committee is to receive the year end finances for UKirk and see what the true needs of the ministry are. Once we have a set budget of what it will cost to operate UKirk in its current capacity (without a director) then we will have a clearer idea of how much will be needed per month, per semester, and per year. This will take time since it was not accomplished by our previous director.

IV. Long Term Viability

We find ourselves at a fork in the road after the abrupt resignation of our UKirk director. On one side, we can continue forward as a committee run campus ministry, selling the house, and closing

down this ministry for good. It will save us some money in the short run and we do not have to worry about finding a new director. But I would caution against this road for several reasons. The first is personal. I (Rev. Brandon Davis) love this ministry and in the less than 2 years I have been involved, I have gone from showing up one Monday night to now running the ministry after our director resigned. But deeper than my personal reasons are ecclesiastical. Without ministries like UKirk, the church risks becoming insular, aging, and unable to adapt to cultural shifts. Keeping and investing in UKirk is not just a strategic choice, but it reflects the church's faithfulness to its mission, its willingness to stand for a gospel of love and justice, and its commitment to nurturing the future body of Christ. And to neglect this responsibility would be to fail the very people God calls the church to reach.

The other way is to continue forward in the life and mission of UKirk. "UKirk ETSU is to provide a place to belong, for all people to learn about the love and grace of Jesus Christ, to experience a loving community and meaningful worship, and to find a brave space to consider hard questions about faith."

We are in the process of developing diverse programming for students and churches at UKirk ETSU. Our worship services have been tailored for a young adult audience, we will continue some of the social gatherings in the spring such as movie nights, craft groups, and bible studies. And we want to develop more ways for students and churches to interact. While the meal has helped with bridging that gap, it is often awkward for both groups.

Campus Ministry Chair, Rev. Brandon Davis, has been meeting with several students since the resignation of the director. In doing so, the hope is that we can train and empower students to take leadership roles within UKirk and foster ownership and long-term commitment to the ministry. This also allows students the ability to do peer-to-peer ministry. Inviting friends to events and sharing their experiences with the ministry of UKirk.

In order to continue that mission, UKirk should hire a new director. Beginning this search for a new director with clear expectations for ministerial leadership and fundraising abilities. Mike Miyamoto (committee member and treasurer at WAPC) has already begun to look at the ways that some of the finances held within UKirk can be invested and grown.

We also hope to build an alumni database of past students in UKirk. This way we can expand the people that we are raising both ministry and financial support. Because while money would be excellent, we also need a team of people that pray for this ministry.

V. Conclusion

In this season of transition, we acknowledge the challenges we face with the continuation of UKirk ETSU. However, we as the campus ministry committee are also filled with hope for what lies ahead. We believe in the power of this ministry to transform lives, to nurture faith, and to equip the next generation to live out the gospel in meaningful ways. While we navigate these uncertain times, we trust in God's faithfulness and the strength of our community to sustain and grow this vital work. With your prayers, support, and partnership, we can ensure that UKirk continues to be a place where students encounter Christ, deepen their faith, and find a home in the Church. Together, let us step forward in faith, trusting that God can and will provide for the journey ahead.

In Christ,

Campus Ministry Subcommittee
January 3, 2025

General Mission Board

January 14, 2025
3:00 pm, Campus House

The General Mission Board met in person at Campus Ministry House, 1412 College Heights Rd, Johnson City, at 3:00 PM on January 14, 2025 and opened in prayer by Karen Russell. A quorum was present.

Members Present: Bill Anderson, Sam Schaus, Rodney Norris, Kathi Cary, Gary Helton, Rick Raum, Kaye Florence

Members Excused: Maggie Rust, Todd Jenkins, Greg Cartwright

Ex-officio Members Present: Gwen Hunter, Dave Welch, Collin Adams and Karen Russell.

Guests: Allen Huff

Reports/Recommendations to the General Mission Board:

Old Business

Committee on Discipleship Subcommittee - Campus Ministry -

- Recommendation: Committee was asked to bring a proposal to GMB for a way forward for the program.

Motion was made to postpone further discussion until the next GMB meeting. Motion was seconded and passed.

New Business

Reports/Recommendations to the General Mission Board

Finance, Budget and Stewardship

- *Motion made to move \$45,000 from Campus Ministry Fund into Operating Fund. Motion passed.*
- *Motion made to move \$73,000 from Rosemont Fund to Operating Fund. Motion passed.*
- *Motion made to emphasize Presbytery budget and spending at the August meeting of Presbytery. Motion seconded and passed.*

Disaster Response:

- Did first disbursement of donated funds.
- The Presbyterian Disaster Assistance National Response Team visited Holston Presbytery on January 13, 2025 to look at possible worker housing sites.

- Entered into a relationship with CarePortal to provide response to needs. Rachel Lawson, Regional Contact for CarePortal will provide a report at the February meeting of Presbytery.

Administration & Personnel Subcommittee - no report

Committee on Ministry

Recommendation: that the Presbytery adopt the Dissolution Policy and the Boundaries and Ethics Policy, which received their first reading at the Nov. 2024 meeting.

Committee on Preparation for Ministry

Nominations Committee

No Report. The committee will present report at the February Meeting of Presbytery.

Mission & Discipleship – no report/has not yet met

Trustees

See various meeting minutes/recommendations in reports.

- The Bethel property is being considered for use by two congregations and the Presbytery. Conversations are ongoing and bearing fruit.

Administrative Commissions

- -The Tabernacle sale has been finalized.
- -The Bethel AC is planning to conduct a second evaluation of the building and property.

Transitional Executive Presbyter's Report

Recommendations:

1. That the Disaster Response Team be made a standing committee of the General Mission Board, accountable to the Presbytery through the GMB. Members of the committee would be appointed by the GMB on an as-needed basis. **Motion Passed**
2. Due to the dates of the Presbyterian Leader Formation Residency conflicting with the May Stated Meeting of the Presbytery, I ask that you consider pushing back the date of the May Stated Meeting by one week, to May 13. (Colonial Heights is agreeable to this change) **Motion Passed.**
3. Due to the November Stated Meeting dates conflicting with election day, and the possibility of the first Tuesday or Saturday also being the first day of the month, that GMB consider moving 2026 Stated meetings to the second Tuesday or Saturday of February, May, August, and November.
4. That the November 2025 Stated Meeting be pushed back by one week to avoid election day, to November 11. **Motion Passed.**
5. That a task force be appointed by the GMB moderator to address issues of staffing, finances, committee structure, and other issues related to the future of Holston

Presbytery and produce a set of recommendations prior to the July GMB meeting for consideration. **Motion Passed**

Stated Clerk's Report

- Settling into new role and learning the ropes.
- Statistical Reports have opened, and information has been sent out. Please contact Collin if you need assistance.

Treasurer's Report

- 2024 Year End Balance Sheet/Financial Position
- 2024 Activity (Profit/Loss)

Moderator's Report - no Report

Vice-Moderator's Report – no report

Worship will commence just after approval of the consent agenda

- The offering will go to Disaster Assistance
- Pastor Gary Helton will be preaching.

Motion was made to adjourn. Motion seconded and passed. Moderator Rodney Norris closed in prayer at 4:59 PM.

Respectfully submitted,
Rev. Collin Blair Adams, Stated Clerk

FINANCE, BUDGET & STEWARDSHIP COMMITTEE HOLSTON PRESBYTERY MINUTES – MEETING OF DECEMBER 11, 2025 At Covenant Presbyterian Church, Johnson City

Attendance

- Richard Raum, chair; Aaron Caton, Ken King, Larry Smith, Jeanne Stokes
- Meeting convened at 3:30 PM with Bible Reading and Prayer.
- As this was the first meeting Stokes was able to attend, committee members introduced themselves.

Opening Business

- The proposed Agenda was approved.
- The Minutes of the October 8 Meeting were approved.
- Financial Reports were distributed and discussed. We'll continue to work toward receiving budget and YTD comparisons.

Old Business-Audit

It was discussed and by consensus agreed that the following protocols be adopted for an audit.

- In January Caton will send each committee member information from January, July, or August 2024, with instructions on doing preliminary analyses.
- After these initial analyses are complete, a committee meeting will be scheduled to collaborate and complete the audit.
- The goal is to finish the audit in time to present the results at the April 15, 2025 meeting of the General Mission Board

Old Business-Proposed Sale of ETSU Campus House

It was reported that the Director of the Campus Ministry resigned. This presents uncertainties and opportunities in relation to the Campus House and in relation to funding the ministry overall.

- It was discussed and agreed by consensus to try to schedule a joint meeting of our committee and the Campus Ministry Committee, as soon as possible in the New Year, to discuss mutual concerns.
- It was discussed and by consensus agreed to try to restore to the General Mission Council our previous recommendation for sale of the Campus House.

New Business

The committee turned its attention to the report and recommendations submitted by Karen Russell.

- It was MSP to move \$73,000 from the Rosemont Fund into the Operating Fund in order to cover two years of deficits.
- It was MSP to move \$45,000 from Campus Ministry into the Operating Fund to partially offset two years of program deficits.

Discussion took place regarding various aspects of the Tri Cities Korean Church and their facility. The Committee agreed there are too many uncertainties to recommend or take action at this time.

Discussion took place regarding use of Reserved Funds.

Discussion took place regarding strategies of promoting more robust and equitable participation in “per capita” support.

Discussion took place regarding assistance to congregations burdened by rates of the new Board of Pensions policies. It was agreed to follow the Committee’s action at the July 9 Meeting, to await Committee on Ministry’s initiative in identifying this problem if it arises, and to collaborate with COM on addressing it.

Closing Business

It was agreed that Covenant Presbyterian is an excellent place to meet.

The next meeting will be scheduled early in 2025, either when the Audit calls for it, or a joint meeting with the Campus Ministry Committee is scheduled.
The meeting was adjourned at 5 PM with the Lord's Prayer

Minutes submitted on December 17, 2024
Richard D. Raum

COM Report to Holston Presbytery – Feb. 1, 2025

COM met on Nov. 21, 2024, and conducted business by an email vote Dec. 19, 2024.

REMINDER: There are still many outstanding contracts for CREs and Stated Supply that we did not receive at the end of 2024. These need to be sent to the Presbytery ASAP!!

