

EASTMINSTER PRESBYTERY

November 10, 2009

Presbytery Meeting

NOVEMBER CALENDAR

3	-	noon	South Area COM Meeting @ Annabell's Restaurant, Salem
	-	2:30 pm	Hudson Commission Meeting @ Presbytery Center
4	-	9:30 pm	East Area COM meeting @ Presbytery Center
	-	noon	West Area COM meeting @ Erie Station
	-	1:00 pm	North Area COM meeting @ Warren Calvary Church
5	-	9-12 pm	COM Area Chairs Meeting @ Presbytery Office
6-7	-	*****	Synod Assembly @ Synod office
10	-	4:00 pm	COM meeting @ First Presbyterian Church in Columbiana
	-	4:00 pm	CPM meeting @ First Presbyterian Church in Columbiana
	-	5:00 pm	Presbytery Meeting @ First Presbyterian Church in Columbiana
	-	6:30 pm	CLP Dinner meeting @ First Presbyterian Church in Columbiana
11	-	1:30-3:00	Link2Lead Training @ Presbytery Center
12	-	*****	Staff Reviews by Personnel Committee
14	-	9-noon	Church Leaders Workshop @ The Kent Presbyterian Church
15	-	2-5:00 pm	Church Leaders Workshop @ First Presbyterian Church in Mineral Ridge
17	-	7:00 pm	JBM Task Force @ Presbytery Center
18	-	1:30-3:00	Link2Lead Training @ Akron, Goodyear Heights Church
26-27	-	*****	Thanksgiving – Offices Closed
30	-	*****	Clergy, Elder and YAD Applications due for General Assembly Commissioner
	-	11:30 am	Peacemaking Subcommittee Meeting @ Presbytery Center

DECEMBER CALENDAR

1	-	4:30 pm	COM @ United Presbyterian Church in Cuyahoga Fall
	-	5:00 pm	Committee Night Meeting @ United Presbyterian Church in Cuyahoga Fall
2	-	noon	West Area Pastors of EP Brown Bag luncheon @ Goodyear Heights Presbyterian Church
3	-	12:30	Youngstown Brownbag luncheon @ First Presbyterian Church, Youngstown
10	-	5:00 pm	Presbytery Meeting Coordinating Council meeting @ The Presbyterian Church of Kent
	-	6:30 pm	Mission Visioning Council meeting @ The Presbyterian Church of Kent
11	-	*****	Evangel articles due to Presbytery Office
21	-	*****	Deadline to register for Coaching Seminar on January 20-21, 2010
24-25	-	*****	Offices Closed for Christmas

Directions to:

**First Presbyterian Church
28 East Park Ave.
Columbiana, OH 44408
Phone: 330.482.2666**

First Presbyterian Church is located ½ block east of the Columbiana town square.

From the NORTH and WEST: Take Rt. 11 south to the Columbiana exit (Rt. 46). Turn left and follow Rt. 46 to the first traffic signal (Rt. 14). Go straight through and follow Main Street to the square. Turn left onto East Park Avenue. The church is ½ block ahead on the left.

From the NORTHEAST (Youngstown, etc.): Take I-680 south to the Western Reserve Road exit. At the traffic light turn left, then right onto Rt. 164. Follow Rt. 164 into Columbiana to the square. Turn left onto East Park Avenue. The church is ½ block ahead on the left.

From the EAST and SOUTH: From the intersection of Rts. 7 and 14, go west on Rt. 14 one mile to East Park Avenue (opposite a sign for Heck's Restaurant). Go west one mile into Columbiana. The church is on the right ½ block before the square.

Parking is located behind the church. Enter along left (west) side of church building.

Fist Presbyterian Church in Columbiana is fully handicapped accessible.

The inclusion of the material in this packet does not imply any judgment on the part of the council about the merits of the material included and all packet material comes through a Presbytery entity, unless otherwise noted.

The Church of Jesus Christ
Assembles as a
Stated Meeting of Eastminster Presbytery
November 10, 2009
First Presbyterian Church, Columbiana, Ohio 5:00 p.m.

- 5:00 p.m. Call to Order
Constituting Prayer
Moderator's Welcome
Recognition of First-Time Commissioners
Host Pastor's Welcome
- 5:10 p.m. Business of the Clerk
Declaration of Quorum
Adoption of Docket (vote) Page 3
Adoption of Consent Agenda (vote) Page 4
Correspondence
Referrals
Distribution of Papers (vote)
- 5:20 p.m. Report from General Presbyter – Rev. Dan Schomer p. 13-15, 46-47
- 5:25 p.m. Communication & Nurture Committee – Rev. Henry Pearce p. 16-17
- 5:30 p.m. Presbytery at Worship
Remembering our Saints
Moderator's Sermon
Annual Communion Service
- 6:30 p.m. Dinner
- 7:00 p.m. Book Study (around the dinner tables)
- 7:30 p.m. Committee on Preparation for Ministry –Rev. Mark Phillips p. 18-19
- 8:00 p.m. Committee on Ministry Report – Rev. Deborah Dockstader p. 20-24
- 8:30 p.m. Trustees – Rev. Rusty Cowden p. 25-27, 48-52
- 8:45 p.m. Nominating Committee – Peggy Richmond p. 28-29
Coordinating Council – Ruth Cole p. 30
- 8:50 p.m. Mission Committee – Spain travelers
- 9:05 p.m. Mission Visioning Council – Rev. Debby Dockstader
- 9:10 p.m. Synod Commissioners – Rev. Joe Atkins
- 9:15 p.m. Closing Prayer / Adjournment

Eastminster Presbytery
Consent Agenda
November 10, 2009

1. To approve the minutes of the Eastminster Presbytery Stated Meeting on September 8, 2009.
2. To append the minutes of the August 27, 2009 Mission Visioning Council to the minutes of the September 8, 2009 meeting.
3. To append the minutes of the September 24, 2009 Mission Visioning Council to the minutes of the September 8, 2009 meeting.
4. To append the minutes of the August 27, 2009 Eastminster Presbytery Coordinating council to the minutes of the September 8, 2009 meeting.
4. That Eastminster presbytery receives for record the minutes of the Administrative Commission to install the Rev. Meta Cramer as Pastor of the First Presbyterian Church in Salem.
5. That Eastminster Presbytery receives for record the audit report from Bodine & Perry to be attached to the minutes of this meeting.
6. That upon the recommendation of the Mission Visioning Council that the Manual of Operations section 6.301 (*No one may serve more than six (6) consecutive years as a voting member*) be set aside so Elder Peggy Richmond may continue her work as the Discernment Advisor on Mission Visioning Council.
7. That upon the recommendation of the Eastminster Presbytery Meeting Coordinating Council that the offering of the November 10, 2009 Stated Meeting be designated to Needle's Eye.
8. That upon the recommendation of the Eastminster Presbytery Meeting Coordinating Council that the offering of the January 12, 2010 Stated Meeting be designated to Presbyterian Disaster Assistance.
9. That Eastminster Presbytery receives for record the August 31, 2009 minutes of the Hudson Commission.
10. The Trustees of Eastminster Presbytery unanimously concur with the congregation of Hungarian Presbyterian Church of Youngstown, that they be permitted to sell the property known as the Calvin Center at absolute auction for whatever price it may bring, net of appropriate fees. The trustees move acceptance of this request by Eastminster Presbytery.
11. That Eastminster Presbytery received for record the 2008 Stated Clerk's statistical and imbalance report.

Mission Visioning Council Minutes
Thursday, September 24, 2009
Kent Presbyterian Church, Kent, OH

The meeting was opened with prayer by Moderator Rev. Debby Dockstader

Present: John Schippert, Marilyn Stroble, David Weida, Lynn Smith, Bob Gillette, Rev. Jeanine Haven, Rev. Bonnie Dutton, Nancy Fitch, Rev. Dan Schomer, Rev. Debby Dockstader

Excused: Sharon Wood, Peggy Richmond, Rev. Scott Parker, Rev. Ross Jackson

Minutes from the previous meeting were reviewed and approved as printed.

MOTION: To set aside Manual of Operations section 6.201 (No one may serve more than 6 consecutive years as a voting member) so Elder Peggy Richmond may continue her work as the Discernment Advisor on Mission Visioning Council. Approved.

Rebecca Tollefson and Bishop John Hopkins of the Ohio Council of Churches, an ecumenical organization, gave a DVD presentation and invited Presbytery to become a member of OCC, as Synod of the Covenant has yearly decreased their funding and is no longer an active member. Bishop Hopkins shared his personal testimony, emphasizing that the denomination he was in was coincidental to his experience, he joined the church universal. They suggested that presbyteries need to stay involved in ecumenical relationships. OCC is not a member of National Council of Churches. A comparable “fair share” contribution for a presbytery of our size could be \$5-8,000. Handouts were given. After their departure, Dan Schomer distributed letter from Council of the Presbytery of Scioto Valley requesting that the Synod of the Covenant fund the OCC at the same level as it was funded before it began to decrease its support of the OCC, letter contained background information and rationale. As two members of Presbytery also serve Synod Council, and were not at meeting to give further information, any further action was tabled until next meeting.

Dan Schomer presented action from the Board of Trustees which forms a task force “to oversee fiscal responsibility and health of Joseph Badger Meadows Camp and Conference Center, assess current fiscal health and camp usage, and make recommendations concerning future potential directions.” Action was taken after Treasurer found it necessary to transfer \$25,000 from Presbytery General Mission to cover JBM expenses. John Schippert moved, Jeanine Haven seconded motion to endorse creation of task force. Approved. Suggestions were given for persons to serve on task force: David Weida, Trella Johnson, John Stouffer, Dave Smith, Bob Gillette. Debby Dockstader will contact.

Dan Schomer attended Percept training, and will offer two training sessions Nov. 11 & 18. Link2Lead is a feature of Percept which every Eastminster church may have up to 20 people utilize. Percept information is not census based and is continually updated, providing a wealth of information for churches. Information papers were passed out.

Annual Visits updated- training events scheduled, emphasizing Presbytery mission priority, “manners” for visits, training in active listening.

Save the Date - October 31, from 9-4:00 p.m. is the workshop on patterns for Church Growth. David Weida will present. Cost is \$12, where 3 books will be read and discussed, a \$100 value.

Motion to adjourn. Next meeting will be October 22, 2009.

Respectfully submitted,

Lynn Smith, Sec. Pro Tem

Rev. Deborah Dockstader, Moderator

Draft: Motion not yet approved by the Presbytery Meeting Coordinating Council

**Minutes of the Presbytery Meeting Coordinating Council
Thursday, October 22, 2009 5:00 p.m. Lake Milton, Ohio**

Members Present: Elder Ruth Gerrard-Cole, Moderator; Elder Stan Christensen, Elder Peggy Richmond; the Rev. Derek Starr Redwine, the Rev. Reford Nash.

Members Excused: the Rev. Mark Phillips.

Staff Present: the Rev. Dr. Dan Schomer, General Presbyter; the Rev. Scott Parker, Moderator of Presbytery; the Rev. Ross Jackson, Stated Clerk; Elder Marianne Lidstone, Administrative Assistant, Eastminster Presbytery.

The meeting was opened with prayer at 5:00 p.m.

The Minutes of the August, 2009 Meeting of the PMCC were approved with one correction: Elder Stan Christensen was *excused* from that meeting.