Actions Taken for Information:

- Approved waivers to elder terms of service under G-2.0404 for Preston Hills, Reedy Creek Bristol, and New Bethel.
- Approved the 2025 Contract renewal between Tracy Cagle and Hopewell.
- Approved the 2025 Contract renewal between Rich Fifield and Preston Hills.
- Appointed Dave Welch as moderator of FPC Bristol and authorized their formation of a PNC.
- Approved the release of Andy Blackwelder from his ordination as a Minister of Word and Sacrament in the PCUSA, as he has been accepted as a minister member of the Cumberland Presbyterian Church.
- Approved the transfer of Khayla Johnson as a minister member to Coastlands Presbytery.
- Approved the transfer of Jim Mays as a minister member to Middle Tennessee Presbytery.

Recommendations for Action:

1. We recommend the Presbytery adopt the Dissolution Policy and the Boundaries and Ethics Policy, which received their first reading at the Nov. 2024 meeting.

COM 2025 Meeting Schedule: (typically the second Thursday of the month at 4pm)

Feb. 13 by Zoom	July 10 on Zoom
March 13 <u>in person</u>	August 14 on Zoom
April 10 on Zoom	Sept. 11 <u>in person</u>
May 8 on Zoom	Oct. 9 on Zoom
June 12 on Zoom	Nov. 13 on Zoom

*December business is carried out through email vote.

Holston Presbytery Trustees Called Meeting

November 18, 2024, 5:00 PM

Presbytery Office, Johnson City, TN

Present: Sharon Amstutz, Scott Wise, David Light, John Smith, Matthew Clark, Karen Russel

Absent: Dan Donaldson

Secretary: Collin Adams, Assistant Stated Clerk

David Light opened with prayer.

Agenda Item: Proposal for use of the Bethany (Kingsport) property.

Karen Russel presented the proposal to the trustees. Proposal consists of moving the Presbytery Office and Tri-Cities Korean Church to the Bethany property (proposal found on page 2-6). Discussion consisted of where to put proceeds from the sale. The long term costs of Bethany's church plant were discussed. There was shared dreaming and scheming of ways to use the building to further the mission and ministry of the Presbytery.

Motion made that Karen create a budget. Motion passed unanimously.

The path forward:

1. Create a budget.
2. Have a Trustees Meeting at Bethany to inspect and get a feel for the building.
3. Present proposal to the Korean Church.

Next Meeting will take place at Bethany Church on Saturday, November 23 at 2:00 PM. This will be the yearly meeting of the Trustees.

Motion was made to adjourn. Motion passed.

Sharon Amstutz closed with prayer at 5:47 PM

PROPOSAL FOR USE OF FORMER BETHANY PROPERTY

Submitted by: Rev. Karen Russell

Date: November 18 2024

Summary: That the building that formerly house the Bethany Presbyterian Church be used as a new location for the Tri Cities Korean Presbyterian Church, as well as new offices and space for Holston Presbytery.

Rationale: Tri Cities Korean has already outgrown its current location. If additional space is not located soon, the congregation will begin to lose people – and statistics from church growth and decline studies suggest that it may well decline past the point of where it was when they purchased the building. In addition, Holston Presbytery is finding that the available space for presbytery work is less than anticipated – the meeting room barely holds a full committee and there is no private space for conversations or meetings. Storage is also an issue.

History: In 2022, Tri City Korean was allowed to sell their building and manse – at the time they did not have new locations lined up for either a manse or the church building. A manse was located – but it was found to need some fairly significant repairs and a need for a security system. These repairs were paid from the proceeds of the sale of the church building. After several months of the congregation meeting in the manse a building at 2501 W. Market in Johnson City was located. It had been used as an Escape Room facility and the interior of the building was decorated in a rather... bold...manner.

The purchase price of the building on W. Market was more than the proceeds from the sale of the former building, and a \$25,000 earnest money forfeiture from an un-used “option to purchase” the former church building. The shortage was approximately \$48,000, which was made up from Presbytery funds. This left Tri Cities Korean with no funds to remodel the building – which was imperative to make it useable as a church building. Initial ballpark estimates for the remodel work, if done by a contractor, were around \$150,000. The decision was made (with the advice of one of the Trustees) to approach the work as a less significant remodel project. This meant that there could be no installation of an actual kitchen – which required the installation of a commercial grade exhaust fan, among other upgrades.

The Presbytery agreed to provide the funds for purchase and remodeling of the building in exchange for office space in the building. Those funds came from the proceeds of the Leesburg Church, which had recently been set aside for African American and immigrant congregations. The zero percent loan would be decreased by \$1500 monthly in return for Tri Cities paying the utilities. Holston Presbytery would continue to pay for the alarm monitoring of the building, which was deemed necessary as the building had been vandalized several times.

The remodeling work took about 7 months, during which time the current pastor of Tri Cities Korean left, and a new pastor was called. That pastor was able to grow the church some, but only stayed a year. The current pastor, Rev. Choonki Kim, served as a missionary in Mexico for several years, and has proven to be a good fit for Tri Cities. The congregation has grown, and in that growth issues with the current building come clear. The largest issue is the size, and there are no more walls that can be knocked down to increase the size of the rooms. There is no way to increase the sanctuary space without decreasing the Sunday School and fellowship space. Even giving up the Presbytery space would not solve the issues. The lack of a full kitchen is especially impactful on a Korean congregation, and the cramped fellowship space is difficult. To a Korean congregation, the meals and fellowship are as important as the worship space in building

community. They have become creative in the use of space, but it's clear they have outgrown the building pretty quickly.

Reasons to Approve: (in no particular order of import)

- Tri Cities Korean is un-interested in actually owning a church building at this point. They are willing to have the Presbytery sell the current building and decide how to distribute the proceeds. Unprofessional estimates place the building value at \$300 – 400k, but definitely more than the original purchase price.
- Tri Cities Korean values the partnership it has with Holston Presbytery – which is unique among PCUSA presbyteries and Korean congregations. They want the Presbytery to move to the Bethany property with them.
- The property is centrally located in the Tri Cities area, making it easy for their congregants to get there. Currently they have people coming from Jonesborough, Johnson City, Kingsport, and Bristol.
- Because Rev. Kim spent time as a missionary in Mexico and has expressed interest in housing a Hispanic worshipping community in the building as well. We do have some limited funds and potential for more should a new immigrant worshipping community be formed.
- Sharing this space with Tri Cities Korean would give the Presbytery much more space for meetings, training sessions, storage, and other activities. We could do all day retreats for sessions, boundary and misconduct prevention training, as well as have potential space to use technology to expand the ability of people to participate in presbytery meetings (via the use of hybrid in person/on line meetings).
- It would provide a larger profile for both the congregation and the Presbytery.
- The proceeds from the sale of the building at 2501 W. Market could be partially used to set up a mini-endowment to offset the costs of occupying the building and upkeep.
- Tri Cities Korean has a dedicated group of folks who would help with the maintenance of the building, and do minor repairs.
- The outdoor pavilion is well suited both for Tri Cities to utilize, and for the Presbytery to initiate outdoor events as well.
- It has an easily upgraded kitchen area and fellowship hall on one level with the sanctuary, which is ideal for some of the elderly members of Tri Cities Korean.
- It would put a worshipping community into a building that has a legacy of conflict, anger, litigation, hurt feelings, and other things that are (or should be) contrary to the beloved Kingdom of which we are a part.
- You do not need to make a U-turn to get into the parking lot.
- The space is large enough that we could conceivably see some revenue production from the building.
- The Presbytery would have access to high speed fiber internet service rather than the completely unreliable DSL we currently have.

Reasons to Reject:

- It would take a potentially valuable asset off the market for the Presbytery.
- It would require a financial commitment to ongoing upkeep and maintenance of the property on the part of the Presbytery.
- It would require a commitment to having a non-virtual office for the foreseeable future, which may or may not suit the next presbytery leaders.
- There would be an initial cost to the move, as well as cleaning out and freshening up the Bethany property.
- We have no real idea of the sale value of the property on W. Market – one of the Tri Cities congregants who is a realtor estimates \$400k, but that is just a guess.
- In general this could be a risky proposition financially for Holston Presbytery.

Pertinent Facts:

- The current utilities of the building empty are somewhere around \$300 monthly, plus \$50 monthly for the alarm monitoring. Using the whole building could increase the monthly utilities to closer to \$600 monthly. (conservatively) We currently don't have any idea what the building costs were when it was used weekly as a church, but I do know that between the two electric meters, the required deposit for switching over the accounts at Brightbridge was \$2400. That's, I believe, a 3 month average bill. There are something like four thermostats in the building.
- At some point there may be major maintenance needed on the building – I'm especially concerned about the long term viability of the roof and the parking lot. And we would probably want the HVAC system looked at.
- The current balance on the loan to Tri Cities is somewhere around \$78,000, which we could either take from the building proceeds and return that amount to the Leesburg Fund, or simply write off as sunk costs.
- The current valuation of the Bethany Property is \$460,000. Consultation with 2 commercial appraisers verify that this is a valid valuation, as the costs associated with either remodeling or demolishing a church building to repurpose it are significant.
- The only offer we have had on the building was \$280,000, which is significantly less than its appraised value. It seems unlikely that any worshipping community would be in a position to make a better offer on a church building of that size.
- The building will require some freshening up and a good cleaning – the Bethany folks took more than they indicated they would take, and left things that were of no value to them, including a fair amount of stuff that needs to be trashed.
- We would need to purchase kitchen appliances. And possibly some office furniture.
- Cleaning services would be a substantial cost – it's a big building. The initial cleaning could cost close to \$800 – it cost \$500 just to have the 2501 W. Market property cleaned once construction was over.

RECOMMENDATION:

That we move the Tri City Korean Presbyterian congregation and Holston Presbytery offices into the building that formerly house Bethany Presbyterian Church. This move would include the following:

- Tri City Korean executes a quit claim deed on the property at 2501 W. Market the week the congregation moves;
- Holston Presbytery seeks a buyer for the property at 2501 W. Market as soon as possible; and
 - o That ¼ of the net sales proceeds be given to Tri City Korean Presbyterian for church programming and possible creation of a Hispanic worshipping community that would be housed in the same building;
 - o That ½ of the net sales proceeds be placed into an investment fund, the earnings of which would be used to offset the costs of building maintenance and repairs;
 - o That ¼ of the net sales proceeds be placed into a pastoral leadership development fund for the benefit of Holston Presbytery congregations facing difficulties in finding pastoral leadership;
- The agreement between Tri City Korean Presbyterian Church will include a provision that Holston Presbytery can use the sanctuary, fellowship hall, and kitchen areas for training, meetings, or other events that do not conflict with activities of Tri City Korean;
- That the outstanding loan owed to Holston Presbytery by Tri City Korean be “written off” rather than re-paid from sales proceeds of the building at 2501 W. Market;
- That Tri City Korean contribute \$400 monthly toward the utilities and upkeep of the building, including custodian services;
- That this partnership be evaluated every five years, with other consultations as necessary.

Holston Presbytery, Inc. Trustees Annual Meeting

November 23, 2024, 2:00 PM, Bethany Presbyterian Church, Kingsport

Present: Sharon Amstutz, Scott Wise, David Light, John Smith, Matthew Clark, Karen Russel, Dan Donaldson

Secretary: Collin Adams, Assistant Stated Clerk

Dan Donaldson opened with prayer.

It was confirmed that a quorum was present

Walkthrough and Inspection of Bethany property was conducted.

Motion was made and seconded to approve the move of Tri-Cities Korean Church and the Presbytery Office to the Bethany property with the provision that the ownership of the Market Street property be transferred via quit claim deed to the Presbytery and a Memoranda of Understanding be signed prior to the move. Motion passed unanimously.

Motion was made and seconded that proceeds of the sale of the Market Street property go to an investment account to fund the operations and maintenance of the Bethany property. Motion passed unanimously.

Motion was made and seconded to add Bookkeeper Beverly Johnson to list of people allowed to sign checks. Motion passed unanimously.

Motion was made and seconded to obtain credit cards for the bookkeeper and Executive Presbyter (or equivalent). Motion passed unanimously.

Officers elected for 2025: David Light, President; Collin Adams, Secretary. Both elected with one abstention. A treasurer for 2025 is being sought.

A review of the Insurance policy was conducted.

A review of the financial position was discussed.

There was no old business to return to.

There was no new business.

Collin Adams closed with prayer at 3:30 PM

Called Trustees Meeting

Thursday, January 2, 2025

6:00 PM

Hybrid via Zoom and at Presbytery Office

Present via Zoom: Sharon Amstutz, Dan Donaldson, Collin Adams, Rick Raum (guest)

Present at Presbytery Office: Karen Russel, Scott Wise, Dave Light,

Not Present: John Smith

Dave Light called the meeting to order and opened with prayer.

Karen Russel presented the request from the Coptic Church and the latest on the Bethany property. The current situation with the Tri-Cities Korean church was discussed.

Motion was made by Scott Wise to continue the conversation by bringing all parties to the table.

Motion was seconded by Sharon Amstutz. Motion passed unanimously.

Rick Raum presented the latest information from the financial committee. A discussion about investments and who is responsible for those occurred. It was decided to have a joint meeting of the Finance Committee and the Trustees to work out a understanding about investments and any other fuzzy areas.

Motion was made to read and discuss financial reports at the next trustees meeting. Motion was seconded and passed unanimously.

Motion was made to adjourn at 6:39 and seconded. Motion passed and Karen Russel closed with prayer.

Minutes submitted by Rev. Collin Adams, Stated Clerk

Minutes of the Called Meeting of the Trustees

1.9.25

The hybrid meeting of the Trustees and representatives of St John the Baptist Coptic Orthodox Church was called to order at 5:45 by the Moderator and opened in prayer by Dan Donaldson.

Present in person: John Smith, Matthew Clark, Scott Wise, Dave Light, and Karen Russell.

Present via Zoom: Sharon Amstutz

Representatives from St. John's present: Dr. Mark Aziz. Dr. Monir Shalaby and Johnathan Nickels.

The purpose of the called meeting was to discuss the potential sale of the Bethany property with the St. John the Baptist congregation, including the possibility of sharing the facilities as part of a lease/purchase agreement.

After introductions were made the group discussed the different scenarios possible and the needs of each entity sharing the space.

The following motion was made: That the congregation of St. John the Baptist Coptic Orthodox Church be granted use of the Bethany building one weekend a month for worship and congregational activities for a period of three (3) months, pending receipt of liability coverage. That motion passed unanimously.

It was further agreed that the space would be used by St. John the Baptist, Holston Presbytery, and the Korean Presbyterian Church, the details of which would be worked out between the three groups with Rev. Karen Russell and Rev. Dr. Dan Donaldson representing Holston Presbytery in those conversations.

It is understood that St. John the Baptist will pursue the eventual purchase of the property "if the way be clear," but until then Holston Presbytery will retain ownership of it and provide insurance coverage (with St. John the Baptist securing 'renters' insurance").

Finally, it was deemed advisable to have the septic tank serviced in the near future.

There being no further business, the meeting was adjourned with prayer at 6:35 by Dave Light.

Respectfully Submitted,

Sharon Amstutz

Transitional Executive Presbyter Report & Recommendations to the General Mission Board

January 14, 2025

(The recommendations are at the end of this report)

Moderating Duties:

The COM has adopted a practice of the TEP serving as moderator for 90 days when a pastoral call is dissolved. To date, I have moderated sessions at Rock Creek, Jonesborough, Bristol First, Cold Spring, and will take up Reedy Creek in Kingsport beginning with a congregational meeting this week. Reedy Creek is the only session for which I am still moderator. This seems to be a successful practice – it gives a bit of a buffer after a pastor leaves for the session and congregation to feel as if they are on the radar of the presbytery, and my schedule is more flexible for meetings, which means they don't have to change their meeting schedule right away.

Commissioned Lay Pastor Training:

In October, we began a partnership with Abingdon Presbytery to offer CLP training via zoom meetings once a month, using the TheoAcademy videos produced several years ago by the Synod of Mid America along with readings from the Confessions and the Book of Order. These high-quality videos are great for this sort of training (including new elder training!!) and the class discussion give participants a chance to hear the thoughts and reflections of others. We currently have two folks who have participated in the first two classes – and this design allows interested people to “jump in” at any point in the class cycle.

This approach to training will rely on COM assessment for commissioning. In the past we have “certified” elders for certain things, without a requirement they be commissioned to a specific congregation. It may be we need to examine that practice. The current BOO makes clear that commissioning rather than certification is the point of the training – and the act of commissioning will remain with the COM.

Finance Conference:

In November I attended the Finance Conference (hosted by the Presbyterian Foundation, the Presbyterian Loan & Investment Program, along with various partners of those agencies), held in Atlanta. I made contact there with the representative of New Covenant Funds, through which most of our donor-designated funds are invested. I also got good information on trends in property use (of congregations that have more building than people – or money), the importance of presbyteries in the survival/thriving of congregations, cyber security (including cyber security insurance), insurance both for mid councils and congregations, the need for new funding models, and what appears to be on the horizon for issues around finance, debt, property, and funding for Presbyterian Churches.

Bottom line: we continue to decline in terms of money and people, as a denomination. The mere survival for congregations is too small a goal – and hard facts will need to be faced in the coming

years. But because other churches are also declining, the use of property and seeing property as a ministry rather than a simple financial equation likely won't work.

Property:

Speaking of property use – some updates:

- Former Bethany property – the Trustees report will have more, but we have an interesting opportunity for use of that building which honors the history of the congregation and keeps the building moving forward in ministry. This plan would also provide more meeting space for the presbytery, larger office space, and a facility that could be used for ongoing training and workshops.
- Meadows Cabin – the cabin had a bit more revenue over the previous year but still is not the revenue producer we would like it to be. Recent changes in camp personnel may affect how they approach management of the cabin, which could create a situation where we might need to be more “hands on” with the property. We have a potential buyer for the property if investigate a joint sale.
- The Trustees have plans to create some guidelines around property sales that would help with those decisions.

Training:

- We need to reschedule the Leaderwise Boundary Training session that was postponed due to Hurricane Helene.
- I am looking into other options for training, boundary, harassment prevention, anti-racism training (all required), and some on-going training on other things, including clerk of session training, and new elder training that we can do on a presbytery-wide basis.

Finances:

- We are still working to make necessary adjustments to the 2024 final reports, but the unaudited reports are in the packet.
- We are making a change in our bookkeeping software that will make it easier for us to update/correct/produce our financial reports.

Pastoral Searches:

- CLC is still not proving to be a good source of candidates; there are synods and presbyteries that are launching their own sites. We may consider alternatives, like using Indeed or Linked In to post jobs
- Currently, Cold Spring, Strawberry Plains are both in active searches. Jonesborough and Bristol First are preparing to launch searches. Reedy Creek will regroup, and we will look at what they will need in terms of support as they transition from a long time pastorate into a vacancy.

Disaster Response:

- The team Allen put together is still working and meeting every couple of weeks. PDA was in town yesterday to meet with the folks at Newport and Cove Creek who are currently hosting work groups. They are in need of a host site closer to Erwin or Mountain City – and we are taking volunteers to help facilitate that.
- I am recommending that the Disaster Response team become a standing committee of the General Mission Board, with members appointed as necessary as folks come and go. Current team members are: Allen Huff, chair; Rick Raum; Geoff Hoare; Rebecca Nunley; Harrell Cob; Pauline Douglas; Ray White; Chris Kilday; Jeanne Stokes. Jim Garret is our PDA liaison.

Personal:

- My current employment agreement expires December 31, 2025. My current plan is for that to be my last day of full-time employment.
- I will be traveling to the Seattle area in May for the 2025 PLF Residency, which has been a source of ideas, support, and good information in the last two years. Those dates are May 4-9. (see related recommendation below)
- Preaching – I plan to preach more this year. If you are interested in booking me, it's always best to do that early.
- Vacation: I'd like to take four weeks in July and two weeks in August to go to Canada this summer.

RECOMMENDATIONS:

1. That the Disaster Response Team be made a standing committee of the General Mission Board, accountable to the Presbytery through the GMB. Members of the committee would be appointed by the GMB on an as-needed basis.
2. Due to the dates of the Presbyterian Leader Formation Residency conflicting with the May Stated Meeting of the Presbytery, I ask that you consider pushing back the date of the May Stated Meeting by one week, to May 13. (Colonial Heights is agreeable to this change)
3. Further, that due to the November Stated Meeting dates conflicting with election day, and the possibility of the first Tuesday or Saturday also being the first day of the month, that GMB consider moving 2026 Stated meetings to the second Tuesday or Saturday of February, May, August, and November.
4. That the November 2025 Stated Meeting be pushed back by one week to avoid election day, to November 11.
5. That a task force be appointed by the GMB moderator to address issues of staffing, finances, committee structure, and other issues related to the future of Holston Presbytery and produce a set of recommendations prior to the July GMB meeting for consideration.

Stated Clerk's Report

- Settling into new role and learning the ropes.
- Statistical Reports have opened, and information has been sent out. Please contact Collin if you need assistance.