The Docket for this meeting was approved as printed.

The manner of conducting the ongoing Book Study at Presbytery meetings was discussed. At our forthcoming Presbytery meeting in Columbiana (November 10), we will remain seated at table after the evening meal for our study session (round tables will be used. We will bus our own tables to aid the church in the cleanup process). We will also ask those participating in the book study/discussion for their comments following this our second opportunity for reading/discussion/reflection.

The Moderator informed the Council that the Rev. Sidney Bird from Dakota Presbytery will be visiting in our Presbytery in November and would like to make a presentation of some form. A motion prevailed to permit the Rev. Bird to do a pre-Presbytery presentation; the Rev. Bob Offerdahl will be invited to make the arrangements and to share those arrangements with commissioners prior to the Presbytery meeting.

The Council discussed with the Rev. Scott Parker (who will be preaching his Moderatorial Sermon) some of the other needs for our annual Communion/Remembering Our Saints service. A motion prevailed to designate the Offering received at that service to the Needle's Eye, Youngstown. Communion will be served to people in their pews. The nature of the 'Remembering Our Saints' portion of worship was discussed.

The Council then turned its attention to preparing the Docket for the November 10 meeting of Presbytery. After much discussion and negotiation, a motion prevailed to adopt the Docket as finally modified.

Forthcoming meeting dates were noted as follows: Tuesday, December 1: Presbytery Committee Night @ United, Cuyahoga Falls; Thursday, December 10, this PMCC (and the Mission Visioning Council) will meet at the Kent church.

The Closing Prayer was offered at 6:20 p.m.

Respectfully submitted,

the Rev. Ross Jackson, Stated Clerk

Draft: Motion not yet approved by the Mission Visioning Council

**Minutes of the Mission Visioning Council, Eastminster Presbytery
Thursday, October 22, 2009 6:30 p.m. Lake Milton Church**

Members present: The Rev. Debby Dockstader, Moderator; Elder Bob Gillette, Elder John Schippert, Elder Peggy Richmond, Elder Nancy Finch, Elder Dave Weida, the Rev. Scott Parker, the Rev. Jeanine Haven.

Members excused: Elder Marilyn Stroble, Elder Lynn Smith, Elder Sharon Wood, the Rev. Bonnie Dutton.

Staff present: The Rev. Dr. Dan Schomer, General Presbyter; the Rev. Ross Jackson, Stated Clerk.

Guests present: The Rev. Margaret Haney, Acting Synod Executive; the Rev. Willy Nieves, Synod; the Rev. Daniel Marvin, Synod.

The meeting was called to order by the Moderator at 6:30 p.m.

Introductions were shared all around.

Peggy Richmond led us in a devotion, "Stay in Love with God," which was based on Colossians 2: 6-7. She reminded us that we can seek forgiveness, begin again, and 'practice disciplines that teach us to stay in love with God.'

The Moderator informed the Council that we are being asked to financially support the Elder Training Event to be held November 14th and 15th. A motion prevailed to commit \$300.00 toward this event, with the balance of appropriate budget funds to be committed to the Coaching Training Event to be held in January, 2010.

The Moderator reported on the Visitor Training sessions for those who have volunteered to visit churches on behalf of this Council. One additional training event is scheduled for October 27 at the Presbytery Office.

A motion prevailed to approve the Minutes of the September, 2009 meeting of this Council with one correction: the cost per participant in the Church Growth & Evangelism training event (on October 31) is \$12.00, not \$25.00.

The Council was then guided in a discussion concerning our churches, our presbytery, and Synod by the Acting Synod Executive. All presbyteries in the Synod of the Covenant are being visited with this opportunity; after tonight, there are four presbyteries yet to be visited. We were provided with an extract from our *Book of Order* concerning the meaning and function of Synod; and a series of questions to help us help Synod focus on questions of needed patterns of ministry and support. Small groups shared around the tables; each group shared some of its insights; then all participants had an opportunity to view and clarify our collective insights, and add additional comments. This was accomplished within one hour of sharing. The Synod representatives then thanked the MVC for its participation and insights and excused themselves from the balance of our meeting.

A letter requesting that we consider additional financial support for the Ohio Council of Churches (from the Presbytery of Scioto Valley) was received and reviewed by the MVC.

Following discussion, no action was taken on that letter.

This Council will next meet at the Mineral Ridge Church on Thursday, November 19 at 6:30 p.m. The December meeting of this Council will be at the Kent Church on Thursday, December 10, at 6:30 p.m.

Peggy Richmond commented that it is more and more difficult to enlist the services of members of our churches on the various Committees and Commissions of our Presbytery.

The meeting was adjourned with prayer at approximately 8:00 p.m.

Respectfully submitted, the Rev. Ross Jackson, Stated Clerk

MINUTES OF THE COMMISSION OF THE PRESBYTERY OF EASTMINSTER for
the installation of Meta Cramer as Pastor.

September 20, 2009, 2:00 PM at First Presbyterian Church, Salem, OH.

The commission of the Presbytery of Eastminster, established to install on behalf of the Presbytery the Reverend Meta Cramer as the Pastor of the First Presbyterian Church of Salem, convened in the Pastor's Study on September 20th at 1:30 o'clock, in order to carry out its responsibility in the context of public worship.

Present were: Scott Parker (First Presbyterian/Columbiana); Peggy Richmond (Petersberg); Dan Schomer, General Presbyter; Carole Rummell (First Presb. Mineral Ridge); Rev. Stephen Cramer, Corresponding Member (Trinity, East Liverpool; Long's Run, Calcutta); Elder Brad Stephens (Salem).

The Commission was constituted with prayer by General Presbyter Dan Schomer

Motion prevailed to excuse Elder Brad Stephens from the meeting

Motion prevailed to approve the Reverend Steve Cramer as a Corresponding Member:

Motion prevailed to approve the Order of Service as prepared in the printed program as the plan to be followed.

The pastor-elect explained the mechanics of the service.

Motion prevailed that the minutes as the Clerk composes them be presented to the Presbytery for approval and that upon the pronouncement of the Benediction by the new pastor the Commission be dissolved.

The Commission proceeded into the sanctuary at 2:00 o'clock, for the Service of Installation, with the moderator presiding, and the order proceeded as follows:

- Welcome: Scott Parker
- Call to Worship: Scott Parker
- Prayer for Illumination/Scripture: Peggy Richmond
- Sermon: Dan Schomer
- A Litany of Gifts: Peggy Richmond
- Statement on the Ministry of the Church: Scott Parker
- Constitutional Questions to the Pastor-Elect: Scott Parker
- Constitutional Questions to the Congregation: Brad Stephens
- Prayer of Installation/Declaration of Installation & Welcome: Peggy Richmond
- Charge to the Newly Installed Pastor: Stephen Cramer
- Charge to the Congregation: Carole Rummell
- Offering: Peggy Richmond
- Charge and Benediction: Meta Cramer

The reception for the newly installed pastor and family was held in the Fellowship Hall of the church.

Motion prevailed to adjourn. Dan Schomer led in the closing prayer.

Rev. Scott Parker, Moderator

Rev. Scott Parker, Clerk

INDEPENDENT AUDITORS' REPORT

September 9, 2008

Board of Directors
Eastminster Presbytery
Youngstown, Ohio

We have audited the accompanying statements of financial position of Eastminster Presbytery (a non-profit organization), as of December 31, 2008 and 2007 and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Eastminster Presbytery as of December 31, 2008 and 2007, and the statements of activities and cash flows for the years then ended, in conformity with generally accepted accounting principles.

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary schedules of financial position and activities by program on pages 10 - 13 are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Bodine Perry, LLC

BODINE PERRY, LLC
Certified Public Accountants and Business Analysts

Canfield, Ohio

Hudson Administrative Commission (HAC)
Eastminster Presbytery
Minutes of August 31, 2009
Eastminster Presbytery Office - Mineral Ridge

Members Present: Bob Gillette, Dale Lyons, Bob Moore, Ann Seich,
Ex-Officio Members Present: Dan Schomer, Sue Tinker

The meeting was opened at 2:36 pm with prayer by Dan Schomer.

The agenda was approved as presented

The new meeting was scheduled for Tuesday, September 29, 2009 at 2:30 pm to be held at Christ Episcopal Church, Hudson, OH. Sue Tinker to confirm time and place.

The minutes of the July 20th meeting were approved.

Dan presented an update of the legal situations. He suggested that a meeting of the HAC and Trustees be scheduled in order to discuss options.

Bob M. updated us on the actions of the Trustees.

An update of the activities of the Hudson congregation was presented by Sue T. Home communion was shared with Richard Warner. The congregation formed a Location Commission charged with investigating new worship locations. The commission has spoke to Western Reserve Christian Church and Evangelical Covenant Church. The HAC agreed to allow the Hudson congregation to continue negotiations.

Dale reported that worship attendance reached a high of 44 in June and 23 in August.

Ann presented the financials.

The commission decided that no report was necessary for the Presbytery meeting.

Sue T. closed in prayer at 3:50

Respectfully submitted,

Rev. Sue Tinker, Secretary

Dr. Robert Gillette, Moderator

*Annual Report of the Stated Clerk
Eastminster Presbytery*

These figures are compiled from the Annual Statistical Reports that each congregation submits to General Assembly each year.

Active Members reported, Year 2007:	11,012
Active Members reported, Year 2008:	10,289
Total Gains reported for Year 2008:	299
Total Losses reported, Year 2008:	1,022
Certificate of Transfer:	64
Deaths:	218
Other:	740
Net Loss for Year 2008:	723

(Of this loss, 262 persons are the former Stow church)

Of our 10,289 members, our congregations report 5,872 “giving units.”
The average financial gift in Year 2008 was \$1,392.

Of particular concern for our future is the fact that the membership in most of our congregations is hugely tilted toward the “65 and over” age bracket, which is now at *one-third* of our total self-reported membership. If we add to this the number of our members who are in the “age 56 to 64” category, these two categories account for *47.5% of all members within Eastminster Presbytery*.

As congregations continue to evaluate their actual membership and “clean their rolls,” there will be continuing major issues of financial viability for our congregations, for our presbytery, for our Synod, and for our General Assembly. (It is my belief that the category of ‘Other’ in our reported losses largely results from congregations reviewing their Active Member-ship Rolls on an annual basis.)

The planned visits to each of our congregations by Mission Visioning Council volunteers take on a new urgency in light of these realities.