Holston Presbytery Statement of Financial Position As of December 31, 2024

	Total	
	As of Dec 31, 2024	As of Dec 31, 2023 (PY)
ASSETS		
Bank Accounts		
11000 Citizens Bank 2071 (BUS INT 0011)	120,422.92	119,540.35
11100 Citizens Bank 1696 (HP Checking)	33,094.02	52,068.68
11150 Citizens Bank 8005 (Reserve Sweep)	323,319.38	869,473.93
11155 Citizens Bank 0014 (Certified Deposit)	500,000.00	
11200 Bank of TN 7552 (Meadows Cabin)	81,998.77	63,585.69
11250 Rosemont Banking	0.00	0.00
	\$	\$
Total Bank Accounts	1,058,835.09	1,104,668.65
Other Current Assets		
17000 Undeposited Funds	0.00	0.00
Due From PCM	0.00	0.00
Inventory Asset		
Payroll Corrections	0.00	0.00
Payroll Refunds	0.00	
Uncategorized Asset		
	\$	\$
Total Other Current Assets	0.00	0.00
	\$	\$
Total Current Assets	1,058,835.09	1,104,668.65
Fixed Assets		
16000 Holston Meadows Cabin	650,553.11	650,553.11
16050 Campus Ministry House	625,000.00	625,000.00
	\$	\$
Total Fixed Assets	1,275,553.11	1,275,553.11
Other Assets		
18000 Church Loans		
18010 Hebron Presbyterian Church Loan	34,133.81	35,013.81
18015 Hebron Expenses Paid	0.00	0.00
18020 Strawberry Plains Church Loan	235,317.71	245,571.05

18025 Bethany Expenses Paid	0.00	
18030 Tri-Cities Presbyterian Church Loan	73,943.08	87,944.03
18040 Erwin Presbyterian Church Loan	0.00	38.00
18050 Leesburg Expenses Paid	0.00	1,818.82
18060 Magill Memorial Expenses Paid	0.00	170.00
	<u>\$</u>	<u>\$</u>
Total 18000 Church Loans	343,394.60	370,555.71
19000 New Covenant Mutual Funds	102,527.33	
	<u>\$</u>	<u>\$</u>
Total Other Assets	445,921.93	370,555.71
	<u>\$</u>	<u>\$</u>
TOTAL ASSETS	2,780,310.13	2,750,777.47
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
21000 Pass Thru Benevolence	0.00	1,803.00
21001 Grandfather Home	391.00	150.00
21002 King College	0.00	
21003 Lees McRae College		
21004 Tusculum College	-850.00	500.00
21005 Sunset Gap	-350.00	1,000.00
21006 Evergreen Ministries		
21007 PCUSA Missionary Support	20,700.32	20,700.32
21008 Synod Support	200.00	550.00
21009 Holston Camp & Retreat Center	0.00	2,000.00
21010 PW Birthday Offering	280.00	280.00
21011 Pentecost	-189.00	135.00
21012 Peacemaking	771.75	493.75
21013 OGHS	248.18	211.18
21014 Christmas Joy	54.00	100.00
21015 Least Coin	40.26	40.26
21016 Union Seminary	400.00	
21017 Columbia Seminary	250.00	
21018 Hagan Endowment Fund	2,676.48	
21019 Theologian in Residence	1,000.00	
21020 Hope Alliance	93.00	
21021 Montreat College Conference	50.00	
	<u>\$</u>	<u>\$</u>
Total 21000 Pass Thru Benevolence	25,765.99	27,963.51
Direct Deposit Payable	0.00	0.00
Due to PCM	0.00	0.00
Payroll Liabilities		
403(b)	0.00	
Death and Disability	0.00	75.00
Dental	37.12	205.94
Federal Taxes (941/943/944)	0.00	783.28
Federal Unemployment (940)		

Longterm Disability	7.88	23.64
Medical	591.26	1,621.74
Temporary Disability	0.00	37.50
TN Quarterly Taxes	0.00	0.00
Vision	3.90	23.28
	\$	\$
Total Payroll Liabilities	640.16	2,770.38
	\$	\$
Total Other Current Liabilities	26,406.15	30,733.89
	\$	\$
Total Current Liabilities	26,406.15	30,733.89
Long-Term Liabilities		
19500 Church Mortgage Grants		
19520 Jennie Moore Memorial	-8,500.00	
19530 Old Kingsport	-10,000.00	
19540 Cedar Creek	-7,500.00	
	-\$	\$
Total 19500 Church Mortgage Grants	26,000.00	0.00
	-\$	\$
Total Long-Term Liabilities	26,000.00	0.00
	\$	\$
Total Liabilities	406.15	30,733.89
Equity		
30001 5 Cents A Meal	34,454.59	27,474.47
30002 Rosemont	133,839.71	133,839.71
30003 Liberty Presbyterian	80,429.18	80,429.18
30004 Windsor Avenue Church	334,486.68	334,486.68
30005 Hattie Farthing Fund	1,314.78	1,314.78
30006 Hawkins County	0.00	3,706.00
30007 Synod Technology	0.00	2,272.80
30008 PFSA Initial Investments	227,000.00	227,000.00
30009 Pastoral Care	173.70	673.70
30010 Youth Triennium	1,154.25	1,154.25
30011 Church Development	312.12	312.12
30012 New Church Development	229.18	229.18
30013 Evangelism	988.81	988.81
30014 Equipment Reserve	697.02	697.02
30015 Grigsby Scholarship	9,497.56	9,497.56
30016 Braziel Scholarship	6,887.70	6,887.70
30017 Dixon Scholarship	6,797.71	6,797.71
30018 Robinson Fund	70.79	70.79
30019 Ninth Street Loan Fund	7,292.71	7,292.71
30020 Williams Fund	9,908.71	9,908.71
30021 Honoraria	14,812.65	14,366.35
30030 Mount Zion Checking (3381)	2,131.44	11,113.86
30035 Mount Zion Checking (3392)	3,053.50	101.41
30040 Mount Zion Cemetery Fund		
30045 Hebron Regions Checking (5960)	0.00	55,097.74
30050 Loan Fund		

30055 Loan Fund Receivable		
30060 Flood Relief	32,785.58	
30065 Colonial Heights Grant Fund	0.00	
30066 Reedy Creek Grant	0.00	
30067 Leesburg Fund	74,805.18	76,955.00
Opening Balance Equity	0.00	-246,756.82
Retained Earnings	1,904,642.74	2,009,506.19
Net Revenue	-107,862.31	-55,374.03
	\$	\$
Total Equity	2,779,903.98	2,720,043.58
	\$	\$
TOTAL LIABILITIES AND EQUITY	2,780,310.13	2,750,777.47

Monday, Jan 13, 2025 09:41:28 AM GMT-8 - Accrual Basis

Holston Presbytery Statement of Activity January - December 2024

	Total	
	Jan - Dec 2024	Jan - Dec 2023 (PY YTD)
Revenue		
42100 Unified Mission Giving		6,181.00
42200 Unified Giving	181,456.78	157,720.40
42300 Holston Meadows Cabin Income	52,819.29	72,433.16
42350 Campus Ministry Income	18,488.30	14,162.80
42400 Bad Debt	-208.00	
42450 Youth Program	2,910.00	2,160.00
Billable Expenditure Revenue		
Billable Expenditure Revenue-1 (deleted)		
Billable Expense Income (deleted)		
Sales		
Sales of Product Revenue		
Uncategorized Income		10.00
	\$	\$
Total Revenue	255,466.37	252,667.36
Cost of Goods Sold		
Cost of Goods Sold		
	\$	\$
Total Cost of Goods Sold	0.00	0.00

	\$	\$
Gross Profit	255,466.37	252,667.36
Expenditures		
50100 Bank Charges	150.92	184.83
60000 Holston Presbytery Committees		
60001 General Mission Board		
60002 Committee on Ministry		1,185.32
60003 CRE Training		
60004 Background Checks	151.00	175.00
60005 Committee on Preparation		
60006 Candidate Support		
Total 60005 Committee on Preparation	0.00	0.00
60007 Mission & Evangelism		
60008 Discipleship		
60009 Administration & Budget		
60010 Campus Ministry		
Permanent Judicial Commission	1,372.50	
Total 60000 Holston Presbytery Committees	1,523.50	1,360.32
60100 Trustees		
60101 Trustee Miscellaneous		
Total 60100 Trustees	0.00	0.00
60200 Administrative		
60201 Payroll Taxes	4,867.02	5,228.67
60202 Use of Space	18,000.00	
Repairs & Maintenance	0.00	
Total 60202 Use of Space	18,000.00	0.00
60203 Telephone	717.78	526.30
60204 Postage		602.23
60205 Paper		
60206 Copy & Printing	42.31	304.03
60207 Office Supplies	437.30	1,221.51
60208 Treasurer's Office		
60209 SC Office		93.27
Total 60207 Office Supplies	437.30	1,314.78
60211 Service Contracts	725.77	
Grasshopper (deleted)		
Total 60211 Service Contracts	725.77	0.00
60213 Software	485.22	93.08
60214 Communications	389.22	-104.13
60215 Insurance	8,704.52	16,515.54
60216 Equipment	219.78	447.08
60217 Miscellaneous Administrative	657.68	3,041.22
60218 Dues/Memberships	108.90	1,812.50
60219 Publications		-84.78

Total 60217 Miscellaneous Administrative	\$ 766.58	\$ 4,768.94
60220 Miscellaneous Expense		
60221 Bethany Legal Fees	21,981.07	30,354.58
60222 Leesburg Presbyterian Expenses		
60223 Zion Presbyterian Expenses	7,964.53	26.34
60224 Accounting	8,759.23	8,042.30
60225 Security	1,365.00	685.00
60226 Office/General Administrative Expenditures	1,062.27	
60227 Tabernacle Expenses	666.00	
60230 Utilities	1,234.28	
Total 60200 Administrative	\$ 78,387.88	\$ 68,804.74
60210 Staff Travel	5,292.26	4,625.39
60300 Ministries with Councils		
60301 Per Capita - Synod of Living Waters	18,145.00	19,263.00
60302 Per Capita - General Assembly	44,906.15	
Total 60300 Ministries with Councils	\$ 63,051.15	\$ 19,263.00
60400 Personnel		
60401 Executive Presbyter		
60402 Cash Salary	38,750.00	41,750.00
60403 Housing Allowance	21,000.00	22,750.00
60404 SECA	4,590.00	4,972.50
60405 Board of Pensions	20,191.44	25,562.41
60406 Professional Expenses	9,168.39	3,873.34
60420 Continuing Education	1,300.00	349.16
Retirement	2,100.00	
Total 60401 Executive Presbyter	\$ 97,099.83	\$ 99,257.41
60407 Stated Clerk	0.00	
60408 Salary	13,900.00	
60409 SECA	217.00	994.50
60410 Housing Allowance	3,000.00	13,000.00
60422 Professional Expenses		
Total 60407 Stated Clerk	\$ 17,117.00	\$ 13,994.50
60411 Treasurer	911.10	
60412 Salary	7,000.00	9,333.31
60413 Benefits		
60414 Professional Expenses		
Total 60411 Treasurer	\$ 7,911.10	\$ 9,333.31
60415 Campus Ministry Director		
60416 Salary	26,826.92	28,903.84
60417 Benefits	2,154.96	
60418 Professional Expenses		
Total 60415 Campus Ministry Director	\$ 28,981.88	\$ 28,903.84
60419 Assistant Stated Clerk	2,923.08	1,846.16

60421 Administrative Manager	11,596.11	1,450.00
60422 Bookkeeper (deleted)		
60425 Disaster Relief Coordinator	4,285.80	
	\$	\$
Total 60400 Personnel	169,914.80	154,785.22
60500 Holston Meadows Cabin Expenses		
60501 Electricity	6,040.81	11,969.84
60502 Internet	690.18	1,071.53
60503 Housekeeping - Cleaning	7,700.00	14,046.50
60504 Housekeeping - Other	300.00	800.00
60505 Pest Control	403.00	380.00
60506 Trash Collection		
60507 Insurance	2,369.00	
60508 Property Taxes	3,212.40	
60509 Miscellaneous Cabin	262.50	3,690.56
60510 Repairs & Maintenance		2,627.73
60511 Repairs	1,194.22	752.94
60512 Mowing & Landscaping		
60513 Reimburse HC&CC - R Hamby		
	\$	\$
Total 60510 Repairs & Maintenance	1,194.22	3,380.67
60514 Marketing		
60515 Supplies	450.56	3,872.54
60516 Cabin Supplies		1,508.35
60517 Cleaning		100.00
60518 Propane	1,203.17	376.03
	\$	\$
Total 60515 Supplies	1,653.73	5,856.92
60519 Rental Fee		
60520 Credit Card Fees		
60521 Holston Camp & Conference Center	9,897.89	13,103.07
	\$	\$
Total 60519 Rental Fee	9,897.89	13,103.07
60522 Capital Expenditures		15,000.00
60524 Telephone	153.60	
	\$	\$
Total 60500 Holston Meadows Cabin Expenses	33,877.33	69,299.09
60600 Campus House		
60601 Electricity	2,355.33	2,219.97
60602 Internet	874.53	899.92
60603 Water	1,438.95	727.09
60604 Office Supplies	-126.87	24.78
60605 Cleaning Supplies		
60606 Cleaning Service	2,520.00	1,160.00
60607 Repairs & Maintenance	8,161.00	3,234.66
60608 Programs	4,261.13	6,176.56
60609 Worship		250.00
60610 Promotion		75.00

60611 Miscellaneous	892.66	166.66
60612 Capital Expenditures		
60613 Telephone		154.99
60614 CPM Insurance	1,667.00	
	\$	\$
Total 60600 Campus House	22,043.73	15,089.63
60700 Youth Ministry	1,445.97	
60701 Programs		2,140.00
60702 Miscellaneous		
	\$	\$
Total 60700 Youth Ministry	1,445.97	2,140.00
Employee Benefits		
Payroll Expenses	1,060.14	
Company Contributions		
Health Insurance	682.30	
	\$	\$
Total Company Contributions	682.30	0.00
Taxes	0.00	0.00
Wages	0.00	0.00
	\$	\$
Total Payroll Expenses	1,742.44	0.00
Reimbursements		
Salaries & Wages		
Uncategorized Expense		
	\$	\$
Total Expenditures	377,429.98	335,552.22
	-\$	-\$
Net Operating Revenue	121,963.61	82,884.86
Other Revenue		
70000 Interest Income	26,212.02	27,127.14
70010 Interest Income - CPM	413.49	383.69
71000 Hurricane Helene Support		
	\$	\$
Total Other Revenue	26,625.51	27,510.83
Other Expenditures		
19510 Tabernacle Greeneville	3,500.00	
19550 Zion	4,141.08	
81000 Hurricane Helene Expenses		
99999 Ask Accountant/Client	4,883.13	
Reconciliation Discrepancies		
	\$	\$
Total Other Expenditures	12,524.21	0.00
	\$	\$
Net Other Revenue	14,101.30	27,510.83
	-\$	-\$
Net Revenue	107,862.31	55,374.03

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APPENDIX 1

HOLSTON PRESBYTERY COM **POLICY FOR DISSOLUTION OF PASTORAL RELATIONSHIPS**

BACKGROUND AND INTRODUCTION

Ordinarily and ideally the pastoral relationship between the pastor/associate pastor and the congregation will be dissolved amicably and with a tone of celebration (and a measure of grief) as the pastor/associate pastor moves to a new field or to retirement. On occasion, however, the relationship is dissolved under less than ideal circumstances. For such occasions and due process, the Presbytery provides this policy to ensure some degree of care for both Pastor/Associate Pastor and Congregation. Toward that end, the following policy will be observed.

GOVERNING PRINCIPLES

The relevant governing provisions from the *Book of Order* are:

G-2.0901 An installed pastoral relationship may be dissolved only by the presbytery. Whether the teaching elder, the congregation, or the presbytery initiates proceedings for dissolution of the relationship, there shall always be a meeting of the congregation to consider the matter and to consent, or decline to consent, to dissolution.

G-2.0902 A pastor, co-pastor, or associate pastor may request the presbytery to dissolve the pastoral relationship. The minister must also state her or his intention to the session. The session shall call a congregational meeting to act upon the request and to make recommendations to presbytery. If the congregation does not concur, the presbytery shall hear from the congregation, through its elected commissioners, the reasons why the presbytery should not dissolve the pastoral relationship. If the congregation fails to appear, or if its reasons for retaining the relationship are judged insufficient, the request may be granted and the pastoral relationship dissolved.

G-2.0903 If any congregation desires the pastoral relationship to be dissolved, a procedure similar to G-2.0902, above, shall be followed. When a congregation requests the session to call a congregational meeting to dissolve its relationship with its pastor, the session shall call the meeting and request the presbytery to appoint a moderator for the meeting. If the pastor does not concur with the request to dissolve the relationship, the presbytery shall hear from him or her the reasons why the presbytery should not dissolve the relationship. If the pastor fails to appear, or if the reasons for maintaining the relationship are judged insufficient, the relationship may be dissolved.

G-2.0904 The presbytery may inquire into reported difficulties in a congregation and may dissolve the pastoral relationship if, after consultation with the minister, the session, and the congregation it finds the church's mission under the Word imperatively demands it.

G-2.0905 After the dissolution of the pastoral relationship, former pastors and associate pastors shall not provide their pastoral services to members of their former congregations without the invitation of the moderator of session.

Several principles of our polity also provide helpful background to understanding and implementing this policy. Every call in the PC(USA) is an agreement between the Presbytery, the Pastor and the Congregation. All three parties are involved in every decision regarding the establishment of a pastoral relationship and the dissolution of a pastoral relationship.

1. When the Congregation and the Pastor are in agreement, the Committee on Ministry (COM) is empowered to act with the power of the Presbytery in this regard and report all such action to the Presbytery itself. If all parties are not in agreement, the action proceeds to the floor of the Presbytery as specified in the Book of Order.
2. All official matters regarding the dissolution of a Pastor's relationship with a Congregation shall be documented in writing and shared with all three parties.
3. All conditions for dissolution shall be compatible with the provisions of the Book of Order.
4. The dissolution process shall be considered incomplete until the congregation and the Presbytery vote on the dissolution of the call and any terms of the Severance Agreement.

REASONS FOR DISSOLUTION

1. Resignation - Voluntary dissolution may take place after written notice to the Session, the vote of the Congregation, and the vote of the Presbytery which acts to dissolve the pastoral relationship. Resigning clergy will be paid the cash equivalent of their unused earned vacation pro-rated on a per diem rate *basis* at the official date of dissolution. After giving notice of resignation, the Pastor should make arrangements to leave the position in a timely manner in consultation with the Committee on Ministry (COM).
2. Negotiated Dissolution – Either the Pastor or the Session may request that COM assist in negotiating a peaceful and appropriate end to a relationship which either the Pastor or the Session believe is no longer workable. This may be the result of funding limitations, changing ministry environment, poor performance, or any other situation that brings into question the viability of the pastoral relationship. In determining the specific terms of the dissolution, consideration must be given to the reason for separation, the financial situation and overall health of the congregation, and the specific circumstances of the Pastor. Salary and benefit continuation may be negotiated but will not ordinarily exceed six (6) months and the cash equivalent of unused earned vacation prorated on a per diem basis. (See Appendix A)
3. Medical Disability – In the event separation without cause is occasioned by the medical disability of the Pastor, the Congregation will continue full salary, housing and benefits for a period of three (3) months, whereupon the Board of Pension's disability coverage, if granted, commences.
4. Dissolution for Cause – The pastoral relationship may be dissolved as a result of judicial action or presbytery determination that “the church's mission under the Word imperatively demands it” (G-2.0904). There are no special terms of dissolution other than the fulfillment of the contractual agreement, i.e., salary and benefits paid up to the date the relationship is dissolved, cash equivalent of unused earned vacation prorated on a per diem basis, etc. Pastor Emeritus

status shall not be granted to a minister terminated for cause.

5. Death in Service – In the event of the death of a Pastor, the salary and allowable benefits of that person will be continued by the Congregation to the spouse or dependent for up to three (3) months from the date on which the death occurs or until the Board of Pension death and retirement benefits commence.