/s/ Ross B. Jackson
Stated Clerk
Eastminster Presbytery

MINISTERIAL CHANGES: JANUARY 1 - DECEMBER 31, 2008

Ministers Received from Other Presbyteries

Ray Banner, Juliann Joy, Larry Bowald, Stephanie Crossland

Minister Granted Temporary Membership Status

none

Ministers Ordained

Henry Pearce, Sue Tinker, Amy Starr Redwine

Ministers Dismissed to Other Presbyteries

Kay Roberts, Don Aull, Larry Stewart, Lynn Thompson Bryant

Ministers' Deaths

Tom Heinlein Aug 8, 2008

Minister Renouncing Jurisdiction

None

Minister removed from Temporary Status

Brad Jagger

Ministers on the Active Roll as of January 1, 2008	74
Gains	7
Losses	-6
Ministers on the Active Roll as of December 31, 2008	75

REPORT ON BALANCE OF MINISTERS AND ELDERS

Number of <u>resident</u> ministers as of 12/31/08:	67
Number of churches: 54 (following dissolution of Stow) (500 or fewer members): Fifty-two churches entitled to one elder commissioner	52
Two churches entitled to two elder commissioners (501-1000 members): Akron-Westminster, Poland	4
Total elder commissioners from churches:	<u>56</u>
Other Elders entitled to vote, all in accordance with the provisions of the <i>Book of Order</i> , G-11.0101c and other provisions as noted:	
Elders who are Moderators of Presbytery Committees or Councils (<i>Manual of Operations</i> , 2.101): Ruth Cole, David Weida, Marilyn Stroble, Alice Jackson, Carole Rummell Peggy Richmond and Chuck Chalker	7
Former moderators of the presbytery enrolled by their acceptance of invitation to be seated: Eleanor Allison, Ruth Brayer, Stan Christensen, Doug Everett. Bob Gillette Robert Forsythe, Patty O'Malia, Mary Lou Ramsey, (Peggy Richmond, Carole Rummell and Ruth Cole are eligible but receive votes as Committee Moderators)	8
Commissioned lay pastor granted vote in Presbytery: Pete Macauley, Robert "Bo" Schneider	2
Total voting elders:	73
<i>No imbalance of ministers and elders exists.</i>	

**Report of the General Presbyter
Eastminster Presbytery
November 10, 2009**

Things are changing in our churches. Things are changing rapidly. Have you noticed? Of course you have. Change is all around us leaving many of us baffled as to what is happening.

Every so often I come across a book that helps to make sense of what seems like nonsensical situations. For me, *The Great Emergence* by Phyllis Tickle (Baker Books, 2008) has played that role. Quoting Anglican bishop Mark Dyer, Tickle writes, "...The only way to understand what is currently happening to us as twenty-first century Christians in North America is first to understand that about every five hundred years the Church feels compelled to hold a giant rummage sale... We are living in and through one of those five-hundred-year sales" (p. 16). For your information, the last "great rummage sale" was the Protestant Reformation. We're going through nothing less than a seismic shift. We know that what was will never be again. What we don't know is what will be.

So what's a presbytery to do? What Eastminster Presbytery is doing is to visit with your church's session. When? Some time in the next twelve months. The purpose of the visit is not to evaluate you, quiz you, test you, or challenge you. The purpose of the visit is to listen to you. The presbytery wants to know what you are experiencing, where you think you are headed, what challenges you are facing, and how we might assist you as you seek to be the church in the 21st century.

I anticipate that some will respond, "We've heard this before. What's different this time?" What's different is that Eastminster Presbytery is clearly focused on resourcing congregations. Not resourcing congregations along with 101 other things, but resourcing congregations first and foremost. The mission of Eastminster Presbytery is *to grow faithful, effective, healthy and missional churches*. As Eastminster Presbytery listens and learns from you what your needs are, the presbytery is prepared to retool itself to become a more effective resource to you as pastors, sessions, and congregations.

As General Presbyter, one of my goals for 2010 is to develop a cohort (it's the new "in" word) of consultants within the presbytery who will serve as resources to our congregations. To that end, I am offering **training in how to use Percept/Link2Lead demographical resources** on November 11 and 18 (Page 15). On January 20-21, the presbytery is offering a **Coaching Skills Workshop** with Dr. Laurie Ferguson (Page 46-47). This coaches training is a foundational learning experience for anyone who wishes to do consulting with congregations. Eastminster Presbytery continues to work with the Presbyteries of Lake Huron, Detroit, and Lake Michigan to offer **Promoting Healthy Congregations** workshops. You will be hearing more in early 2010 about training opportunities. All of the skills that will be learned from these training experiences are applicable to your work with congregations and will equip you to share your skills with the presbytery if you wish.

The future may be challenging; but challenges can be energizing!



A Web Based Information Service for Your Church— Exclusively Available Through Your Denominational Regional Body

How to Get There...

- 1 Type www.link2lead.com into your web browser
- 2 To register for the first time, select the REGISTER button on the left menu

BRAND NEW FOR 2009

Link2Lead users now have three study area options! Instead of a single ZIP Code, the standard study area is now a Radius boundary around your church location. For many users this will provide the best demographic picture of the population in close proximity to their church. However, ZIP Code and County boundaries are also a couple of clicks away as alternative study areas for MinistryMatch, 10 Facts and downloadable Instant FirstView reports.

Included
Standard
Resources...



NEW! MemberView is the simplest and most powerful Member Household location resource available. And it's an added benefit of Link2Lead, included in your sponsoring regional body's agreement with Percept. Use it everyday to optimize administration of events, small groups, visitor follow-up, transportation, outreach, neighborhood ministry, volunteer efforts, disaster preparation and recovery, and any other activity that benefits from seeing where people are located. You can even use it to help determine study areas (polygon boundaries) for demographic analysis!



NEW! Would you like to see who your 200 closest neighboring churches are? **ChurchLink** presents them to you online as a sortable list or on an interactive map, with location markers color-coded by denomination. Simply hover over a marker to see the church name or click for more information.



The **iChange & iLeadType** surveys are designed to assess a person's response to change, and characteristics of their leadership style. A discussion guide is included with each survey to facilitate conversations around these themes in your working relationships.



Would you like to know how the programs your church offers match up to the interests of people living in your community? We compare your program list to the likely church program preferences in your community and produce a complimentary **MinistryMatch** report.



Add to your MinistryMatch knowledge for your area. What changes are projected to take place during the next five years? What are some faith facts I can learn about people in the area? The answers to these questions and dozens of others are located in the **10 Facts Series**. Use the **10 Questions Workshop and Worksheet** to introduce the 10 Facts Series to leaders in your church.



FirstView is Percept's six-page, full color, graphical demographic report on a selected study area. Instant FirstViews can now be downloaded as Adobe PDF files directly from the website for either a radius around the church, a county boundary, or a selected ZIP Code area. And if you need to create a custom study area boundary, the new, interactive FirstView Maker is now available to Link2Lead users (see below).

We have also provided a **FirstView Workshop & Worksheet** to assist in using the report with your church leaders and ministry groups.



NEW! Draw your own boundary, make your own FirstView! With **FirstView Maker** you can create any study area boundary for your church that you want! This self-service tool is unmatched among demographic information providers. Make your own FirstView reports for free, whenever you want, in real time. It's easy! Follow three simple steps and click the Submit button. Our servers instantly go to work creating a six-page color report for you with your custom title, exporting an Adobe PDF file, and sending the download link to your email inbox. Within a few minutes you'll be viewing your completed FirstView report wherever you are, anytime of day or night...even in the middle of a leadership meeting. You can combine ZIP Codes, size a Radius, or even draw a Polygon boundary using our simple interactive mapping tool.



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LAST UPDATED 5/26/09



link2lead Training Eastminster Presbytery November 11 & 18

Dear Pastor or Church Leader:

Did you know that all 54 churches in Eastminster Presbytery have unlimited access to up-to-date demographic information with the flexibility to choose the areas you wish to explore? A wide variety of data and maps provide a wealth of information about the community that surrounds your church facility...and it's all free! The Synod of the Covenant, Eastminster Presbytery, and donor congregations have paid the fees.

To begin with, are you a **link2lead** registered church? If not, please register. There are instructions for registering at the top of the reverse side of this page.

Once you have registered, you may explore **link2lead** on your own. But if you want to discover how to access and use all the resources, register for a **link2lead Training Event**.

Two events have been scheduled:

Wednesday, November 11, from 1:30 - 3:00 p.m. at the **Presbytery Center**, 3833 Main Street, Mineral Ridge (There is a limit of 12 registrants).

and

Wednesday, November 18, from 1:30 – 3:00 p.m. at the **Goodyear Heights Presbyterian Church**, 1430 Goodyear Boulevard, Akron (There is a limit of 25 registrants).

You may bring your **laptop** with wireless internet capability if you wish.

To **register**, please send an **email** to mariannelidstone@faithfulness.com and tell us your name, church, and which event you wish to attend, or call Marianne at 330-505-2167, extension 101.



What if I can't make either training event? Just send an email to Marianne and let us know who you are, your church of membership or service and times that are convenient for you (example: weekday evenings only, pre-presbytery events, etc.). We'll get back to you about future opportunities for training.

Reaching Out and Reaching In: Learning to Be More Effective Church Leaders

One Event at Two Times and Places, Sponsored by Eastminster Presbytery

Saturday, November 14

9:00 AM to Noon

Kent Presbyterian Church

OR

Sunday, November 15

2:00 to 5:00 PM

First Presbyterian Church of Mineral Ridge

How Do We Lead Faithfully?

The Practice of Leadership in Presbyterian churches

How Do We Lead our Churches in Sharing Faith?

with Scott Sunquist of Pittsburgh Seminary

How Do We Serve Faithfully?

Ministering to the sick and others in crisis of health

This three-hour training event has been designed for Deacons, Elders and other Church Leaders, to help us become more effective at basic tasks of Christian leadership. The goals of the event are to:

- Increase the effectiveness of elders (and others) in leading their congregations in outreach and evangelism
- Increase the effectiveness of deacons (and others) in ministering to the sick and others affected by health crisis
- Enhance the understanding of church leaders of the Biblical and constitutional duties of officers

Event Schedule

(Take your pick -- same schedule both days, both places)

Opening worship (10 minutes)

First Plenary Segment (40 minutes)

Led by Joe Atkins

A summary of the duties of elders and deacons as they are mandated by the Book of Order, with discussion of how these duties are now being performed in our churches, the interaction of Session and deacons.

Break (10 minutes)

Second Split Segment (1 hour 50 minutes with break)

Elders Session (*Also for other congregational leaders interested in the topic*)

Led by Scott Sunquist of Pittsburgh Theological Seminary

“Learning to share our faith and lead the congregation in doing it”

The Biblical mandate
The practical necessity
Basics of sharing faith
Motivating and empowering church members
Resources available through the presbytery

Deacons Session (*Also for others fulfilling a similar role in their congregation*)

“Ministering to the sick and others in crisis of health”

The Biblical mandate
Confronting our fears
Effectively offering comfort
What not to say

Wrap-up (10 minutes)

Thanks for coming
Solicitation of ideas for future training

There is no charge for this event, but for planning purposes we appreciate you letting us know if you plan to attend. Please call the Presbytery office at (330) 505-2167 ext. 101.