GENERAL STEPS:

1. The Pastor contacts the Executive Presbyter and the congregation's Committee on Ministry liaison in advance of any foreseen dissolution. A plan is then made, in conjunction with presbytery leadership, to inform the Session and Congregation.
2. The Committee on Ministry (through the EP or a liaison) works with the Session to reach agreement on the dissolution date and plans for the fulfillment of all obligations, taking into account accrued vacation, salary and other contractual agreements.
3. The Session or the Presbytery calls a congregational meeting per their own rule for minimum notification requirements and gives notice at regular services of worship prior to the meeting (G-1.0503) of the pending change in the pastoral relationship and any special terms or conditions.
4. The congregational meeting is held. The Committee on Ministry ensures the appointment of an alternate moderator for the meeting, ordinarily the Executive Presbyter. The Presbytery's Boundaries and Ethics Statement is read to the congregation and signed by the Clerk of Session, the COM representative, and the Pastor (either at the meeting if he or she is in attendance, or prior to the meeting if that is not the case).
5. The moderator of the congregational meeting notifies the Committee on Ministry and the Stated Clerk. Presbytery action is required to complete the dissolution.
6. If the Congregation or the Pastor does not concur with the dissolution, opportunity will be granted to either party to appear before the Presbytery to present reasons for not dissolving the pastoral relationship. (G-2.0902; G-2.0903)
7. When the dissolution is approved by the Presbytery, the Pastor and the Congregation, the Clerk of Session notifies the Board of Pensions of the changes being made.
8. All contractual obligations and responsibilities are completed by all parties.
9. After an appropriate farewell, both Pastor and Congregation move to the next steps.

SEVERANCE AGREEMENTS

Sessions are required to contact COM for guidance and counsel prior to the negotiation of any severance agreement.

Following the policies of Holston Presbytery, the Pastor and Session will negotiate an agreement. The process for approving the agreement will be in the following sequence, except when the Pastor is placed on administrative leave in accordance with the applicable Presbytery policy:

1. The Session and the Pastor consult with COM.

2. The Session, the Pastor and COM mutually agree upon a written severance agreement. (See Appendix B)
3. Copies of the written severance agreement are made available to members of the congregation no later than the date of the first call for the congregational meeting to consider the dissolution of the call and the written severance agreement. The agreement shall contain a termination date, financial terms, and the closure of any other issues which were part of the congregation's call to the pastor. Specific legal agreements between the Pastor, the Session and the Presbytery may be kept confidential.
4. The congregation votes on dissolution of call and the written severance agreement. The severance terms should not be amended by any party at the congregational meeting. (See Appendix C)

The agreement shall specify that should the Pastor find full-time employment before the agreement term concludes, the church's financial obligations shall end as of the date said full-time employment begins. Part time employment of the pastor will result in appropriate prorated adjustments in financial payments under the agreement.

Financial arrangements will be conducted through the congregation's financial system, or if necessary the Presbytery Office, after the Pastor's departure from the church. If the latter, the church will make severance payments to the Presbytery at least ten days prior to the respective due dates for said payments to the former Pastor, and the Presbytery will make the respective payments to the former Pastor after receipt of payments from the church. The church will deliver to the Pastor any and all tax documents (such as W-2 forms) as if the church has paid the salary to the Pastor directly. Should a church default on payments under severance agreement, the Presbytery will not assume financial liability for the agreement.

Certain non-financial terms also must be included in any severance agreement providing for compensation following the date of dissolution:

1. As outlined in the Boundaries and Ethics Statement, the minister is to abstain from any pastoral duties and congregational or church-sponsored activities and is to maintain accountability to the Committee on Ministry (COM) with regard to progress in a search process toward employment. The Minister shall not conduct worship services in the congregation or for members of the Congregation or their families he or she is departing as per the Presbytery's Dissolution Policy and the Boundaries and Ethics Statement. A minister who, following a single warning, conducts such, shall immediately forfeit all of his or her remaining financial payments under the severance agreement.
2. A Minister who makes inappropriate contacts, including via electronic media, with his or her former Congregation or violates Holston Presbytery's Dissolution Policy and Boundaries Ethics Statement shall be sent (by standard U.S. mail service to the last known address) two written warnings by the COM. Upon a third violation, after written notice to the Minister, the severance agreement will become null and void. Remaining financial payments under the severance agreement shall be forfeited.
3. In cases other than reduction in force, retirement, or the acceptance of a new call, the

Minister may be required to meet at least monthly with a counselor mutually agreed upon by the Minister and the COM and paid for by the Minister or using the Employee

Assistance Program of the Board of Pensions. Alternatively, and no later than the end of the second month of the agreement, the Minister may be required by the COM to participate in a professional assessment, the cost of which will be shared equally among the Minister, Congregation and Presbytery, with follow-up as required. Failure to meet these agreed upon expectations will result in forfeiture of all unpaid financial payments under the severance agreement.

Appendix A

HOLSTON PRESBYTERY

NEGOTIATING A SEVERANCE AGREEMENT

The involuntary dissolution of a pastoral relationship with a church is often a time of distress for both Congregation and Pastor. All parties are encouraged to act in a spirit of mutual forbearance, fairness and forgiveness. A measure of mutual reconciliation is possible even in the midst of dissolution. Feelings and process are often as important as facts in these matters. Honest statements of feelings and attempts at reconciliation are necessary for the future effectiveness of the Pastor and the future health of the Congregation. It is the responsibility of the church leadership – Presbytery, Congregation and Pastor – to create the climate for that to happen, relying on the Spirit of God and example of Christ for wisdom, strength, and guidance.

A thorough and fair severance package is in order following dismissal without prejudice. Severance is understood to include payments equal to salary, housing allowance or use of manse, and continuation of pension/medical/death and disability coverage, deferred income, annuities, and supplemental insurance, if any, for a specified period of time. Presbytery's Committee on Ministry (COM) must approve all terms of severance.

COM is available for consultation and counsel in conflict situations before such differences escalate to a crisis level. Only after all reasonable attempts at resolution have failed should termination negotiations begin. Written notice to begin negotiations will come from the Session or the Pastor after consultation with the COM. In determining the specific terms of the severance agreement, consideration must be given as to the reason for separation, the financial situation and overall health of the congregation, and the specific circumstances of the Pastor.

Salary and benefit continuation may be negotiated but shall not ordinarily exceed six (6) months and the cash equivalent of all unused vacation time. Study leave or sabbatical leave will not be granted as part of a severance agreement.

Considerations for Pastors and Sessions

Salary and Pension/Medical Provisions: Recognizing that clergy do not have access to unemployment security payments, COM recommends that Sessions consider paying full salary, housing, pension/medical/death/disability, medical deductible and SECA payments for between three (3) months minimum and six (6) months maximum beyond the effective date of dissolution, or until the Pastor has found full-time or part time employment, whichever occurs first. Payments should be made at one of the following rates:

- (1) the rate in effect at the time the pastoral relationship is dissolved;
- (2) rates mutually agreed upon by all parties; or
- (3) rates negotiated by the parties as part of the dissolution process.

Should a church default on payments under a separation agreement, the Presbytery will not assume financial liability for the agreement.

Congregation-owned manse: If a manse has been provided, but it seems appropriate to arrange for other housing prior to the effective dissolution date, the Congregation shall provide for other housing, either physically or financially. Otherwise, manse occupancy is expected to terminate on the effective dissolution date, and definitely at the end of the period covered by the severance agreement. A thorough inspection of the manse by a representative of the Session, a member of the COM, and an additional officer of the involved Congregation must be made when the manse is vacated and prior to the departure of the Pastor. The Pastor shall be responsible for any damages to the manse beyond ordinary wear and tear. Any reimbursement for unusual damage shall be negotiated among the Session, COM representative and the Pastor. If the parties cannot agree the COM will determine what is fair.

Vacation, Study Leave and Allowances: Compensation for earned, unused vacation time shall be included in the agreement. Unless the Pastor and Session agree on other terms with COM approval, the Pastor should be paid the cash equivalent of the accrued but unused vacation at the effective date of dissolution. Accrued study leave or sabbatical time is forfeited, as well as compensatory accounts associated with study leave or sabbatical work. No additional vacation, study leave, sabbatical time, or financial credit for the same, will accrue following the date of dissolution while the severance agreement is in effect. Car allowances and other perquisites are not allowed after the date of dissolution.

Payment of severance allowance will not be provided in a lump sum. The salary will continue on a mutually agreed upon schedule throughout the severance period.

The Congregation's share of the Pastor's pension and other benefits payments will continue to be paid during the severance period.

Outplacement Assistance: The Pastor may be offered personal assistance, career planning guidance, and help in locating employment elsewhere. These services may be provided on an individual, group or consultative basis. These services may be offered to assist the departing Pastor with counseling required by the severance agreement.

Pastoral Contact: The Pastor is subject to the Presbytery's Dissolution Policy and the Boundaries and Ethics Statement regarding professional contact with members of the Congregation after the date of dissolution.

Approval of the Congregation: When the terms of dissolution have been negotiated, the dissolution of call and the written severance agreement must be approved at a congregational meeting. The agreement must be shared with the Congregation no later than the time of the first notice given of the congregational meeting.

Signed Agreements: The Pastor, the Clerk of Session (on behalf of the congregation), and the COM representative (on behalf of the Presbytery) will sign agreements of the terms of dissolution, including agreements not to sue.

Role of the Committee on Ministry:

The obligations of the Committee on Ministry are to the peace and welfare of both the Congregation and the Pastor. As such, COM will first make every effort to assist Pastors and Congregations in finding successful conflict resolutions that do not involve the dissolution of pastoral relationships. Should dissolution prove necessary, COM will be faithful to both parties in the negotiations in the following roles.

Assist with Severance Agreement Negotiations: Pastoral calls are established and dissolved by the Presbytery. COM will represent the Presbytery as a party to the negotiations.

Approval of COM: The COM must approve the severance agreement.

Pastoral Counseling and Training: The Committee on Ministry may recommend or require appropriate counseling, training or other services for the Pastor. Continued receipt of severance payments during the period of the severance agreement may be contingent upon the demonstration to COM of a good faith effort in meeting these or other stipulated requirements.

Congregational Counseling and Training: In order to restore congregational vitality and address causes underlying the dissolution of the pastoral relationship, COM may recommend appropriate actions for the congregation to undertake.

Authority of Presbytery and Committee on Ministry: The Presbytery and the Committee on Ministry will require that both the Congregation and the Pastor fulfill obligations under the severance agreement and may impose such sanctions as the Book of Order provides and as Presbytery deems appropriate. Sanctions may include, but are not limited to, withholding recommendations for future secular/ecclesiastical employment for the Pastor and refusal to allow the congregation either to begin or to continue a search process.

Role of the Pastor

Congregations that provide a severance package to Pastors with whom they have dissolved a pastoral relationship are providing a benefit to a Pastor in transition, often at financial hardship to the church. The severance gives the Pastor adequate financial protection while seeking another calling or other employment, during a time when he or she would be ineligible for other types of assistance. Simultaneously to paying the severance package, the congregation also must provide regular compensation to the Interim or Supply Pastor. Therefore, it is incumbent upon the Minister covered by the severance agreement to be making every effort possible to secure a new calling or other employment.

Appendix B

[Include in the actual Agreement only those provisions that are appropriate.]

HOLSTON PRESBYTERY

MODEL (SAMPLE) DISSOLUTION AGREEMENT

_____ Presbyterian Church gives thanks to God for the service of Rev.
_____ as Teaching Elder.

Mutually the Teaching Elder, the Session of _____ Presbyterian Church, and
Holston Presbytery agree that the best concern of each is now served by the dissolution of the
pastoral relationship.

The Rev. _____ and _____ Presbyterian Church agree to request
that Holston Presbytery dissolve the pastoral relationship that exists between them with the
following terms:

TERMS OF DISSOLUTION:

I. FINANCIAL TERMS:

Salary	\$ _____
Housing	_____
Compensation for unused annual leave (up to one (1) year)	_____
Provision for repayment of any loans	_____
Other provisions: _____	_____
Other provisions: _____	_____
Other provisions: _____	_____
Other provisions: _____	_____
TOTAL FINANCIAL PACKAGE:	\$ _____

Pension dues will be paid on all severance payments

Severance payments will be made:

- _____ Through the congregation
- _____ If necessary, through the Presbytery Office

II. LOGISTICAL ARRANGEMENTS: Effective

date pastoral duties will terminate Date	_____ / _____ / _____
Minister will return all church property and vacate church office	_____ / _____ / _____
Date Minister and family will vacate the church manse	_____ / _____ / _____

Copies of the final, signed document shall be sent to: Minister, Clerk of Session, Holston Presbytery Stated Clerk, and the Moderator of Committee on Ministry.

COVENANT OF CLOSURE

HOLSTON PRESBYTERY

The Rev. _____, the _____ Presbyterian Church, and the Committee on Ministry of Holston Presbytery, enter into the following covenant:

1. I, the Rev. _____ agrees:

- a) not to become involved in any leadership or advisory role (public, private or through social media) in the _____ Presbyterian Church congregation and
- b) not to intervene, support, or give advice to anyone involved in a congregational disagreement or dispute;
- c) not to officiate in any special events in the lives of former parishioners or of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc. unless expressly invited by the Moderator of the Session;
- d) to refuse requests for pastoral services made by members of the congregation, unless previously approved by the Moderator of Session;
- e) to consult with the Moderator of Session and the Presbytery (through the Executive Presbyter and/or COM) prior to visiting the congregation, attending worship or attending a special event;
- f) to refrain from giving opinions or directions regarding church business;
- g) to explain and affirm the above principles to the congregation in writing (by letter or newsletter) and/or the pulpit before departing.
- h) It is understood that this policy does not affect or require termination of friendships with individuals in the _____ Presbyterian Church congregation, but that pastoral services shall not be rendered.

2. The Session of the _____ Presbyterian Church agrees:

- a) to respect the terms of the Covenant agreed upon by Rev. _____ outlined above; and
- b) to interpret the terms of the Covenant to the congregation and to incorporate this agreement in the minutes of the congregational meeting when the pastoral relationship is dissolved; and
- c) to incorporate this agreement in the Session Minutes.

Signature, Pastor

Signature, Clerk of Session

Signature, COM Representative

Date

Appendix C

HOLSTON PRESBYTERY

ADDENDUM TO THE POLICY FOR THE DISSOLUTION OF PASTORAL RELATIONSHIPS

The Congregational Meeting

The COM will appoint a neutral Moderator for the meeting.

- a. The call to the meeting is issued by Session. The Clerk of Session will arrange for verbal announcement of the call during worship services as per the Congregation's own rule for minimum notification requirements for congregational meetings (G-1.0502). Where the congregation customarily has more than one worship service each Sunday, the notice must be made in all worship services. In all congregations where the members customarily communicate in a language other than English, or in addition to English, the call will be issued in the language(s) in customary use by the congregation. The Clerk of Session will need to certify to the Committee on Ministry and the Moderator of the meeting that the call has been constitutionally made.

At its own discretion, the Session may also issue the call in writing, but this does not change the requirement for verbally announcing it. If the call is issued in writing, this correspondence is to be directed to those persons currently on the active members roll only.

In a situation where a majority of the Session is unable or unwilling to issue the call to such a meeting, the presbytery acting through the Committee on Ministry shall issue the call.

The announcement will make clear that this is a special meeting of the congregation with a single item of business, and nothing else will be acted upon.

- b. The Clerk of Session will bring to the meeting a current list of the active members of the congregation as defined in G-1.0402. In all disputes regarding the right of a member to vote, the Clerk's list will be determinative.
- c. Following the call to order and prayer, the Moderator and Clerk of Session shall attest to the presence of a quorum of the active members as per the Congregation's by-laws. In the absence of a quorum, the Moderator will declare the meeting adjourned, close with prayer, and dismiss those attending.
- d. The motion regarding dissolution and severance will be made by a member of Session. The Moderator will explain that by a special policy of the Committee on Ministry, the motion cannot be divided so as to allow a vote on the dissolution and a separate vote on the severance agreement; neither can the motion be amended in any way.

Rationale: the severance agreement is the product of a three-way consultation and negotiation—with the Pastor, the Session, and the Presbytery. To amend it in any way is to have the congregation vote on something which the other parties have not agreed to. The motion cannot be divided since the Pastor has agreed to terminate on the basis of this package only.

- e. In every instance where the dissolution/severance is the outcome of conflict, the vote on the motion will be taken by secret written ballot, on which will be written:

- In favor of the dissolution with the severance agreement
- Opposed to the dissolution with the severance agreement
- Abstain

- f. A motion to make a divided voting result unanimous will be out of order. A motion that adds comments of any kind to the record of the meeting will be out of order.
- g. The Clerk of Session, who has functioned as the secretary of the congregational meeting, will submit the minutes for the review and signature of the Moderator. When the Clerk's signature is added, the minutes are submitted to the next Session meeting for approval.
- h. The Congregation's action becomes final upon the concurrence of the Presbytery through its Committee on Ministry, when so delegated.

CONTINUING ROLE OF THE COMMITTEE ON MINISTRY FOLLOWING DEPARTURE OF THE PASTOR TO ACCEPT ANOTHER CALL

First and foremost, the congregation shall be held in prayer as it proceeds through pastoral transition.

Ordinarily, the Executive Presbytery will act as the COM liaison to any congregation entering transition for the first 90 days after a pastoral departure. This work will include the duties of moderating the session. After 90 days, COM may appoint another moderator and/or liaison as appropriate.

At the earliest opportunity, the COM (through the EP or other representatives) will meet with the session to

1. provide a list of approved clergy who might be available to preach and administer the sacraments on a temporary basis;
2. discuss with the session the alternate possibilities for pastoral leadership during the transition, i.e., interim pastor vs. temporary supply, and provide the recommendation of COM;
3. if the choice is to seek an interim, ask the COM to provide recommendations of clergy who are available and trained for interim work and/or assist the session in developing an appropriate Ministry Discernment Profile (MDP) and entering it into the Church Leadership Connection (CLC) system;
4. provide a link to other resources in the presbytery that may assist the congregation in long-range planning, the development of a mission study, etc.
5. provide the session with a list of candidates suitable and available for consideration as interim pastor, temporary pastor or covenant pastor;
6. assist the session, or a designated Interim Pastor Search Committee, in selecting a person to be recommended to presbytery to serve during the interim period.

The COM shall advise the session on the timing of the election by the congregation of a Pastor Nominating Committee.

On a continuing basis, the COM liaison shall provide guidance and support to the elected PNC as it seeks a candidate to present to the congregation to serve as installed pastor.

The COM liaison shall be present at meetings of the PNC no less than quarterly.

Appendix D. Dissolution Boundaries

Holston Presbytery Policy and Procedures for the separation of a pastor from a congregation.

It is the intent of this policy to give guidance and direction in implementing this transition in accordance with the Book of Order which governs this process. The section governing the relationship of the departing pastor to the congregation is shown below.

G-2.09 DISSOLUTION OF PASTORAL RELATIONSHIPS

G-2.0905 Officiate by Invitation Only

After the dissolution of the pastoral relationship, former pastors and associate pastors shall not provide their pastoral services to members of their former congregations without the invitation of the moderator of session.

WHEN PASTOR AND CONGREGATION RELATIONSHIP IS DISSOLVED

A “Former Pastor” is one who no longer serves as pastor, associate pastor, interim, or in any temporary pastoral relationship (including Parish Associate) in a congregation once served, due to a call to other service, retirement, release from or termination from ordained office, involuntary termination, or the conclusion of a contract.

The Committee on Ministry has pastoral responsibility for all the minister members of the Presbytery. That responsibility needs to be exercised with special care during periods of transition for congregations when minister members depart or retire.

This document terms the process of pastoral transition “Separation Ethics.” Certain values are important

to consider during the often highly emotional experience of the dissolution of a pastoral relationship. Such values include: effective leadership; congregational health and stability; the ability to deal with the pain, problems, and possibilities of separation; the ability of the Session, lay leaders, and congregation to move positively and effectively into the next chapter of their lives.

Ethical and professional standards should be followed in order to transition from the professional pastoral ties between the former pastor and the congregation. When all parties are intentional about the closure tasks, it helps to create space for new relationships to be established. When a pastoral relationship is dissolved, the nature and character of that relationship changes for both parties. Both pastor and congregation must disengage from what was and establish clear boundaries that enable all parties to engage and establish new beginnings. Because this work has the potential for a variety of difficulties, the following policy and guidelines have been adopted by the Presbytery to enhance the health and well-being of

both the pastor and the congregation experiencing pastoral transition— including discovering healthy ways for congregations to relate to former pastors.

The pastoral relationship is very important and often deeply personal to people in a congregation. We realize the congregation has built loyalties and meaningful relationships with the pastor and his/her family. While some may be happy to see a change in leadership, many will experience feelings of deep anxiety about the change, as well as grief over losing a personal counselor and confidant. This

relationship has evolved through study, teaching, preaching, administering the sacraments of Holy Baptism and The Lord's Supper, weddings, funerals, presence in times of crisis, and praying with and for members of the congregation, counseling, and shared leadership. From these times, there have been accumulated elements of trust, confidence, admiration, affection, fondness, respect, caring and love between the pastor and the congregation.

Ending such a relationship can be a trying and traumatic experience for the pastor, her/his family, and members of the congregation. It means "change," which can often be difficult to accept and integrate. The following guidelines are intended to help all parties to say "goodbye" in a healthy way.