Preparation for Ministry
Statement of Faith
Benjamin Graves
8 October 2009

I believe in one God who created and crafted the universe, breathed life into the creation, and made humans in His¹ own image. God did these things through His Word by the power of His Spirit. Humans, by our own will, rejected God's love and lordship and the life that springs from Him. Thus we became enslaved to sin and death². I believe that Jesus Christ is the Word of God incarnate and God's own Son, fully human and fully God. In an act of amazing grace, the Father sent him into the world to take away the guilt of all people. Jesus lived as an example of love; he died on the cross, putting sin itself to death; he was raised from the dead on the third day, conquering death itself. In so doing, he carved a way for all people so that all who follow him will rise again and not perish. He has ascended into heaven and reigns at the right hand of the Father. He is Lord over all heaven and earth. He will return to usher in the consummation of the Kingdom of God; on that day we will be God's people, and God Himself will be our God with us. So that we would not forget and so that the Word would always be with us, so that we may always have a comforter and guide, Jesus sent the Holy Spirit who is the presence and power of God in us. The Holy Spirit calls us into life in Christ Jesus and sends us into the world to share the Word with others. In Jesus we are reconciled to the Father and are adopted as children of God. Jesus, as Son of Man, deals with us on behalf of the Father by teaching us and calling us. Jesus, as Son of God, deals with the Father on our behalf by offering perfect worship and obedience. We are only able to worship God through Jesus Christ because only in Christ do we have a perfect mediator. No other mediator is necessary, and any other proclaimed mediator is false. In Baptism, our sinful selves are put to death and we are raised to new life in Christ. We deny any claim on our lives, and dedicate them instead to God. In the Lord's Supper, we gather as a community of believers around the feast prepared for us in heaven. These sacraments serve to bind us to the body of Christ, the one holy catholic Church. In our bond to the Church and thus to each other, we take on our new identity in Jesus Christ. As the Church, we proclaim the Word of God which we have received to the world that all may be saved and that all may enter the new life in Christ. This proclamation takes many forms, in word and deed, in service and caring, in shining light and confronting darkness. We proclaim so that all might live eternally in the Kingdom of God when Christ returns.

¹ Language is insufficient to accurately refer to God. I have used the capitalized masculine third person pronoun to refer to God. God is not male, so "he" is insufficient. God, however, is personal, so "it" is insufficient. God is a particular and unchanging being, so "he or she" is inappropriate. Constant repetition of the word "God" and invention of words such as "Godself" serves to distance God from the personal nature of our relationship. I have chosen the masculine pronoun because it is the pronoun that includes the neuter gender according to the less than sufficient rules of the English language. I have chosen to represent God's transcendence of gender by capitalizing the personal pronoun. It seems to me that emphasizing God's personal nature is of the utmost importance in our culture of self-centeredness, and it seems easier to correct the misperception of God's gender than the misperception of God's distance. It is an unfortunate condition of the English language that there is no neuter personal pronoun. That being said, it will often be necessary to clarify when our language falls short, in this matter and in many others.

² Humans are weak of mind and prone to sin and pride. One aspect of our lives that is affected by sin is our capacity for reason. Thus, it is dangerous to make claims that "God is this way or that" or "God would not or could not do such-and-such." But in Jesus Christ, we are truly met by God. Though there are many mysteries to faith and there is much we do not know *about* God, we are able to truly *know* God through Jesus. More importantly, in Jesus we are truly known *by* God. We must always be open to correction and learning, but our relationship with God is not dependent on our accurate information. Rather it is dependent on the grace and love of our Lord Jesus Christ.

Preparation for Ministry
Kristin Stroble

I affirm that all Christians have a universal call to love and serve Jesus Christ. We have been given this calling with our baptism into the community of believers. God's people are called to a variety of services and I believe that I am being called into ordained ministry. I first acknowledged this call while working at a PCUSA conference. Through the work of planning and leading worship, I felt that the Spirit was nudging me to accept that I had a call into ministry. This call has been affirmed as I used my gifts in working at Joseph Badger Meadows, leading worship in college, and from the affirmations of my friends, family, and church. Seminary has continued to affirm my gifts for ministry as well as my love for serving God and people through the church.

Being called to be a minister of Word and Sacrament Sacraments in many ways is being called to be a "jack of all trades." The gifts and skills it takes to be a minister are usually far greater than one person's individual gifts, so it is by the grace of God and the wisdom of the minister to seek help and advice that makes this calling possible. A minister of Word and Sacrament is a worship leader, preacher, teacher, administrator, leader, care-giver, counselor, and a person present in the life of a community. Specifically I see my gifts and passion in the area of worship and preaching. I also feel that I have gifts and skills acquired for teaching and administration.

My calling and gifts have been nurtured over the years by the church. I was raised in the Presbyterian Church and cannot remember a time where church was not a part of my life. This has always provided me with a foundation of knowing that no matter what else is going on in my life I am loved by God and that I belong to God. For me, being Presbyterian means many different things. Presbyterian worship centers on the written and proclaimed word, which is the living Word, and through the work of the Holy Spirit continues to speak to us today. The Presbyterian Church is a connectional church where relationships are developed and fostered between members across the United States and the world. Presbyterians follow the example set forth in Jesus Christ to serve and make disciples. This is affirmed in the commitment of churches to serve in their communities, nation, and world by helping in times of disasters, working to end hunger, and supporting international mission.

I am a hard-working, passionate, and dedicated person who loves serving God and my neighbors. I come from a supportive family who are a constant source of love and encouragement. I am fortunate to have been raised in a stable, middle-class household that values nurture and education. This background has its limitations, though, prompting me to experience life outside not only my own economic status, but culture by serving in the Philippines. I am a driven person and set high goals for myself. This drive also sets up one of my biggest fears, which is failure. Once I decide to commit myself to something, I give it my full attention and desire to see it to completion. I love learning, whether through the classroom, books, or experience, and enjoy having the opportunity to apply that knowledge in my life. I look forward to my continued education at Columbia Theological Seminary as well as the challenges, struggles, and joys that ministry will present.

COMMITTEE ON MINISTRY
NOVEMBER 10, 2009

FOR ACTION:

1. COM recommends that The Rev. Susan Curtis, a member in good standing in the Reformed Church of America, be approved as Half Time Interim Pastor at Sebring Presbyterian Church, appointed moderator of the Sebring session through September, 2010, and be enrolled as a temporary member of Eastminster Presbytery with voice and vote at the following terms. We have the covenant for ½ time in hand. It is from Sept. 13, 2009 through September 15, 2010.

Salary	\$18,462
Housing	6,180
Effective Salary	24,642
Travel Reimbursement	1,410
Continuing Education	360
Medical Deductible	3,708
Library	180
Pensions	2,379
Vacation	1 month
Study Leave (per year)	2 weeks
FICA	1,850

2. COM recommends that the call of Ben Graves to the Christ Church be approved pending his passing the ordination exam by Presbytery as conducted by the Committee on Preparation for Ministry. AAEOO has been met. The terms of call are:

Cash Salary	\$24,000
Housing Allowance	16,000
Total Effective Salary	\$40,000
Soc. Sec. Allowance	992
Medical Deductible	800
Bd. Of Pension Dues	12,600
Auto/Travel Reimbursement	2,750
Cont. Educ. Reimbursement	1,300
Library Reimbursement	400
90 Day Disability Support	Yes
Cont. Educ.	2 weeks
Vacation	1 month
Family Weekends	2
Payment of Moving Costs	Yes

Mark Phillips has agreed to be his mentor. Starting date will be October 26 with his first day in the pulpit being November 15. His Ordination and Installation Commission will be considered at our November meeting

3) COM recommends the renewal of the Interim Covenant between Heritage Presbyterian Church and Carolyn Griffeth November 3, 2009 through November 3, 2010 at the same terms.

4) COM recommends Lay Pastor John Schippert be commissioned as a Commissioned Lay Pastor for the Concord Presbyterian Church beginning November 15 for a period of 12 months at 10 hours per week. He will receive \$12 per hour for a yearly salary of \$6240.00, Auto reimbursement \$500 and 2 weeks vacation time yearly. This relationship may be terminated with 30 days notice by either party. Presbytery will commission him following our report.

5) COM recommends the approval of the **2009** Terms of Call for Scott Parker, Columbiana: Cash Salary - \$29,870, Housing - \$20,600, Effective Salary - \$50,470, Board of Pensions - \$15,898, Major Medical Ded. - \$1,009, Total Reimbursables - \$4450, 90 Day Disability, 1 mo. Vacation, 2 week Study Leave. Other's 2009 Terms of Call were approved by Presbytery in July.

6) COM recommends that Rev. Rein Krone and Rev. Mark Merritt be moved to the Inactive Roll of Ministers as of November 8, 2009.

7) COM recommends that the Ethical Conduct paper as revised be approved. (see pages 22-24).

FOR INFORMATION:

Congratulations to Janet Lowery who has received a grant from the Synod of the Covenant for her Sabbath Sabbatical leave in 2010.

**Life Together in the Community of Faith:
Covenant of Ethical Conduct for
All Current and Incoming Members of Eastminster Presbytery
(Ministers of Word & Sacrament and Commissioned Lay Pastors)
And All Other Clergy Serving Within Its Bounds**

The amplified covenant of standards below has been adopted by the Committee on Ministry of Eastminster Presbytery (based on a document from the General Assembly). All members of the Presbytery (ministers and commissioned lay pastors) and other ministers serving in our bounds shall be aware of this covenant and shall sign the appropriate form indicating that they have reviewed and understand the spirit of this covenant.

As ordained officers in the Presbyterian Church (USA), in obedience to Jesus Christ, under the authority of Scripture and guided by our Confessions, we affirm the vows made at our ordination, confirm that Jesus Christ is the pattern for our life and ministry, and relying on God's grace commit ourselves to the following covenant of ethical conduct.

Part I

We will conduct our private lives and our public ministries in a manner that is faithful to the gospel. This should include:

1. Practicing the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Being honest and truthful in our relationships with others;
3. Being faithful, keeping the covenants we make;
4. Treating all persons with equal respect and concern;
5. Maintaining a healthy balance among the responsibilities of our office of ministry, our commitments to family and other primary relationships, and our need for spiritual, physical, emotional, and intellectual renewal;

We intend to take the equivalent of two days off per week, seeking Sabbath renewal and time with family and friends. (Divide each of the week's 7 days into 3 time blocks, choosing 6 blocks, separate or sequential, in order to find the equivalent of 2 days off.)

We intend to use the full extent of our vacation time each year, turning to colleagues to care for pastoral needs in our congregations. (This vacation time may be utilized in bits and pieces throughout the year.)

6. Refraining from abusive, addictive, exploitative or manipulative behavior and seeking help to overcome such behavior if it occurs.
7. Refraining from gossip and abusive speech which dehumanizes, demeans, and marginalizes people;
8. Maintaining an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

Part II

We will conduct our ministries so that nothing need be hidden from our governing bodies or colleagues in ministry. This should include:

1. Preaching, teaching, and bearing witness to the gospel of Jesus Christ with courage, speaking the truth in love;
2. Honoring the sacred trust of relationships within the covenant community and observing appropriate boundaries;

3. Being judicious in the exercise of the power and privileges of ministerial office and positions of responsibility, including all Presbytery responsibilities;
4. Avoiding conflicts of interest that might compromise the effectiveness of our ministries;
5. Refraining from relationships which might exploit others for the satisfaction of our own emotional or sexual needs or desires, including sexual harassment and misconduct as defined by Presbyterian Church (USA) policy;
6. Respecting the privacy of individuals and not divulging information obtained in confidence without express permission, unless an individual is a danger to self or others or child abuse is involved;
7. Recognizing the limits of our own gifts and training, and referring persons and tasks to others as appropriate;
8. Claiming only those credentials and qualifications actually attained, giving appropriate credit for all sources used in sermons, papers, music, and presentations, and observing copyrights;
9. Refraining from incurring indebtedness that might compromise our ministries;
10. Being faithful stewards of and fully accounting for funds and property entrusted to us, including appropriate vouchering for reimbursable items;
11. Observing limits set by the appropriate governing body for honoraria, personal business endeavors, and gifts or loans;

We will not engage in non-parish work in which parishioners may be exploited as customers or clients.

We will accept no personal loans from parishioners; and we will remember that any assistance with a down payment for housing must be secured by a second mortgage and approved in advance by the Committee on Ministry.

12. Accepting the discipline of the church and the appropriate guidance of those to whom we are accountable for our ministries;
13. Participating in continuing education and seeking counsel from our sessions, mentors, and professional advisors;

We intend to use the full continuing education time allotted by our calls, with the majority of that time being spent in appropriate intentional study and/or the enhancement of ministry skills.

14. Dealing honorably with the service of predecessors, and upon leaving any ministry or office speaking and acting in ways that support successors;
15. Participating in the life of ministry settings we left or from which we have retired only as directed by Presbytery, in accordance with a Covenant of Separation approved by the Committee on Ministry;
16. Providing pastoral services for congregations previously served only as directed by the Presbytery and providing pastoral services to members of other congregations only with the consent of their pastors;

We understand that the responsibility to maintain appropriate boundaries rests with the pastor who has left or retired.

17. Consulting with the Committee on Ministry in the Presbytery of residence regarding our involvement in any ministry setting during retirement;
18. Being willing to consult with the General Presbyter or Committee on Ministry regarding the application of any ethical standards for ministry;
19. Communicating openly and collegially with other clergy colleagues when an ecclesiastical/pastoral situation involves persons in each congregation we serve: eg weddings, funerals, pastoral visitation, membership, etc.

Part III

We will participate as partners with others in the ministry and mission of the Church universal. This should include:

Participating in the mission and governance of the Presbyterian Church (USA) and working for the unity of the holy catholic church.

We will attend meetings or workshops deemed mandatory by the Committee on Ministry.

We will expect to serve throughout our ministry in Eastminster Presbytery on a committee, council, or commission of the Presbytery; regularly attend meetings of the Presbytery; and avoid scheduling meetings within the local church that conflict with Committee Night or with Stated Presbytery meetings.

The Committee on Ministry shall review this Covenant of Ethical Conduct with all incoming members of Eastminster Presbytery, asking for a signed statement by these persons that they have reviewed and understand the spirit of this covenant.

+++++

**Acknowledgement of the
Covenant of Ethical Conduct Policy
Of Eastminster Presbytery**

I _____ hereby acknowledge that I have reviewed and understand the spirit of this Covenant of Ethical Conduct of Eastminster Presbytery for those who serve as religious leaders.

Date _____

Signed _____

2010 PERCAPITA CALCULATIONS

YEAR	NOMINAL	ADJUSTED FOR INFLATION	ADJUSTED FOR MEMBERSHIP	ADJUSTED FOR PAYUP
2001	\$ 17.89	\$ 21.80	\$ 32.77	\$ 36.09
2002	\$ 18.65	\$ 20.89	\$ 30.57	\$ 33.32
2003	\$ 18.84	\$ 21.05	\$ 29.53	\$ 31.85
2004	\$ 20.03	\$ 22.32	\$ 29.52	\$ 31.51
2005	\$ 21.24	\$ 23.59	\$ 29.86	\$ 31.54
2006	\$ 22.32	\$ 24.71	\$ 29.23	\$ 30.88
2007	\$ 24.41	\$ 26.95	\$ 31.69	\$ 33.47
2008	\$ 25.10	\$ 25.16	\$ 27.01	\$ 28.22
2009	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00

**Eastminster Presbytery
Committee Expenditure Report
10/31/2009**

Committee	2009 Budget	YTD Expenses	Budget Balance
Coordinating Council	\$ 300.00	\$ -	\$ 300.00
Mission Visioning Council	\$ 1,550.00	\$ 281.00	\$ 1,269.00
Communication & Nurture	\$ 1,150.00	\$ 505.35	\$ 644.65
Personnel	\$ 256,305.00	\$ 199,825.82	\$ 56,479.18
Presbytery Auto	\$ 5,200.00	\$ 3,063.70	\$ 2,136.30
Presbytery Office	\$ 38,270.00	\$ 30,256.70	\$ 8,013.30
Committee on Mission	\$ 41,000.00	\$ 14,389.36	\$ 26,610.64
Committee on Ministry	\$ 3,690.00	\$ 593.30	\$ 3,096.70
Preparation for Ministry	\$ 1,400.00	\$ 510.34	\$ 889.66
Congregational Resources	\$ 5,420.00	\$ 1,405.23	\$ 4,014.77
Trustees	\$ 18,000.00	\$ 8,566.28	\$ 9,433.72
Evangelism & Growth	\$ 2,300.00	\$ 26.98	\$ 2,273.02
TOTAL:	\$ 374,585.00	\$ 259,424.06	\$ 115,160.94
Operating Cash Balance - October 31, 2009.			\$ 82,300.29

Eastminster Presbytery's Obligation to GA

October 30, 2009

2001			<i>2001 Balance - \$0 paid in 2002</i>
2002			<i>2002 Balance - \$137,713.30 paid in 2003</i>
2003			<i>2003 Balance - \$103,118.16 paid in 2004</i>
2004			<i>2004 Balance - \$104,945.79 paid in 2005</i>
2005			<i>2005 Balance - \$44,806.38 paid in 2006</i>
2006	Jan.	\$23,727.41	Wired 5-10-06 & 9-5-06
	Feb.	\$ 7,604.81	Wired 5-10-06 & 12-6-06
	Mar.	\$15,742.48	Wired 5-10-06 & 2-06-07
	Apr.	\$ 9,469.76	Wired 10-13-06 & 2-06-07
	May	\$58,323.83	Wired 8-7-06, 11-3-06 & 2-06-07
	June	\$16,115.56	Wired 11-16-06 & 2-06-07
	July	\$19,950.57	Wired 11-16-06 & 3-16-07
	Aug.	\$11,478.71	Wired 11-16-06 & 3-16-07
	Sept.	\$ 6,211.46	Wired 11-16-06 & 3-16-07
	Oct.	\$ 8,875.10	Wired 11-16-06 & 3-16-07
	Nov.	\$19,203.24	Wired 12-6-06 & 3-21-07
	Dec.	\$47,518.91	Wire 2-06-07 & sent 4-16-07
2007	Jan.	\$13,756.45	Sent 2-07-07 & 5-2-07
	Feb.	\$20,672.24	Sent 5-2-07
	Mar.	\$ 9,316.88	Sent 5-2-07
	Apr.	\$13,620.10	Sent 5-24-07
	May	\$50,855.35	Sent on 8-30-07 & 9/30/07 & 10/23/07
	June	\$12,907.06	Sent 11-1-07
	July	\$ 7,964.23	Sent 11-26-07
	Aug.	\$ 6,253.38	Sent 11-26-07
	Sept.	\$ 9,021.22	Sent 12-4-07
	Oct.	\$13,249.31	Sent 1-03-08
	Nov.	\$15,716.04	Sent 1-21-08
	Dec.	\$40,385.92	Sent 2-12-08
2008	Jan.	\$ 7,845.88	Sent 2-29-08
	Feb.	\$12,302.45	Sent 4-3-08
	Mar.	\$12,443.23	Sent 5-5-08
	Apr.	\$25,286.97	Sent 5-27-08
	May	\$37,156.91	Sent 8-15-08
	June	\$ 7,995.24	Sent 9-17-08
	July	\$12,430.93	Sent 9-30-08
	Aug.	\$10,656.43	Sent 10-29-08
	Sept.	\$ 6,354.27	Sent 11-4-08
	Oct.	\$17,622.36	Sent 11-18-08
	Nov.	\$ 6,659.66	Sent 12-16-08
	Dec.	\$27,759.97	Sent 1-16-09
2009	Jan.	\$11,876.56	Sent 1-22-09
	Feb.	\$13,156.40	Sent 3-19-09
	Mar.	\$ 5,282.13	Sent 4-17-09
	Apr.	\$ 9,030.54	Sent 5-7-09
	May	\$37,427.00	Sent 6-3-09
	June	\$23,311.00	Sent 7-9-09
	July	\$12,088.49	Sent 8-10-09
	Aug.	\$ 6,734.43	Sent 9-4-09
	Sept.	\$10,243.14	Sent 10-14-09
	Oct.	\$ 8,390.91	Owe
			Total Owed To GA - \$8,390.91

Eastminster Presbytery
Nominating Committee
November 10, 2009

Items for information:

Resignations:

Rev. Burt McGlawn – Communication & Nurture Committee, Class of 2010
Elder Charles Williams – Self Development of People, Class of 2010
Elder Jean Jones - Joseph Badger Meadows Committee, Class of 2011

Deaths:

Elder Grace Duncan – Mission Committee, Class of 2010

Items for Action:

Nominations:

Moderator, Eastminster Presbytery, 2010

Marilyn Stroble, (Cuyahoga Falls, United) WFL (West)

Vice-Moderator, Eastminster Presbytery, 2010

Carolyn Griffeth (Poland Heritage) WFC (East)

Enrolling Clerk, 2010

Stan Christensen (Kent)

Synod Commissioner, Class of 2010

Joe Atkins

Trustees, Class of 2012

Robert Moore (Salem First) WML (South)

Cal Bennett (Akron Goodyear Heights) WML (West)

Committee on Ministry, Class of 2010

Nick Mager (Youngstown First) WMC (East)

Committee on Ministry, Class of 2012

Bob Stroble (Cuyahoga Fall, United) WML (West)

Mark Ruppert (Akron First) WMC (West)

Bonnie Dutton (Ellsworth) WFC (South)

Ross Jackson (Chaplain Salem Hospital) WMC (South)

Personnel, Class of 2010

Dick Fruit (Honorably Retired) WMC (South)

Personnel, Class of 2012

Tom Niccolls (Honorably Retired) WMC (South)

Nancy Finch (North Benton) WFL (South)

Preparation for Ministry, Class of 2012

Bruce Valentine (Youngstown, Pleasant Grove) WMC (East)

Jeanne Monroe (Youngstown, First) WFL (East)

Mission Committee, Class of 2012

David Joachim (Boardman Westminster) WMC (East)

Elmarie Parker (Youngstown, Wickliffe) WFC (East)

Ross Slaughter (Cuyahoga Falls, United) WMC (West)

Presbytery Meeting Coordinating Council, Class of 2012

Rev. Jan Douglass (New Waterford/Rogers) WFC (South)

Brad Dutton (Ellsworth) WML (South)

Congregational Resources, Class of 2010

Matt Medford (Hubbard) WMC (North)

Congregational Resources, Class of 2012

Marian Bauer (Canfield) WFL (East)

John Schippert (Lake Milton) WML (South)

Evangelism & Church Growth Commission, Class of 2012

David Weida (Akron, New Covenant) WML (West)

Edie English (Akron First) WML (West)

Self-Development of People, Class of 2010

Jim Ray (Honorably Retired) WMC

Sue Ann Schmidt (First Congregational Church-UCC) WFC (West)

Self-Development of People, Class of 2012

Cecil Monroe, (Youngstown First) BML (East)

Rose Marie Roth (Poland) WFL (East)

Armando Labra (Non-Presbyterian) HML (East)

Don Binkley (Barberton First) WML (West)

Committee on Representation, Class of 2012

Patty O'Malia (Mineral Ridge) WFL (North)

Victor Wan-Tatah (Youngstown First) BMC (East)

Joseph Badger Meadows Committee, Class of 2012

Andy Konsol (Niles South Side) WML (North)

Presbytery Meeting Coordinating Council
November 10, 2009

Motion: That upon the recommendation of the Presbytery Meeting Coordinating Council that the Rev. Aaron Meadows and Rev. Mark Wilds be elected to the Nominating Committee of Eastminster Presbytery, Class of 2012.

2010 PRESBYTERY MEETING DATES AND LOCATIONS

(Meetings at 5:00 p.m.)

January 12	Mineral Ridge
March 9 – (<i>Simple Meal</i>)	Akron, New Covenant
May 11	Lisbon
July 13	Kent
September 14	
November 9	Cuyahoga Fall, United

COMMITTEE MEETINGS

(Meetings at 5:00 p.m.)

February 9	
April 13	Canfield
June 8	Youngstown, First
August 10	
October 12	
December 7	Akron, Oak Hill

**Margaret Park Scholarship Committee
November 10, 2009**

In accordance with the Award Requirements established for the Margaret Park Presbyterian Church Ministerial Scholarship Fund, the Committee, meeting October 13, 2009, approved to provide assistance to the following seminarians under care of Eastminster Presbytery.

Inquirer Kyle Joachim (Westminster Presbyterian Church, Boardman)

The next scheduled meeting will be April 13, 2010 at the Presbytery Center where they will be awarding the next scholarships. Those applications need to be turned into the Presbytery Center at P.O. 316 Mineral Ridge, OH 44440 by April 6, 2010. Applications are accepted twice a year.

**APPLICATION FOR NOMINATION AS CLERGY COMMISSIONER
TO THE GENERAL ASSEMBLY**

219th General Assembly, July 3 – 10, 2010, Minneapolis, Minn.

Please type or print neatly

Name _____ Home phone _____

Church _____ Work phone _____

Address _____ City _____, OH Zip _____

Date of Ordination _____

Have you previously served as Commissioner to the General Assembly? _____

If you have served, in what capacity did you serve? (Clergy Commissioner, Youth
Advisory Delegate, Elder Commissioner) _____

If you have served, when did you serve? If you have served one of the ten most recent
General Assemblies, your application will not be considered. _____

Age: _____ under 24 _____ 24-39 _____ 40-55 _____ 56-65 _____ over 65

(For the following questions, feel free to use an additional sheet)

How do you anticipate serving General Assembly?

How have you served other governing bodies within the Presbyterian Church (includes Session, Presbytery, Presbytery Committees, Task Groups, Synod, etc)?

How have you served other organizations, particularly in leadership positions?

Is there anything else that you would like for the Nominating Committee to know in considering your application?

By signing this application, I commit myself, if elected, to being a full participant in the General Assembly, which I understand will include a hectic pace and long hours. I also pledge to participate in training prior to the 219th General Assembly, and to actively contribute to the training of the Commissioners to the 220th General Assembly (2012) and to be available for the commissioning service on May 11, 2010 and report to the July 13, 2010 Presbytery Meeting.

Applicant

NOTE: APPLICATIONS MUST BE RECEIVED IN THE PRESBYTERY OFFICE BY NOVEMBER 30, 2009

**APPLICATION FOR NOMINATION AS ELDER COMMISSIONER
TO THE GENERAL ASSEMBLY**

219th General Assembly, July 3 – 10, 2010, Minneapolis, Minn.

Please type or print neatly

Name _____

Address _____ City _____, OH Zip _____

Home phone _____ Work phone _____

Church _____

Date of Ordination (as Elder) _____

Have you previously served as Commissioner to the General Assembly? _____

If you have served, in what capacity did you serve? (Elder Commissioner, Youth Advisory Delegate, Clergy Commissioner) _____

If you have served, when did you serve? (if you have served one of the ten most recent General Assemblies, your application will not be considered) _____

Age: _____ under 24 _____ 24-39 _____ 40-55 _____ 56-65 _____ over 65

(For the following questions, feel free to use an additional sheet)

How do you anticipate serving General Assembly?

How have you served other governing bodies within the Presbyterian Church (includes Session, Presbytery, Presbytery Committees, Task Groups, Synod, etc)?

How have you served other organizations, particularly in leadership positions?

Is there anything else that you would like for the Nominating Committee to know in considering your application?

By signing this application, I commit myself, if elected, to being a full participant in the General Assembly, which I understand will include a hectic pace and long hours. I also pledge to participate in training prior to the 219th General Assembly, and to actively contribute to the training of the Commissioners to the 220th General Assembly (2012) and to participate in the commissioning service on May 11, 2010 and to report at the July 13, 2010 Presbytery meeting.

Applicant

NOTE: APPLICATIONS MUST BE RECEIVED IN THE PRESBYTERY OFFICE BY NOVEMBER 30, 2009

APPLICATION FOR NOMINATION AS YOUTH ADVISORY DELEGATE TO THE GENERAL ASSEMBLY

219th General Assembly, July 3 – 10, 2010, Minneapolis, Minn.

Eastminster Presbytery's Nominating Committee is asking sessions to consider submitting names to be considered for election as Eastminster's Youth Advisory Delegate (YAD) to the 219th General Assembly, July 3 – 10, 2006 in Minneapolis. Minn. Youth Advisory Delegates may speak on the floor of General Assembly, serve on committees of the Assembly with full voice and vote, and vote in an advisory capacity on the floor of the Assembly. The YAD will be expected to relate his/her Assembly experience to the Presbytery, and to groups and churches within the Presbytery, schedule permitting. Any young person, age 17-23, who is a member of a Presbyterian Church (USA) within the bounds of Eastminster Presbytery, may apply. It is expected that the YAD will attend the entire Assembly. Costs, including travel, housing and meals are covered by General Assembly. Any "spending money" will be the responsibility of the YAD.

The Nominating Committee plans to interview prospective YADs prior to January 2, 2010 so that a nominee may be presented to the Presbytery Meeting of January 12, 2010. We are inviting every pastor and Session to assist us in this process choosing young person(s) and having them complete the application form, returning it to the Presbytery Office by December 1, 2009.

The Office of the General Assembly has developed the following guidelines for nominating committees to use when selecting a youth advisory delegate nominee:

- The youth advisory delegate should be mature since the demands of the General Assembly require responsible decision-making. Reference checks should be made with their pastor or other local congregation leader.
- The potential youth advisory delegate should be active in their local congregation and presbytery or campus youth ministry.
- It is important that they be able to attend all of GA meeting.
- The potential YAD should verify the dates that the school semester ends and when they may be home and available for orientation.
- The potential YAD should have medical insurance. Insurance bought through school systems often ends at the end of the school year.
- The potential YAD and their parents should be informed that the presbytery staff person in attendance at General Assembly will be called upon to deal with emergencies

It is hoped that these guidelines will assist pastors and sessions as they seek to recommend potential YADs to the Nominating Committee.

**APPLICATION FOR NOMINATION AS YOUTH ADVISORY DELEGATE
TO THE GENERAL ASSEMBLY**

219th General Assembly, July 3 – 10, 2010, Minneapolis, Minn.

Please type or print neatly

Name _____ age _____ phone _____

Church _____ school (if applicable) _____

Grade (H.S.), Year (College) or occupation _____

Address _____ City _____ State _____ Zip _____

Endorsements: _____

Pastor

Date

Clerk of Session

Date

(Indicating Session endorsement)

Please answer, using an additional sheet of paper as needed:

1) What do you think the future holds for the Church?

2) What are the major issues that face the world today?

3) How should the Church respond to these issues?

4) Why do you want to be a Youth Advisory Delegate?

5) How have you served Christ?

6) Would you be available in December to be interviewed by the Nominating Committee? _____ If yes, when would you be available? _____ If No, please suggest a time for a phone interview _____

7) Do you anticipate being available to attend the entire General Assembly? _____

By signing this application, I commit myself, if elected, to being a full participant in the General Assembly, which I understand will include a hectic pace and long hours. I also pledge to participate in training prior to the 219th General Assembly, which, if necessary, can be by phone, and IF I AM AVAILABLE to participate in the commissioning service on May 11, 2010 and report at the July 13, 2010 Presbytery meeting and actively contribute to the training of the Commissioners for the 220th General Assembly (2012).

Applicant

Date

NOTE: APPLICATIONS MUST BE RECEIVED IN THE PRESBYTERY OFFICE BY DECEMBER 1, 2009



Spooky Church Growth Methods

Report on the 31 October 2009 Workshop.

There were twenty-nine individuals who expressed interest; twenty-five in attendance representing thirteen churches in our Presbytery. The program was well received... very well received. The attendees learned about the required elements to make change happen as it relates to church growth in existing stagnant and dying churches. They are:

- 1) Knowledge Increase – Yes, biblical knowledge is obvious. And, we must become intentional about learning how churches grow. It is more than program change!
- 2) Behavior Modification – Insanity is continuing to do what we've always done, expecting the results to be different. Therefore, wanting different results, we must radically change what we do!
- 3) Spiritual Growth – Become passionate about our faith journey!

Attendee's power-read three stimulating books in six hours exposing them to multiple concepts and action items. The book authors were the experts. Attendees disseminated their information, committed to behavior modification, and grew spiritually. Oh, attendees also had enormous fun and enjoyed a wonderful lunch as well! Attendees' epiphany, "We have the magic!" for church growth!

Evangelism & Church Growth Commission will continue to work with this Action Team as they progress on their growth journey.

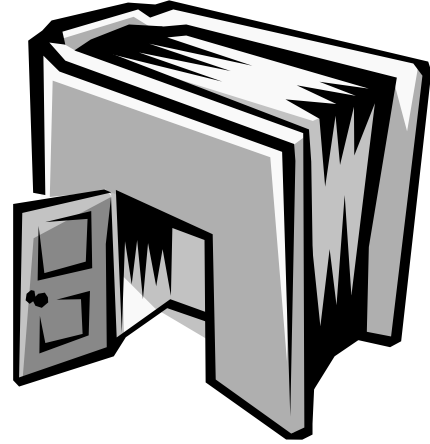
Godspeed,
Dave Weida, Moderator
Evangelism & Church Growth Commission



RESOURCE CENTER NEWS
Eastminster Presbytery Office

Email: lorrainejones@faithfulness.com
330-505-2167 or toll free 1-800-215-2416
Lorraine Jones, coordinator

Resource Center Hour:
Mon 9:00 a.m. —2:00 p.
Wed 9:00 a.m. —2:00 p.
Thurs 9:00 a.m. —2:00 p



Quick Calendar:

November 22 Christ the King Sunday*
November 26 Thanksgiving Day
November 29 1st Sunday of Advent
December 1 World AIDS Day**
December 10 Human Rights Day

* Christ the King Sunday is more than the culmination of the liturgical year. It is the celebration that money is not king; that possessions are nothing; that fame is not important...that CHRIST IS KING! To help you celebrate, visit the Resource Center for [Choices: Living and Learning In God's World](#). This kit, for people thirteen years old and older (yes, even adults), contains 8 lessons on stewardship of body, talents, community, choices, spiritual life, time, money, and the environment. In addition, you will find the Choices game which consists of a set of 200 questions and situations that require stewardship choices. For example, one card states, "Describe what it feels like to be forgiven." Another card asks you to name a person who prays for you and when and why that person began praying for you. The game and this kit can be used in many different ways. Any way you choose to use it, you will be reminded that you are a steward for our King.

**According to the United Nations website, there are 2.7 million *new* cases of AIDS each year. Globally, there are now 33 million people living with HIV. Visit www.pcusa.org/pan for resources from the Presbyterian AIDS Network. Learn how you can respond to this global pandemic. If you need help accessing the internet, visit the Resource Center.



Remember all those photos you took at Vacation Bible School this summer? Now is the time to get them back out. Send them, or better yet--take them--to some of the families that came to VBS this year and are not regular members of your church. Use the pictures to **invite them back to your church for Advent**. For other VBS follow-up ideas, see page 88 of the May/June 2008 issue of *Rev!* magazine. It's available at the Resource Center now.

News & Notes

We are looking for churches to **host Presbytery and Committee Night meeting in 2010**. The schedule is listed in the packet with dates still available.

We will be continuing to study the book, Faithful Disagreement: Wrestling with Scripture in the Midst of Church Conflict. The cost of the book is \$13 and copies will be available before the presbytery meeting. Tonight we will be discussing Chapter 2.

Prayers are requested

- For the family of Grace Duncan, an elder from the First Presbyterian Church in Barberton and a long time member of the Eastminster Presbytery Mission Committee who died on October 30, 2009.
- For Rev. Christine Ziem's mother-in-law, Evelyn, who was moved to Hospice Care on October 30, 2009 in Florida. Prayers are requested for Arne and Kurt Ziem.

CHURCHES

Congratulation to John Knox Presbyterian Church in their 50th year celebration on October 11, 2009.

Congratulation to Canfield Presbyterian Church, who just had an open house celebrating the completion of the new addition to their building, including a narthex, new office space, and accessibility.

First Presbyterian in Akron says that they have about **240 copies of the blue Worship Book** for which they would like to find a good home. Please call the church office at 330-434-5183 if interested.

CONFERENCES, SEMINARS, AND EVENTS

November 19 is the application deadline for a unique spiritual renewal experience offered for pastors by Columbia Theological Seminary's Center for Lifelong Learning. *Journey of Faith: A Pilgrimage of Discernment for Ministry* includes a two-week pilgrimage to the Holy Land, orientation immediately prior to the pilgrimage and a post-pilgrimage reflection process. Participant costs for travel, accommodations, meals, and material for the program will be underwritten by the Cobb Foundation Grant. The only cost for those selected to participate will be a registration fee of \$500 and miscellaneous personal expenses.

The Board of Pensions will be offering other free well-being courses online, "a convenient way to learn how to manage stress and conflict. Not only will these ten courses help your professional life, but they will translate into your personal life as well." The courses offered are: Handling Conflict; Finding your Life Balance; Leading Effective Meetings; Connecting and Communicating; Emotionally Intelligent Leadership; Introduction to Workforce Generations; How to Work with Aggressive People; Techniques for Improved Time Management; Conflict in the Workplace Simulation; Taking Control of Your Time Simulation.

The 2010 Annual event of APCE, a conference for all persons serving in educational ministry will be held January 27-30 at the Renaissance Nashville Hotel. Keynote speaker is Rev. Michael Lindvall.

The Unity & Reformed Heritage Seminar will be held April 5-12, 2010 at the Ecumenical Centre in Geneva, headquarters of the World Council of Churches, the World Alliance of Reformed Churches and other ecumenical agencies. This event is sponsored by the General Assembly of the Presbyterian Church (U.S.A.) The cost us \$1,300 for double occupancy with an extra \$100 for a single room. More information can be found at www.pcusa/dear.

Presbyterian Women of Eastminster

We had our October meeting at Oak Hill Presbyterian Church in Akron, which was well attended. Our guest speaker was George Sleigh who told us about his experiences on 9/11 when the planes hit the towers. His surviving and faith journey was very moving and inspiring as a tribute to God for saving him for other things. He spends part of his time doing this program and donates any money he receives to the Haven of Rest in Akron. Our offering that day went to his project.

We had a collection of things for the Needles Eye also and Emmaline Smith, Irma Davis' daughter, was there to accept them. She is continuing the work her mother started many years ago.

Our next meeting will be in April 2010 at Park Vista in Youngstown. Our program has not been decided, as we will wait for the input of our new moderator to help with that process.

It has been my pleasure to be moderator for the past years and I have enjoyed meeting all the women of the presbytery and visiting the churches too. We are saved not to sit but to serve.

Goldie Burrier, PW Moderator

JBM Camping Report November 2009

- 1) Dates to remember:
 - December 11-13, Sunshine Reunion
 - February 28-March 3: JBM will be hosting the board of the Presbyterian Camping Association. The camp director encourages congregations (or groups within our congregation, i.e. a Youth group, PW groups, a Men's group) to consider times during their visit to JBM to offer some 'Eastminster' Hospitality. For more information, please contact, Doug Hoffman – Camp Director, at 330-772-3931.
 - March 12-13: Middle School Retreat, Information coming soon.
 - April 21-22: Pastor's Retreat. More information to come from the Presbytery Office.
 - May 1-2: High School Retreat.
 - May 14-16: Women's Retreat, Rev. Debby Dockstader leading. "Redeeming our Routines: Experiencing God in the Everyday."
 - May 22-23: JBM Fishing Jamboree and Fish-fry. More information to come, but **MARK YOUR CALENDAR!**
- 2) Summer schedule is in the works. Congregations and past campers will receive 2010 brochure after the first of the year.
- 3) **Important! We are updating our database. Help us get a comprehensive list of past campers and camper families. We want everyone who has participated in the ministry of JBM, whether it be through retreats, summer camp, a family gathering, etc., to receive the JBM message and be informed of what is happening and know of ways they can be involved.**

Submitted by: Doug Hoffman, JBM Camp Director



YOUNGSTOWN PHANTOMS HOCKEY

at the Covelli Centre

Interfaith Night

January 29, 2010 at 7:15 pm



YOUNGSTOWN
PHANTOMS
HOCKEY

VS.



Sioux Falls
Stampede

**Join us for a Night of
Fellowship**

- Fun for all ages!
- All youth groups welcome
- Group discounts available
- Ask about our fundraising opportunities

CALL FOR TICKETS 330-747-PUCK (7825)

COVELLI
CENTRE

youngstownphantoms.com

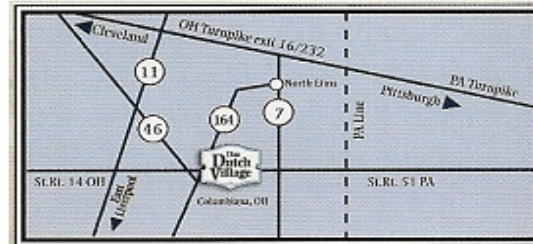


About our Trainer...

The Rev. Laurie J. Ferguson, Ph.D., is a coach, a consultant, and a psychologist, and she has served as a congregational pastor. Some of her work is with Auburn Coaching Institute for Sustaining Pastoral Excellence Seminary as they develop the Coaching Institute for excellence in ministry. Dr. Ferguson regularly leads workshops for church leaders for training in coaching skills.

Suggested Reading

1. Hargrove, Robert. Masterful Coaching. Josey-Bass Pfeiffer, 1999.
2. Jackson, Cari. The Gift to Listen, The Courage to Hear. Augsburg, 2003.
3. Logan, D. and King, J. The Coaching Revolution. Adams Media Co., 2001.
4. Whitworth, L., Kimsey-House, H., Sandahl P. Co-Active Coaching. Davies-Black, 1998.
5. Zander, R. and Zander B. The Art of Possibility. Penguin Books, 2000.
6. Scott, Susan. Fierce Conversations. Berkley Books, 2004.



DIRECTIONS

From the NORTH and WEST:

Take Rt. 11 south to the Columbiana exit (Rt. 46). Turn left and follow Rt. 46 to the first traffic signal. Turn left. Go through the next traffic signal. Das Dutch Village Inn is on your left.

From the NORTHEAST:

Take I-680 south to the Western Reserve Road exit. At the traffic signal turn left, then right on to Rt. 164 South. Continue through the traffic signal at the intersection of Rt. 7. Das Dutch Village Inn will be located on your left near the intersection of Rt. 14.

From the EAST and SOUTH:

From the intersection of Rts. 7 and 14, go west on Rt. 14 approximately 1 1/2 miles. Das Dutch Village Inn will be located on your right.

EASTMINSTER PRESBYTERY

Box 316
3833 Main Street
Mineral Ridge, OH 44440-0316

Phone: 330-505-2167
Toll Free: 800-215-2416
Fax: 330-505-1545

General Presbyter: Dan Schomer, D. Min.
Administrative Assistant: Marianne Lidstone



*Eastminster
Presbytery
presents*

COACHING SKILLS TRAINING



January 20-21, 2010

**A 24-hour Workshop
from Wed. at 1:00 p.m.
to Thurs. at noon**

**Das Dutch Village Inn
150 East State Rt. 14
Columbiana, Ohio**

About Coaching Skills Training

Coaching Skills Training will introduce participants to a unique set of skills and give them opportunity to practice these skills using case studies and examples from their own ministry settings. Time will be divided between theory and practice.

This training event will:

- Identify and define what coaching is and is not
- Describe specific coaching skills for ministry
- Provide time and opportunity to practice coaching skills and receive feedback

Coaching is an excellent tool to use for sustaining health in ministers and their congregations. Coaching helps individuals identify and strengthen what is going well, and to remain focused on key motivators, call, and possibilities.

Leaders will find coaching to be a vital tool in helping engage people in the process of transformation. Coaching can be used to empower laypersons, sharpen communication, lower conflict, and foster collaboration.

Location, Location, Location

Who says a workshop has to be in a boring location? Not Eastminster Presbytery! That's why we have chosen Das Dutch Village Inn in Columbiana as the location for Coaching Skills Training. Pleasant surroundings in the Pennsylvania Dutch tradition are complimented by great food and interesting surroundings. The grounds include the Inn, Das Dutch House Restaurant, and Das Dutch Village Shops. Come early or stay late and enjoy the craft and antique shops in downtown Columbiana. And don't forget your swimming suit (in January!) There is a large and attractive indoor swimming pool. Two meals, a buffet dinner and a continental breakfast, are included in your registration. Lunch both days will be on your own. We will begin at **1:00 p.m.** sharp on Wednesday and conclude at **noon** on Thursday. **The deadline for registration is December 21, 2009.**



REGISTRATION

Name: _____

Address: _____

Church: _____

Phone: (____) _____

Email: _____

- I want to share a room. My preferred roommate is: _____
_____. Please find enclosed my registration of \$125.
- I want a private room. Please find enclosed my registration of \$170.
- I will commute. Please find enclosed my registration of \$80.

Please make out your check to
Eastminster Presbytery and mail it to *Box
316, 3833 Main Street, Mineral Ridge, Ohio
44440.*

Special Needs:

2010 Operating Budget Eastminster Presbytery

EASTMINSTER PRESBYTERY BUDGET 2010					
ACCT NUMBER	Title	Administrative Budget 2010	Mission Budget 2010	Total	
Presbytery Meeting Coordinating Council					
5107.11	Conference Calls	\$300	\$0		The purpose would be to deal with urgent Presby matters if weather forces a meeting cancellation or an unforeseen issue arises.
	Total Presbytery Mtg Coord. Council	\$300	\$0	\$300	
Mission Visioning Council					
5251.22	Combined Councils Retreat	\$0	\$50		Provides an annual planning retreat for the MVC and Presbytery Meeting Coordinating Council
5252.22	Leadership Development	\$0	\$500		Funding for participation in events that promote leadership development of E.P.'s ministers & elders
5253.22	Congregation Transformation	\$0	\$500		Funding for participation in events that equip leaders to foster congregational transformation
5254.22	Coaching Skills Workshop		\$1,000		Wrkshp that provides training in basic coaching skills, which is vital in promoting church transformation.
	Total Mission Visioning Council	\$0	\$2,050	\$2,050	It helps empower leaders, sharpen communication, lower conflict, and foster collaboration.
Communication and Nurture					
5201.22	Nurture	\$0	\$600		Communication is the plumbing and wiring of the Presbytery. We light up the web site and work to make the news flow into churches via the quarterly newsletter. We nurture the common life of the Presbytery
5207.11.22	Website Hosting and ISP	\$200	\$300		by paying licensing fees for media the presbytery uses, providing publicity for special events, and look forward to holding a retreat for pastors and spouses.
5209.22	Website Design	\$0	\$300		
5211.11	Presbyterian Communicators Louisville Event	\$150	\$0		
	Total Communication and Nurture	\$350	\$1,200	\$1,550	
PERSONNEL					
STATED CLERK					
5301.11	Salary	\$0	\$0		
5302.11	Board of Pensions Dues	\$0	\$0		
5303.11	Housing Allowance	\$6,000	\$0		
5311.11	Expense Account	\$2,261	\$0		
5106.11	St Clerk Annual Conf	\$650	\$0		
5110.11	Stated Clerk to GA	\$1,500	\$0		
	Total	\$10,411	\$0	\$10,411	
FINANCIAL/CLERICAL ASSISTANT					
5310.11	Salary	\$13,240	\$0		
	Total	\$13,240	\$0	\$13,240	
ADMINISTRATIVE ASSISTANT					
5307.11.22	Salary (55/45)	\$16,800	\$13,801		
5308.11.22	Board of Pension Dues	\$5,685	\$4,651		
5318.11.22	Medical Deductible (2%)	\$337	\$275		
5309.11.22	Continuing Education	\$165	\$135		
	Total	\$22,987	\$18,862	\$41,849	
TREASURER					
5315.11	Treasurer Stipend	\$7,272	\$0		
	Total	\$7,272	\$0	\$7,272	

	GENERAL PRESBYTER				
5321.11.22	Salary (45/55)	\$20,263	\$24,765		
5322.11.22	Housing Allowance	\$12,559	\$15,480		
5324.11.22	Continuing Education	\$540	\$660		
5325.11.22	Library Allowance	\$270	\$330		
5326.11.22	Medical Deductible (2%)	\$652	\$796		
5327.11.22	Expense Account	\$1,170	\$1,430		
5333.11.22	Board of Pension Dues	\$10,565	\$12,912		
	Total	\$46,019	\$56,373	\$102,392	
	RESOURCE CENTER COORD.				
5335.22	Salary	\$0	\$9,285		
5336.22	Continuing Education	\$0	\$250		
	Total	\$0	\$9,535	\$9,535	
	JBM CAMP DIRECTOR/PROPERTY				
5360.22	Salary	\$0	\$29,870		
5364.22	Continuing Education	\$0	\$500		
	Total	\$0	\$30,370	\$30,370	
	CAMP DIRECTOR/PROGRAM COORD.				
5365.22	Salary	\$0	\$23,199		
5366.22	Board of Pension Dues	\$0	\$6,896		
5367.22	Continuing Education	\$0	\$500		
	Total	\$0	\$30,595	\$30,595	
	OTHER PERSONNEL EXPENSES				
5370.11.22	Personnel FICA/Medicare	\$2,855	\$5,826		
5372.11.22	Personnel Workers' Comp.	\$601	\$983		
	Total	\$3,456	\$6,809	\$10,265	
5375.11	Enrolling Clerk Stipend	\$220	\$0		
5376.11	Travel Expenses/Staff	\$750	\$0		
5377.11	Moderator's Expense	\$900	\$0		
5378.22	Staff Appreciation	\$0	\$575		
	Total	\$1,870	\$575	\$2,445	
	PERSONNEL GRAND TOTAL	\$105,255	\$153,119	\$258,374	
	Presbytery Auto				
5401.11.22	Auto Expenses (45/55)	\$900	\$1,100		
5402.11.22	Auto Insurance	\$700	\$700		
5403.11.22	Auto Purchase Supplement	\$1,500	\$1,500		
	Total Presbytery Auto	\$3,100	\$3,300	\$6,400	

	Presbytery Office				
5501.11	Office Equipment	\$2,000	\$0		
5503.11	Office Equipment Maintenance	\$4,250	\$0		
5504.11	Office Insurance	\$2,400	\$0		
5505.11	Bank Fees	\$50	\$0		
5506.11	Office Supplies	\$2,500	\$0		
5508.11	Office Telephone	\$3,000	\$0		
5510.11	Office Postage	\$2,000	\$0		
5512.11	Office Facility Maintenance	\$6,000	\$0		
5515.11	Office Utilities	\$4,300	\$0		
5516.11	Payroll Service	\$1,600	\$0		
5517.11	Property Taxes	\$3,300	\$0		
5518.11	Office Mortgage Payment (\$535 x 12)	\$6,000	\$0		
	Total Presbytery Office	\$37,400	\$0	\$37,400	
	Committee on Mission				
5602.22	Protestant Campus Ministry, YSU	\$0	\$0		Supports ministry of Ecumenical Campus Ministry of Chaplain Kathryn Adams
5613.22	1st Barberton Headstart	\$0	\$0		Support of supplemental educational program for poverty level 3-5 year old children
5617.22	Barberton Area Comm. Ministry	\$0	\$0		Provides food, emergency assistance, information, and counseling to area poor
5618.22	Barberton Health Clinic	\$0	\$0		Provides free medical primary healthcare to under served people in the area
5624.22	1st Akron Community Fund	\$0	\$0		Emergency assistance and walk-in meals in high poverty area
5625.22	Dakota Presbytery Mission	\$0	\$0		Partnership with Native American presbytery providing mutual understanding & hands on ministry opportunities
5626.22	Southside Ministries, Youngstown	\$0	\$0		Christian ministry including tutoring, literacy classes, rehab, spiritual nurture, & material assistance for all ages in a predominantly racial-ethnic and poor area
5629.22	International Mission Partnership - Spain	\$0	\$0		Funding for international partnership of understanding between Eastminster & Levante Presbyteries
5636.22	Kent Church Campus Ministry	\$0	\$0		Assistance with Kent Church ministry to students at Kent State University
5637.22	1st Akron Comm. Development	\$0	\$0		Serves the poor through community programs, projects, and practical acts of service
6211.22	Hudson Church Redevelopment/Transformation	\$0	\$0		Congregational Transformational Grant
	Total Committee on Mission	\$0	\$41,000	\$41,000	<i>(Distribution to be determined at February meeting)</i>
	Committee on Ministry				
5701.11	Transformational Ministry Training	\$700	\$0		Resource pastors in the practice of ministry to create missional congregations
5701.22	Session Leadership Training	\$0	\$500		Assist Sessions in gaining the skills to lead the congregation
5704.11	Travel/Training	\$800	\$0		Provide training and travel expenses for COM members
5705.11	Triennial Pastor / Session	\$150	\$0		Provide for COM expenses for triennial visits with pastors and session
5707.11	Continuing Ed/Clergy Start Up	\$500	\$0		Provide continuing education for COM members and an orientation for new pastors to the presbytery
5710.11	Lay Minister Development	\$400	\$0		Provide training and an annual retreat for elders serving as lay pastors
5711.22	Retired Clergy Support	\$0	\$100		Provide for fellowship gatherings of retired ministers and their spouses
5709.11.22	Sexual Misconduct Response	\$120	\$120		Assist COM with strategies to prevent or address cases of sexual misconduct
5710.22	Candidate Screening	\$0	\$300		Assisting Pastor Nominating Committees
	Total Committee on Ministry	\$2,670	\$1,020	\$3,690	

	Committee on Preparation for Ministry				
5802.11	CPM Synod Event Travel/Training	\$100	\$0		Annual event sponsored by the Synod providing training for committee members
5803.22	Annual Consultation Day/Travel	\$0	\$600		To cover costs of annual consultation with inquirers and candidates
5804.22	Midwest Career Center Expenses	\$0	\$500		To cover a portion of the cost of psychological evaluation and career counseling for inquirers
5805.22	Ordination Exam Fee	\$0	\$200		Aids candidates with costs for the ordination exam fees
	Total Preparation for Ministry	\$100	\$1,300	\$1,400	
=====					
	Committee on Congregational Resources				
5902.22	Youth Triennium Supplement	\$0	\$1,650		Accrued financial support for triennial participation in nationwide youth event
5903.22	Resource Center Purchases	\$0	\$1,700		Provides online catalog, updated books, curriculum, and other media for congregations to use
5909.22	Sexuality Retreat for Youth	\$0	\$250		Presbytery sponsored event for youth of the churches of the presbytery
6003.22	Resourcing Congregations in Peacemaking/Hunger/Restorion	\$0	\$1,820		Presbytery's portion of Peacemaking Offering to promote justice & peace through congregations
	Total Congregational Resources	\$0	\$5,420	\$5,420	
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	Trustees				
6103.11	Auditor	\$8,000	\$0		For required annual audit
6106.11	Presbytery Legal Fees	\$10,000	\$0		To protect our congregations/properties as required and necessary
	Total Trustees	\$18,000	\$0	\$18,000	
=====					
	Evangelism and Growth				
6209.22	Evangelism Administration	\$0	\$0		Covers administrative costs for commission training and expenses
6210.22	Evangelism Training (Formerly-Acts 16:5 Seminars)	\$0	\$2,500		Provides for travel/housing expenses of consultant and partial scholarships for churches
	Total Evangelism and Growth	\$0	\$2,500	\$2,500	
	Self-Development of People				
6351.22	SDP Administrative Expenses	\$0	\$0		Expenses for Eastminster SDOP Committee
	Total for SDOP	\$0	\$0	\$0	
=====					
	GRAND TOTAL EXPENSES	\$167,175	\$210,909	\$378,084	
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	RECEIPTS				
			LAST YEAR		
	PER CAPITA MEMBERS 9,847 x \$18.67	\$183,843	\$0	\$183,843	
	Estimated amount will not be collected	(\$18,678)		(\$18,678)	
	MISSION PLEDGES	\$0	\$184,823	\$184,823	

		\$0	\$1,500	\$1,500
	DONATION FROM PRESBYTERIAN WOMEN (est)	\$0	\$2,000	\$2,000
	GRANTS			
	SYNOD:			
	ECUMENICAL MINISTRIES IN HIGHER ED	\$0	\$5,375	\$5,375
	SOCIAL JUSTICE AND PEACEMAKING	\$0	\$1,820	\$1,820
	GRAND TOTAL RECEIPTS	\$165,165	\$195,518	\$360,683
	DIFFERENCE	(\$2,010)	(\$15,391)	(\$17,401)
	Figure on collecting only 89.84% of Per Capita	\$165,165		