GUIDELINES:

Professional Pastoral Boundaries

Common understandings of mutually agreed upon boundaries can work to the benefit of all parties concerned. Whether the pastor lives in the same community, or in a different community, there need to be some intentional objectives concerning new roles and relationships between the former pastor, their family and the congregation. Because potentially difficult situations can occur involving the relationship of a former pastor to their former congregation, the Committee on Ministry, in the spirit of love and understanding, has adopted these guidelines to assist pastors and congregations going through this important life-changing transition. The tenacity with which the policy guidelines must be followed becomes more critical the closer the former pastor lives to the congregation and the community from which they are leaving.

One important clear boundary which must be conveyed from the pulpit to the entire congregation is the following statement:

"When a pastor leaves a charge for whatever reason, there are bonds of affection that still tie that pastor and congregation together. Individuals among the church membership retain friendships with the former pastor. So on the day of dissolution and thereafter, the Presbytery through its Committee on Ministry takes the opportunity to remind church members and pastor that only the moderator of the session can invite a former pastor to participate in the life of the congregation in any professional or pastoral role. The Presbytery reiterates that a new era in the history of the congregation and the former pastor has begun, all parties are to rejoice and be

glad in it.”

Prior to saying goodbye, it is incumbent upon the departing pastor to make sure that parishioners know that the pastor’s relationship with the congregation will come to an end. It is important that parishioners understand that this change of relationship is necessary in order that the congregation will be free, in all respects, to make the adjustments necessary for the changes of leadership, interim and permanent, without the departing pastor’s influence. The departing pastor is the one in the professional leadership role and therefore is the one who takes the initiative and leads in this transition process so that the separation that occurs is anticipated and carried through with foresight and effectiveness.

The former pastor shall cease all pastoral activity and services in and with the congregation upon the effective date of dissolution. For this reason, the departing pastor should use every opportunity, prior to the last day of the relationship, to prepare the congregation for separation. This can include sermons, devotions, home visits, newsletters, etc. The former pastor shall adhere to the Boundaries and Ethics Statement of Holston Presbytery and to the Covenant of Closure signed by all parties. (Appendix C)

Due care should be taken by the former pastor not to influence, directly or indirectly, by spoken, written, or electronic communication, the selection of groups chosen to nominate a successor, the selection of the successor, or the policies and practices of the successor. The former pastor best honors his/her ordination vows by exercising self-restraint regarding the business and spiritual well-being of the congregation. The former pastor may maintain friendships with members of the congregation, but must avoid spoken, written, or electronic conversations regarding policies, practices, people or programs of that congregation insofar as they might be perceived as attempting to influence decisions or relationships within that congregation. Under no circumstances may the former pastor make public (or likely to be made public) statements or offer opinions critical of the interim or new pastor or staff.

The former pastor shall not pressure the new pastor to invite him/her to serve in any pastoral activity. This places an unfair burden on the current pastor. An appropriate response to congregation members and staff requests is to firmly communicate:

“For the continued health of the congregation, it is inappropriate for me to perform any pastoral function or service now that I am no longer the pastor.”

The former pastor may not accept invitations to preach in the former congregation or to assist or substitute for the installed pastor or interim pastor, except upon the invitation from the current pastor and Session and within the Covenant of Closure. If the former pastor is approached prior to contact

being made with the present pastor, an appropriate response is “_____ (name) is now your pastor. It is inappropriate to continue this conversation until he/she has been consulted.” The current Moderator shall ordinarily perform all weddings and funerals rather than deferring to

the former pastor. It is incumbent upon the former pastor to notify the moderator, interim or successor whenever such a request is received.

Family Members

One of the tensions inherent in ministry is that ministers serve churches, but they give up the privilege of being a member of a local congregation. For some, though certainly not for all, membership in the presbytery fills the void that membership in a congregation fills for most other Christians. The pastor's family, however, usually become members of the congregation which the pastor serves. At the point of departure or retirement from pastoral ministry there is, typically, a sense of loss for the pastor's family members which differs in quality from the loss experienced by the pastor. While a minister's family does not lie within the COM's jurisdiction, it does lie within our Christian concern. In the hope of loving one another as Christ loves us, the COM institutes a policy of pastoral care toward all ministers and their families around the time of departure or retirement, both to encourage them in their Christian walk as well as to assist the people in the ministry from which the departure or retirement is being made.

The pastor's family during this time of transition will discover that the change is difficult and at times painful. Their situation comes to focus in three questions: Where to live? Where will their church membership be? How to handle church related friendships?

If the former pastor and family move to a new community the adjustment to their new life is somewhat easier. Their role in a new community and new church is entirely different from their years of experience in the previous congregation. In the new church of membership they are free to relate directly and freely with members of the new church and to share their gifts in the activities and structures of the new church.

If the former pastor and family remain in the same community there is no rule that says the family must give up its present church membership. If they retain their membership, the family's closest friends are often in that congregation; however the family's relationship with the congregation changes. Their friends need to be free to develop relationships with the new pastor and his/her spouse and family just as they did when the former pastor and family first came to the church.

While spouse or children might remain in the congregation, they too will need restraint and grace as they relate to the new leadership and the changes he/she will bring. If they hold office in the church they must be ready to be supportive and accepting of the new pastor. If, however, they feel they must stay on to protect the legacy of the former pastor and/or programs, they should resign.

Social Media

It is ordinarily appropriate for the Congregation and/or members and the former pastor to discontinue contact on any social media. This may involve "unfriending/hiding people in Facebook," "not following "on twitter and/or "deleting" contacts. For example, automatic

birthday wishes should cease, as things like this continue to remind individuals about the pastor that has left and their pastoral relationship. It will require extreme discipline to resist even the most innocent interactions as these have developed over time.

The Role of the Successor Pastor

While this policy is intended primarily to protect the congregation and the new pastor from inappropriate and unhealthy relationships with and by the former pastor, it is also incumbent upon the successor pastor to recognize the potential benefits of a healthy relationship with a former pastor, especially when that pastor remains in the community. The former pastor has information, relationships, history, and influence that can facilitate the leadership transition when applied in a pastorally sensitive manner. The successor pastor is thus encouraged to work with the Session and COM to take whatever steps are necessary to ensure that a positive working relationship is established with the former pastor.

PRESBYTERY FEEDBACK

We want to hear from you!

1. What part of today's meeting was meaningful to you?
2. How can we improve the meeting?
3. How can Presbytery be more sensitive to the needs of your congregation?
4. Did you experience any issues with accessibility at the meeting?
5. Would you be willing to help with worship at a future Presbytery meeting: ___ Y ___ N
(If yes, please include your name and contact information below.)
6. Other comments:

Your name (optional) _____

Phone _____

Email _____

You may leave your completed form in the basket on the registration table or you may email your response to info@holstonpresbytery.org. Thank you for your feedback.

Appendix 2 – Some Meeting Guidelines

Who can speak and vote at presbytery meetings:

- Teaching elders who are active members, which includes
 - Teaching elders engaged in validated ministry though installed or contracted congregational ministry in Holston Presbytery
 - Teaching elders engaged in approved validated ministries outside the congregation or outside the Presbytery
 - Teaching elders who have been designated retired
- Teaching elders who have been designated members-at-large
- Primary ruling elder commissioners
- Ruling elders commissioned to pastoral service by Holston Presbytery who are under contract with a congregation
- The presbytery moderator and vice-moderator, if ruling elders, for the term of office

Who can speak at presbytery meetings:

- Corresponding members
- Certified Christian educators
- Others permitted by the presbytery (e.g. committee moderators, staff, guests)

Rules for Debate for Matters before the Presbytery

(Adopted by Holston Presbytery, June 9, 1990)

- Up to (30) minutes will be allowed for debate for a given issue. The time can be extended if Presbytery votes to give additional time for debate.
- In debates on any pending matters, no member of the Presbytery shall be allowed to speak for more than three (3) minutes until all other members who desire to speak on the matter have been heard. The Moderator will balance debate between pro and con. The member presenting a motion or submitting a report has a right to open and close debate.
- At the end of the thirty minutes, Presbytery will proceed to vote on the matter at hand or extend the debate for a definite time.
- Distributing materials at a Presbytery meeting is a privilege, not a right.
- Materials should come from Presbytery committees, General Assembly or Synod, or one of our Institutions.
- Permission from Council is required to distribute materials at the Presbytery meeting that come from one of the various advocacy groups in the PC(USA).

Guidelines for Presbyterians during Times of Disagreement

- Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus Christ;
- We will keep our conversations and communications open for candid and forthright exchange,
- We will not ask questions or make statements in a way which will intimidate or judge others.
- Learn about various positions on the topic of disagreement.
- State what we think we heard and ask for clarification before responding.
- Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.
- Focus on ideas and suggestions. We will not engage in name calling or labeling of others.
- Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.
- Indicate where we agree with those of other viewpoints as well as where we disagree.
- Seek to stay in community with each other though the discussion may be vigorous and full of tension; we will be ready to forgive and be forgiven.
- Follow these additional Guidelines when we meet in decision-making bodies:
 - Urge persons of various points of view to speak and promise to listen to these positions seriously;
 - Seek conclusions informed by our points of agreement;
 - Be sensitive to the feelings and concerns of those who do not agree with the majority and respect their freedom of conscience;
 - Abide by the decision of the majority, working for change in ways that are consistent with these Guidelines.

Revised: September 11, 2007

Appendix 3 – Future Events

Dates for the General Mission Board and Presbytery meetings in 2025:

2025

General Mission Board

January 14, 2025 (Tues)

April 15, 2025 (Tues)

July 15, 2025 (Tues)

October 21, 2025 (Tues)

Presbytery

February 1, 2025 (Sat) – Covenant PC, Johnson City

May 13, 2025 (Tues) – Colonial Heights PC, Kingsport

August 2, 2025 (Sat) – First Pres, Elizabethton

November 11, 2025 (Tues) – Vacant

General Mission Board Meetings ordinarily meet in person at Campus Ministry House, 1412 College Heights Rd, Johnson City, at 3:00 PM.

Dates for Committee Meetings in the Next Quarter of 2025:

Committee on Ministry (Maggie Rust)

(typically the second Thursday of the month at 4pm)

Feb. 13 by Zoom

July 10 on Zoom

March 13 in person

August 14 on Zoom

April 10 on Zoom

Sept. 11 in person

May 8 on Zoom

Oct. 9 on Zoom

June 12 on Zoom

Nov. 13 on Zoom

*December business is carried out through email vote.

Committee on Preparation for Ministry (Sam Schauss)

March 4

Other Events: