



**PRESBYTERY**  
of West Virginia

**Virtual Stated Meeting  
Presented on Zoom  
February 20, 2025**

|   | <u>Page #</u> |
|---|---------------|
| Docket _____                              | 1-2           |
| Consent Agenda _____                      | 3             |
| Report of the Vocations Committee _____   | 4             |
| Report of the Stated Clerk _____          | 5-8           |
| Report of the Leadership Team _____       | 9-55          |
| Report of the Stewardship Committee _____ | 56-73         |
| Report of the Committee on Ministry _____ | 74-75         |
| Report of the Mission Committee _____     | 76            |
| Report of the Nurture Committee _____     | 77            |
| Report of Relations Committee _____       | 78            |
| Report of the Trustees _____              | 79            |
| Necrology Report _____                    | 80-81         |
| Evaluation Form _____                     | 82            |

**Worship Bulletin & Flyers follow the evaluation form**



- Presentation of Procedural Matters
  - 12:45 Break
  - 1:15 Report of the Transitional General Presbyter Maureen Wright
  - Report of the Leadership Team Andy Rice
    - Election of Lead Presbyter Search Committee
    - Election of Connectional Presbyter Search Committee
    - Election of Transitional Nominating Committee
  - Report of the Committee on Representation Doug Jenkins
  - “Good News from the Pews”
  - Report of the Stewardship Committee Chris Alfred
    - Financial Reports
  - Report of the Committee on Ministry George Lilley
    - Commissioning of Commissioned Pastors
  - Report of the Bluestone Committee David Kaufman
  - New Business
  - Completion of Feedback Forms
  - 2:30 Anticipated Time of Adjournment with Charge and Benediction by the Moderator
  - Printed Report for Information Only: Mission, Nurture, and Relations Committees, Trustees
- Additional 2025 Stated Meetings:**  
**May 15 – First Presbyterian Church, Logan**  
**August 16 – Fleming Memorial Presbyterian Church, Fairmont**  
**November 15 – Old Stone Presbyterian Church, Lewisburg**

# **PRESBYTERY OF WEST VIRGINIA**

## **CONSENT AGENDA**

February 20, 2025

### **RECOMMENDATIONS:**

#### **From the Stated Clerk**

1. That the requests for Excused Absences be approved.

#### **From the Mission Committee**

1. That the offering received at the February 20 Presbytery meeting be directed to Presbyterian Disaster Assistance to support their response to the wildfires in California.

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE VOCATIONS COMMITTEE**

Todd Wright, Committee Chair

February 20, 2025

### **INFORMATION:**

1. The committee met on January 13 and examined Kathryn Maddy and found her ready to seek a call as a Commissioned Pastor. The committee also examined Andrew Tilley and had a fruitful discussion. Mr. Tilley will meet with us again in February to seek to be found ready to seek a call as a Commissioned Pastor.
2. The committee also approved **Sammy Searls** and **Marissa Fox** to preside at communion in their home churches.
3. The committee examined Rodrigo Almeida on December 9 to become a Commissioned Pastor. Following that examination, the committee approved him to be recommended to the Committee on Ministry as ready to be commissioned.
4. At that same meeting in December the committee also reviewed those asking to be reauthorized to preside at communion at their home congregations and approved **Beth Allen, Denver Atkinson, Kelly Beckett, Cragin Blevins, Jim Carrano, John Feuchtenberger, Patricia Gebhart, Skip Gebhart, Susan Hardesty, Jessica Johnson, Sandy Kennedy, John Kovach, Ellen Light, Terry Lively, Sherry Marcum, Carl Matheny, Elaine Matheny, Susan Perry, Cindy Pinson, Renee Poe, Ken Raybuck, Ken Schmidt, Jean Summerfield, Robert (Bobby) Tucker, Anna Winans, Sidney Wheeler, Kevin, Whipkey, and Tonya Woods.**
5. The committee awarded Inquirer Austyn Long a \$5,000 scholarship from the Bush Fund.
6. The committee met with Ken Tolley on November 18 and found him ready to become a Candidate pending the reception of one document. The committee will meet with him again in May to determine if he is prepared to be certified as ready to seek a call.
7. The committee sponsored a class for Commissioned Moderator training on November 9. Susan Sharp Campbell and Todd Wright taught it, and the committee recommended **John Bolt, Sallie Daugherty, Sue Hollandsworth, Steve Hornbeck, George Lilley, Charles McNeel, Darlene McNeel, Jim Musgrave, John Nelson, Susan Perry, and Cherrie Sizemore** to COM as potential Commissioned Moderators.
8. Through regular check-ins with Inquirers and Candidates via their liaisons, the committee offers continuing support to those preparing for ministry under care of our presbytery.

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE STATED CLERK**

February 20, 2025

### **RECOMMENDATIONS:**

1. (CA) That the requests for Excused Absences be approved.

### **INFORMATION:**

1. As required by the Book of Order (D-5.0206), the roster of members of the Permanent Judicial Commission whose terms have expired within the past six years follows.

Class of 2019: Terry Cunningham, John Nesius, Marie Richmond, Robert Vital

Class of 2021: William Dunfee, Richard McGuire

Class of 2023: Cinda Harkless, Doug Jenkins, Sharon Rowe

2. The following churches have now completed the review of 2024 session records: First Presbyterian Church Charleston, Church of the Covenant, Community Presbyterian Church, First Presbyterian Church Dunbar, Highlawn Presbyterian Church St. Albans, First Presbyterian Church Hinton, Riverlawn Presbyterian Church, Smithers Presbyterian Church, Teays Valley Presbyterian Church, Village Chapel Presbyterian Church, Waverly-Bethel Presbyterian Church, and Winfield Presbyterian Church.
3. The deadline for Clerks of Session to enter their 2024 Statistical Report closed February 15. Corrections and last-minute entries may be sent to the Stated Clerk no later than February 28.

## **Recommendation for Special Procedural Matters Regarding Electronic Meetings & Suspension of Any Manual Rules That Interfere with Them**

### *The Stated Clerk recommends:*

That the February 20, 2025 stated meeting of the Presbytery of West Virginia (PWV) be conducted by gathering electronically through the online platform of ZOOM with participants ordinarily using devices with both audio and video.

That, for the purpose of meeting electronically by ZOOM, these will be the special procedural matters, and any manual rules that interfere with them be suspended:

1. Participants in the PWV ZOOM Stated Meeting will be minister of the Word and Sacrament members (M), Ruling Elder Commissioners (RE), Commissioned Pastors (CP), Ruling Elders serving on the Leadership Team (LT), Presbytery Committee Members (PCM), Corresponding Members (CM), and any visitors present (V).
2. Only registered participants will be enrolled and permitted into the ZOOM meeting.
3. All participants will be required to pre-register no later than three days before the meeting.
4. Participant access to the PWV ZOOM Stated Meeting will begin at 9 AM, thirty minutes prior to the start of the meeting. If a participant has been “in” the meeting and gets disconnected, every effort will be made to readmit them into the meeting.
5. The PWV Stated Clerk and Temporary Clerks shall establish the presence of a quorum, upon reviewing the participants’ list in ZOOM, then informing the Moderator, who will then make a declaration of a quorum present.
6. Participants may seek recognition by the Moderator using the chat feature or by using the electronic raised hand feature. The Stated Clerk and the Temporary Clerks will monitor these features. The Stated Clerk will advise the Moderator of participants seeking recognition.
7. New business must be submitted to the Stated Clerk via email prior to the start of the Transitional General Presbyter Report.
8. While every effort will be made to provide stable access to ZOOM, each participant is responsible for their audio and internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a participant’s individual connection prevented participation in the meeting.

## PROCEDURAL MATTERS

### A. Principles of Parliamentary Law

- Courtesy to all
- Majority rule
- Justice for all
- One Item at a time
- Respect the rights of the minority
- Partiality for none

- Usually pro and con speakers will alternate and individual speaking will identify his or her position.
- No one is allowed to speak more than once on a pending question until all wishing to speak have been heard; a person can then speak a second time, but no more than twice (unless the body gives special permission by two-thirds vote for a third speech).

### B. Relevant Provisions of Presbytery's Manual (Section III of Manual)

1. "No new business shall be introduced after Presbytery recesses for lunch (unless by two-thirds vote Presbytery sets a different deadline for introduction of new business), and any new business not listed on the docket shall be presented in written form."
2. "...each elder elected an officer, General Presbyter, or a member of Leadership Team shall be enrolled as a member of the Presbytery for the term of office, whether or not commissioned by his or her session."
3. "The privilege of the floor without vote shall be granted to lay members of Presbytery's committees and to laypersons serving on Presbytery's staff, if not enrolled as members of the Presbytery."
4. "The privilege of the floor without vote shall be granted to certified church educators serving the churches of Presbytery, if not enrolled as members of the Presbytery. Certified church educators who are ruling elders and serving churches of Presbytery shall have voice and vote privileges. (G-2.1103b)"

**NOTE:** The phrase, "privilege of the floor without vote," means that the person has the privilege of speaking on the floor of Presbytery, including debating a motion under consideration, subject to rules and guidelines that govern discussion and debate. However, the person does not have the privilege to make motions or to vote.

Those who have "privilege of the floor without vote" are lay members of committees, lay members of Presbytery staff, church educators, and youth advisory delegates. Those with "voice and vote" privileges are member Teaching Elders, Ruling Elder commissioners, Certified Christian Educators\*, Commissioned Ruling Elders, General Presbyter, Stated Clerk, Recording Clerk, Treasurer, Moderator, Members of Leadership Team and Presbytery Committee chairs.

### C. Procedural Rules for the meeting of Presbytery (approval by two-thirds vote required to adopt #3).

1. Persons wishing to speak to the Presbytery - giving a report, debating a motion, raising questions - will do so by using the microphones.
2. Each speaker, after recognition by the Moderator, will give his or her name and church name (or other relationship to the Presbytery if not pastor or elder commissioner from a session).
3. Limitation of Debate - 30 minutes per main motion, with each individual limited to 3 minutes per speech.
4. A recommendation from a committee or other entity elected by the Presbytery, upon being presented to Presbytery by an elected member of that entity, is considered to be on the floor for Presbytery's debate, amendment, and disposition without the necessity of a motion placing the recommendation on the floor.



# Motion Basics

## STEPS OF THE MOTION

1. *Commissioner* rises and addresses the Moderator.
2. *Moderator* recognizes commissioner and grants the floor.
3. *Commissioner* makes motion. (Commissioner may not debate before the motion is seconded.)
4. *Another commissioner* seconds the motion without recognition from the moderator.
5. *Moderator* states the motion.
6. *Moderator* calls for debate. (Maker of the motion has the privilege of first debate.) All speakers must address the moderator and be recognized by the moderator.
7. *Moderator* states the motion.
8. *Moderator* takes the vote and announces the vote and the results of the vote.
9. *Moderator* states the next order of business.

## SEVEN USEFUL MOTIONS

1. **Amend.** There are *only* three forms of simple amendment.
  - a. to delete or strike out
  - b. to add or insert
  - c. to strike out and insert

The words proposed for deletion or addition *must be consecutive words*. When the amendment does not involve consecutive words or is longer than a paragraph, the motions "to substitute" (a form of amendment) is used. This is a difficult motion and should *never* be used when the simple form of amendment can be used.

2. **Commit or Refer.** To commit or refer back to committee for further study and amendment allows the consultative process to be used in greater depth. When this motion is made, it needs to state clearly what committee; appointment of the committee, if necessary; the task of the committee; and report time.
3. **Postpone to a Particular Time.** This motion takes precedence over the preceding two and has the power to grant additional time to a particular member or committee or do further study or consultation. It should always be used in preference to "table" because it permits debate on the propriety of postponement.
4. **Limits on Debate.** The assembly always has the power, and the moderator the right of suggestion, to limit debate to a particular hour, or extend or shorten speeches according to the necessity of the moment. Limits on the length of speeches are advisable in instances where the issue before the assembly is highly divisive and many members wish to speak.
5. **Previous Question.** The maker of the motion "to move the previous question" (close debate and immediately take the vote) must be recognized by the moderator and the motion must receive a second. *It is never in order when called from the floor.* This motion should never be considered when it is used to prevent legitimate debate.
6. **Lay on the Table.** This motion is seldom necessary. The motion "to postpone" is always preferable because of its lower rank and its debatability. Misuse of this subsidiary motion can be a strategy that seriously abridges the rights of the assembly because of its high rank and its adoption by a majority vote without debate. The moderator is obliged to explain carefully to the assembly the implications of this motion should it be made.
7. **Consideration by Paragraph or Seriatim.** Consideration by paragraph or seriatim is an incidental motion that may be suggested by the moderator or any two members of the assembly, allowing for orderly consideration of a complex proposal with several different parts, clarifying for the assembly the controversial aspects of the proposal. Each paragraph of the proposal can be amended without finally adopting the new wording until the final action on the main motion as amended.

(Adapted from *Parliamentary Procedures in the Presbyterian Church (U.S.A.)* by Marianne L. Wolfe, P.R.P.)

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE LEADERSHIP TEAM**

Andy Rice, Leadership Team Chair

February 20, 2025

### **RECOMMENDATIONS:**

1. Submit for a first reading the Transitional Plan for Bluestone Conference Center, Inc. to be considered by the Presbytery. The report and a supplemental document from Run River Consultants immediately follow this report.

A second reading and recommendation will be submitted for consideration at the May stated meeting.

**Rationale:** The Transitional Plan for Bluestone is the result of the Bluestone Working Group's comprehensive effort to determine the best path forward for both Bluestone Camp and Conference Center and the Presbytery of West Virginia (PWV). The plan considers the long-term best interests of both entities. It offers a way forward for Bluestone to thrive and develop as an entity founded within the PWV but no longer subject to its oversight. The plan frees the PWV from its ongoing and substantial obligations of administering the facilities and operations of Bluestone, while allowing for the continuing ministries of the Presbytery to access and enjoy the facility.

2. Submit for a second reading and approval a Harassment Policy, as required by the Book of Order (G-3.0106). The policy follows this report in the packet.
3. Approve the nomination of the following persons to serve on the Lead Presbyter Nominating Committee.
  - a. Elizabeth Campbell-Maleke (minister, First Williamstown and Waverly-Bethel), Randy Fife (ruling elder, Bream Memorial), Zac Morton (minister, First Morgantown), Julie Olt (minister, Old Stone), and Ginna Taylor (ruling elder, First Charleston).
  - b. Julie Olt to serve as convener.
4. Approve the nomination of the following persons to serve on the Connectional Presbyter Nominating Committee.
  - a. Chris Bailey (minister, Marshall UKirk), Susan Eason (ruling elder, First Morgantown), Annie McMillan (minister, First Parkersburg), Kari Preslar (ruling elder, First Charleston), and Todd Wright (minister, Village Chapel).
  - b. Chris Bailey to serve as convener.

5. Approve the nomination of the following persons to serve on the Transitional Nominating Committee.
  - a. Amy Kesterson (ruling elder, Old Stone), Will Myers (minister, WVU UKirk), Sallie Daugherty (ruling elder, First Charleston), Nellie Howard (ruling elder, Waverly-Bethel), Jim Musgrave (ruling elder, Highlawn Huntington), and Joan Stewart (minister, Summersville).

**INFORMATION:**

1. The Leadership Team (LT) conducted its annual retreat on January 16-17. The main focus of the retreat was on the implementation of the transitional plan adopted by the PWV at the November 2024 meeting.
2. The LT appointed Amy Ahern, Stephen Baldwin, John Bolt, and Senta Goudy to the Communications Coordinator Search Committee.
3. The LT discussed plans for Presbytery meeting educational focuses for the 2025 calendar year.
4. The LT appointed Senta Goudy as the new convener of the New Life Congregational Grant Subcommittee.
5. The LT intends to call a meeting of the Presbytery on March 25 at 5:30 PM for the purpose of discussing the proposed amendments to the Constitution of the PC(USA). This meeting will be conducted electronically.
6. The LT discussed the need for Presbytery to incorporate as a legal entity. The LT intends to make this recommendation at the May stated meeting of the Presbytery.

## **Transitional Plan for Bluestone Conference Center, Inc.**

Presbytery of West Virginia - Bluestone Working Group

Members: Zac Morton, Steve Cort, Amy Kesterson, Nellie Howard, and staff support, Susan Sharp Campbell and Maureen Wright

### **Preface:**

This report represents a comprehensive plan of recommendations from the Bluestone Working Group to the Leadership Team. These recommendations include the necessary steps, timelines, and considerations for Bluestone Conference Center to eventually become functionally and organizationally independent from the operations and oversight of the Presbytery of West Virginia.

The Bluestone Working Group recognizes the need for Bluestone Conference Center to expand future opportunities, while also maintaining an appropriate level of relationship with the Presbytery to continue summer camp opportunities. The process described in this report includes a restructuring of the 501(c)3 status of Bluestone Conference Center, Inc. to become a stand-alone nonprofit, no longer under the umbrella of the 501(c)3 status of the Presbyterian Church (USA) - through the Presbytery of WV. If approved, this is not intended to be a legal document. A separate legal agreement will be created between the Presbytery of WV and the restructured Bluestone Inc.

Areas of Consideration for the Transitional Plan:

- Leadership and Board Development
- Staffing Structure & Focus
- Funds Development and Usage
- Endowment/Cash Transfer from the Presbytery to Bluestone Conference Center, Inc.
- Timelines for Transitional process
- Assessing Factors for Bluestone Conference Center Inc.'s operational sustainability
- Expectations for current and future relationship with the Presbytery of West Virginia
- Facility and Grounds Needs
- Transitioning Strategies and Recommendations

# 1. Composition and Function of the Board of Directors for Bluestone Conference Center, Inc.

## Board Development

The most vital element of transitioning to an independent Bluestone Camp is the development of a new board of directors for Bluestone Conference Center, Inc. Our recommendations are as follows:

### 1 - Formation of Transitional Board

The Presbytery (Leadership Team) and Friends of Bluestone collaborate to appoint a Transitional Board that will exist for up to 3 years. Its purpose will be overseeing and managing the transition process, and for transitional board members to recruit appropriate replacements best suited to meet the needs and priorities of the future goals for Bluestone Conference Center, Inc.. We envision the composition of the transitional board to be composed ideally of 7-9 members.

### 2 - Composition of the Transitional Board:

- Two Representatives from the Bluestone Committee of the Presbytery (ideally one is a member of Leadership Team)
- Up to two Representatives from Friends of Bluestone
- One Representative from Presbytery Staff
- One ex-officio member from the Bluestone Staff
- Addition of one ex-officio Bluestone Staff - focused on marketing. (This person would be hired after the initial formation of the Transitional Board). Securing this staff member should be a priority of the Transitional Board.
- One Representative to provide legal perspective (Does not need to be affiliated with the Presbytery or Friends of Bluestone)
- Two members without affiliation with the Presbytery of West Virginia who represent non-profit and not-for-profit organizations and whose work intersects with the Bluestone Conference Center, Inc.
- Other member(s) of the presbytery at large as determined by the Leadership Team.

### 3 - Work of the Transitional Board

The Transitional Board will be responsible for the operations, budget, and management of Bluestone Conference Center, Inc., including the writing of a mission and vision statement and developing the bylaws for the restructured 501(c)3 corporation. It is expected that the Transitional Board will collaborate with Bluestone staff

and Friends of Bluestone to identify opportunities for future growth as well as to implement strategies that capitalize on opportunities for expanding Bluestone's programming, visibility, and ecumenical/community partnerships.

The Transitional Board will assume responsibility for developing a new staffing model, making appropriate position hires, and providing oversight and direction for staff positions - placing a priority on hiring a marketing staff person who will also participate in the work of the Transitional Board.

The Transitional Board will be responsible for recruiting persons for a permanent Board, which will take the place of the Transitional Board and take over full responsibility for managing Bluestone Conference Center, Inc., independent of Presbytery affiliation. The Transitional Board will be responsible for identifying skills and experiences necessary for the permanent board, as well as recruiting and cultivating prospects who exhibit these particular skills and experiences.

The Transitional Board will meet with the Leadership Team of the Presbytery of WV annually to discuss and evaluate progress. The release of matching grant funds may be contingent upon these discussions.

The composition of the permanent Board will be determined by the Transitional Board and should include no more than one representative from the Presbytery of West Virginia.

#### **4 - Development of Transitional Board**

The primary role of the Board (both transitional and permanent) is to function at the big-picture level of policy and strategy, while delegating operations to the staff.

Because these are uncharted waters for Bluestone Conference Center, Inc. and the Presbytery, a board development coach from Run River Enterprises will work with the Transitional Board, and then Permanent Board, to define and carry out their work and to develop their strategies and roles in this time of transition.

#### **5 - Forming a Permanent Board of Directors**

The key to the recruitment process will be the ability to describe the mission compellingly and reaching out to people who might be interested in that mission.

Members of ecumenical partner organizations that share values with the emerging mission of Bluestone Conference Center, Inc. should be considered when recruiting members for the Transitional Board, and as the Transitional Board recruits Permanent Board members. Current members of other non-profit boards in the area might be contacted with regard to individuals with previous non-profit board experience who would be good candidates for the Transitional and/or Permanent Boards.

There is considerable research documenting that boards are stronger and healthier when they are diverse in age, experience, gender, and ethnicity, and we recommend the transitional and permanent boards reflect this value-driven data.

While current program participants and guests may be viable board candidates, it will be important for them to understand the goal is to take Bluestone Conference Center, Inc. into the future, not to preserve the current operation.

## 2. A New Vision & Mission for Bluestone Conference Center, Inc.

The future of Bluestone Conference Center, Inc. is closely connected to the development and integration of a new and expanded mission orientation. This begins with recognizing Bluestone Conference Center, Inc as an independent nonprofit, 501(c)3, organization and re-envisioning its purpose and programs beyond summer camp and West Virginia Presbytery, in order to serve individuals and groups in both faith-based and secular contexts for the common good.\* The final formulation and implementation of Bluestone's revised mission will be the responsibility of the Transitional and Permanent Boards. Some of the key mission components are:

- Rest & Renewal
- Healing
- Community building
- Equipping
- Hospitality

These components will play a crucial role in the recruitment, training, and operation of both Boards, as well as in future marketing, fund raising, and partnerships.

*\*Responsibility to 'mend the world' and serve the common good is inscribed into the very character of Christianity as a prophetic religion; it is a consequence of the commitment to love both the one God and neighbors. (quote from A Public Faith, How Followers of Christ Should Serve the Common Good by Miroslav Volf)*



### **3. Financial Planning and Considerations**

A major overhaul of the mission, vision, goals, and operations of Bluestone Conference Center, Inc. also means a major overhaul of the financial plan for the Camp, examining and evaluating cash flow, financial resources management, payroll, and administrative duties, as well as funds development and maintaining financial due diligence in alignment with a 501(c)3 non-profit status. The following is a breakdown of financial considerations, as well as recommendations for Presbytery funding commitments in both the long and short term.

#### **Cash Flow/Business Plan -**

Included in this report, you will find a preliminary business plan - based largely off the report from Run River Consulting (see pages 25-26 of the Run River report). This business plan reflects a general strategy with measurable benchmarks for Bluestone to establish new cash flow and revenue streams and the level needed to maintain the operations and support the staff of the camp.

We recommend that in Year 2 of the transitional process the Transitional Board, in coordination with Leadership Team, work on a more detailed Business Plan for Bluestone Conference Center, Inc. that closely reflects the renewed vision and mission of the camp. This business plan will form the financial foundation that will inform the work of the staff and board, and help the Board develop measurable outcomes and strategic goals for the staff and camp operations. This detailed Business Plan is a key step in the process of moving Bluestone Conference Center, Inc towards financially sustainable independence.

#### **Financial Resources Management -**

Currently Bluestone Conference Center, Inc benefits from the financial management staff of the Presbytery of West Virginia. We recommend that the financial management of all camp assets operate independently, without use of Presbytery financial management support, by the beginning of year 4 of the transitional plan. The Transitional Board shall be responsible for determining whether financial management services, as well as support services such as payroll, taxes, and billing should be handled internally, by designated staff, or supported externally by a contracted entity.

#### **Funds Development -**

The Funds Development of Bluestone Conference Center, Inc. will be critical in helping to create a solid foundation during the transitional period. The work of Friends of Bluestone has helped to establish a critical and consistent donor base of support for Bluestone, which will be critical to build upon.

#### **Strengthening Existing Donor Base -**

The Transitional Board will work with Friends of Bluestone to reach out to the existing donor base to communicate the renewed vision and mission for Bluestone Conference Center, Inc. Developing strategies to

communicate the details of the transitional plan to help donors comprehend a clear and exciting new path for Bluestone Conference Center, Inc. will be essential for strengthening relationships with current supporters and connecting with them as partners in the transitional process. Thus, we recommend there being some level of continuity and connection between the Friends of Bluestone and the Transitional Board.

### **Developing A New Donor Base -**

We recommend that Bluestone Conference Center, Inc. develop a strategy and identify potential supporters to support the new vision and mission of Bluestone, Inc., as well as individuals and organizations who have been involved with the camp but not been involved with financial support of the camp. As part of this process, we also recommend re-engaging with lapsed supporters and making an intentional invitation for them to renew their support and partnership with Bluestone.

### **Endowment Fund Development and Support:**

We recommend that an Endowment Fund be established with an independent giving campaign to raise funds. Its primary purpose being to aid in the necessary improvements to the camp facility and grounds and help offset the inevitable event of unanticipated repair and maintenance costs.

To incentivize an endowment fund capital campaign, we recommend the Presbytery offer matching gifts of 2:1 for funding dedicated to this purpose. For every \$1 that is raised for the Endowment Fund, the Presbytery will give \$2 towards the same fund (Presbytery Funds as determined by Leadership Team). The maximum gift of the Presbytery for this purpose will be \$400,000, to be given or committed by the end of year 3 of the transitional process. (For example - If Bluestone is able to raise \$200,000, then Presbytery will give \$400,000, resulting in a \$600,000 Endowment Fund for Bluestone Conference Center, Inc.)

### **Calendar of Support During Transitional Period:**

Currently the Presbytery supports 100% of the staffing costs and benefits for Bluestone, Inc. We recommend the Presbytery plan a decreasing level of support for staffing costs during the transitional period as follows:

| <b>Year 1</b> | <b>Year 2</b> | <b>Year 3</b> | <b>Year 4</b> | <b>Year 5</b> |
|---------------|---------------|---------------|---------------|---------------|
| 85%           | 70%           | 50%           | 30%           | 15%           |
| \$95, 599     | \$80, 302     | \$58, 506     | \$35, 806     | \$18, 261     |

\*Based on a 2024 personnel budget of \$112, 469 - and incorporating 2% Cost of living raise per year

Currently the Presbytery supports 100% of the insurance costs for Bluestone Conference Center, Inc. We recommend the Presbytery decrease its level of support for insurance costs during the transitional period as follows:

Property Insurance:

|          |           |         |         |         |
|----------|-----------|---------|---------|---------|
| \$12,896 | \$10, 620 | \$7,586 | \$4,552 | \$2,276 |
|----------|-----------|---------|---------|---------|

**Ongoing Presbytery Connection:**

**Presbytery Summer Camp**

During the five-year period of transition, Bluestone Conference Center, Inc. will be available for a minimum of two weeks to the Presbytery of West Virginia for summer camp programming. The Presbytery of West Virginia would be responsible for the cost of the facilities and food for their weeks of summer camp and retreat opportunities.

We encourage the Permanent Board to work closely with the Presbytery of West Virginia to develop a model for the continuation of Presbytery summer camp programming beyond the period of transition.

**Outstanding Debt:**

We recommend that the line of credit (a maximum of \$75,000) Bluestone currently carries with the Presbytery continue to be available through year 4 of the transitional process so long as minimum payments continue to be made.

Bluestone Conference Center, Inc. also carries a Small Business Loan (from COVID assistance) in the amount of \$24,435 (as of March 2024) and a loan on the tractor of \$1,778 (as of March 2024 - expected to be paid off by September 2024)

**Debt Remediation:**

It is the recommendation of the Working Group that the Presbytery provide a means for Bluestone Conference Center, Inc. to begin their new independent 501(c)3 status free of debt. Thus, we recommend a forgiveness of the full balance of the Presbytery Line of Credit to Bluestone at the end of year 4, not to exceed \$75,000. In addition, the Presbytery would pay off the outstanding amount on the Small Business Payroll Protection Loan (referenced above).

**Funding for Board Development:**

We recommend the Presbytery provide funding for the support of a Board Development Coach (our recommendation is to utilize Run River Enterprises) at the amount of \$4,000 per year through the duration of the Transitional Process (5 years total). Allowing for normal increases for service over that time, we recommend the Presbytery set aside \$25,000 to cover costs for coaching resources and associated costs.

**Facility Contingency Fund:**

Bluestone Conference Center, Inc. has ongoing facility needs, and at any given moment a large, unanticipated facility expense could derail the cash flow situation for the camp. To protect Bluestone during the fragile transition period, we recommend the Presbytery set aside a Facility Contingency Fund in the amount of \$100,000. The purpose of this fund would be to cover unanticipated facility repair costs, deemed necessary by the Leadership Team of the Presbytery, in any amount over \$7,500.

This fund should exist under the financial management of the Presbytery of WV during the duration of the transition process (end of year 5), and Bluestone Conference Center, Inc. would request funds for any necessary repairs through Leadership Team (LT would need to have a mechanism for quick response, in the event of any facility emergencies).

**Financial Commitment Overview:**

Total Personnel Commitment : \$288, 474

(Over the 5 year transition period, from the Presbytery of West Virginia operating budget)

Property Insurance: \$37,930

Board Development Fund: \$25,000

Facility Contingency Fund: \$100,000

Maximum Fundraising Match: \$400,000

Total Debt Remediation: \$99,000

**Total Financial Commitment (Maximum) - \$950,404**

## 4. External Resources and Community Assets

It is vitally important that the Transitional Board and subsequent Permanent Board be given the time and resources to develop and implement a new strategy for Bluestone Conference Center, Inc. External community resources and relationships with potential partner organizations need to be developed and cultivated.

### Partnerships

Partnerships with nonprofit and/or for-profit organizations are absolutely essential for the future success of Bluestone Conference Center, Inc. Both the Transitional Board and the Permanent Board must seek out missionally aligned organizations to collaborate on programs and services. A partnership represents organizations that are most likely to utilize Bluestone's resources on a recurring basis and/or may be invested in the leadership and direction of Bluestone.

Some possible partnerships might include:

- Organizations offering camps for children or families facing particular medical conditions
- Organizations focused on recovery programs and services for children impacted by addiction
- Hospice and other grief support organizations
- Prison Ministry organizations offering camps for children of incarcerated parents
- Family Service organizations offering camps for children in foster care, single teen parents, and grandparents raising grandchildren

Such partnerships would allow Bluestone Conference Center, Inc. to focus on basic camp operations while partners would be responsible for the particular content of their camps.

## Timelines for Transitional Process:

- As part of the scope of their work, the Working Group interviewed other presbyteries and camps that have undertaken similar work - where the camp became independent from the operations of their local presbytery. Per those conversations, we highly recommend a gradual process of disaffiliation, including financial support, so that Bluestone Conference Center, Inc. has an appropriate amount of time to make this substantial transition.
- We recommend a 5-year transition plan for Bluestone to work towards full autonomy and sustainability. This transition plan allows a level of flexibility and growth for Bluestone Conference Center, Inc. to become fully independent from the Presbytery of West Virginia.
- During the 5-year transition, we recommend the Transitional and/or Permanent Board(s) meet with the Presbytery Leadership Team at least annually to share transitional plan progress and evaluate any necessary changes or updates to the transition process.

The following is a general outline of the transition plan:

### Year 1

- Transitional Board formed, works collaboratively with Bluestone Committee. (The Transitional Board focuses on visioning, recruitment, and long term goal-setting, while the Bluestone Committee supports operational and detailed functions of the camp.)
- Presbytery supports 2025 Bluestone staff positions\* at 80% rate.
- Presbytery retains insurance responsibility.
- Presbytery retains management of payroll, accounting, and benefits for Bluestone Inc.
- New staffing model developed, hiring of dedicated marketing/promotional staff person to replace the Program Director position.

### Year 2

- Transitional Board assumes full authority for management of Bluestone Camp.
- Bluestone Committee exists in advisory role (unless the Transitional Board would benefit from the Bluestone Committee continuing to support operational details).
- New staffing models are implemented and managed.
- Presbytery supports 2025 Bluestone staff positions\* at 60% rate.
- Presbytery retains management of payroll, accounting, and benefits management.
- Bluestone Conference Center, Inc. assumes insurance responsibility.

- (early year 2) Bluestone Committee and Transitional Board report to presbytery Leadership Team on progress of Transitional Plan Implementation.
- Conduct search for Part time Executive Director - position to start in January of Year 3.

### **Year 3**

- Transitional Board continues to manage Bluestone Conference Center, Inc.
- Transitional Board recruits permanent Board for Bluestone Conference Center, Inc.
- Bluestone Committee of the Presbytery is dissolved.
- Bluestone Conference Center, Inc. assumes responsibility for all financial, payroll, and benefits management.
- Presbytery supports 2025 Bluestone staff positions\* at 50% rate.
- Transitional Board shares plans for permanent Board of Directors, and allocates monies for permanent board development consultation.

### **Year 4**

- Permanent Board assumes management of Bluestone Conference Center, Inc., works with board development consultation, and Transitional Board functions in advisory role.
- Presbytery supports 2025 Bluestone staff positions\* at 30% rate.
- Outstanding Lines of credit from Presbytery of West Virginia must be paid in full.

### **Year 5**

- Presbytery supports 2025 Bluestone staff positions\* at 15% rate.
- Dissolution of the Transitional Board.

\* 2025 Bluestone staff positions - refers to two staff positions - Facilities Director and Program/Marketing Director

## **ADDENDUM 1: Bluestone Working Group Timeline**

FALL 2021 - Bluestone Working Group Charged by Leadership Team

Original members: Amy Kesterson, Zac Morton, Ed Thompson, Andy Rice, Jennifer Crowe, Parry Johnson

Fall 2021-Spring 2022

Research Phase

Gathered all pertinent Bluestone Information from the past decade of camp operations - financial statements, camp documents, enrollment, staff reviews, presbytery documents, lease documents, etc.

Members identified other camps and presbyteries who have engaged in similar processes over the past two decades. Each member had conversations with camps and/or presbyteries and brought information back to the group for evaluation.

Summer 2022 - WINTER 2022/23

Conversation Phase

The Working Group held a series of conversations around possible options and ideation regarding the viability of Bluestone undertaking a process of transitioning to an independent camp and conference center. The Group spoke with Presbytery Staff, Bluestone Committee, and Friends of Bluestone, etc.

WINTER 2023-FALL 2023

Consulting Phase

The Presbytery hired a consulting group - Run River Enterprises - to help conduct a full review and assessment of Bluestone's viability as an independent entity. Run River works specifically with camps in mainline denominations. We worked with Pam Harris, who led us through a process of evaluation, conversations with invested groups, and reflection with Presbytery Staff and leadership. Run River produced a full report received by the Presbytery in October 2023.

WINTER 2023 - Summer 2024

Report Phase

The Working Group has spent a majority of its time evaluating all gathered information, doing a comparative analysis with the Run River report, and producing a final report draft to submit to the Leadership Team that outlines and details the recommended process of Bluestone Conference Center, Inc. transitioning to operate independently of the Presbytery of West Virginia.



## **ADDENDUM 2: Summary of Conversation with Army Corps. Of Engineers**

Meeting - May 2, 2024 @ Village Chapel Presbyterian Church

In attendance: Zac Morton, Nellie Howard, Susan Sharp Campbell, Maureen Wright, Carly Raynes (Army Corps)

1. The Army Corps. of Engineers lease is due for renewal in 2029, presenting an opportunity for any possible transitions or alterations to the new lease, as well as an opportunity for the Permanent Board to seek a leasing agreement that benefits an independent Bluestone Conference Center, Inc.
2. The Lease with the Army Corps of Engineers is with Bluestone Conference Center, Inc., and if there is not a change to the name of the organization then there is no need to change or alter the current lease agreement. If a change to the name of Bluestone Conference Center, Inc. were to occur, the Army Corps. of Engineers would need to be contacted to alter the lease agreement.
3. The Army Corps. of Engineers requires that the land and facilities be open to the benefit of the general public - which gives a wide breadth of use for the facility and land, so long as it does not operate as a private club or organization.
4. The Army Corps. of Engineers should be kept informed once the transitional process is initiated, and kept informed of major developments through the process.
5. In the event Bluestone Conference Center, Inc. would seek to cease operations, the Army Corps. of Engineers would seek bids on the lease of the facilities. If a new lessee could not be found in an appropriate amount of time (more than one year), the Army Corps. COULD enforce the clause regarding returning the grounds to their original state (this would involve significant investment to remove and raze buildings and facilities).

## **Glossary of Terms:**

Bluestone Working Group - Team appointed by the Leadership Team of the Presbytery of West Virginia to explore and make recommendations regarding details of a transition process for an independent Bluestone Conference Center, Inc.

Bluestone Committee - The elected and appointed committee of the Presbytery of West Virginia that oversees and manages camp operations and policies.

Friends of Bluestone - An independent organization established for development and fundraising in support of Bluestone Camp operations.

Run River Consultants - A consulting group that advises mainline denominational camps to develop practices and strategies to support and transition camp and conference facilities that were once primarily operated as 'summer camps.'

Transitional Board - A functional board for Bluestone Conference Center, Inc. that will function as a temporary board during the transitional process.

Permanent Board - A permanent board for Bluestone Conference Center that will assume all responsibility for Bluestone Conference Center Inc.'s management, operations and policy.

We thank the following individuals who served on the Bluestone Working Group:

|                |                      |              |                |
|----------------|----------------------|--------------|----------------|
| Amy Kesterson  | Zac Morton           | Stephen Cort | Nellie Howard  |
| Maureen Wright | Susan Sharp Campbell | Ed Thompson  | Jennifer Crowe |
| Parry Johnson  | Andy Rice            |              |                |

Respectfully Submitted by the Bluestone Working Group:

Zac Morton  
Amy Kesterson  
Stephen Cort  
Nellie Howard  
Susan Sharp Campbell  
Maureen Wright

July 2024

# Bluestone Camp and Retreat Center

## The Presbytery of West Virginia



**Run River Enterprises**  
Tully NY

November 2023



## Table of Contents

|                                |         |
|--------------------------------|---------|
| Introduction and Process ..... | page 3  |
| A Healthy Nonprofit .....      | page 5  |
| Programs & Services .....      | page 16 |
| Site and Facilities.....       | page 18 |
| Administration.....            | page 19 |
| Transition.....                | page 21 |
| Supporting Materials .....     | page 23 |



## Introduction & Process

### Introduction

This process was designed to explore the future viability of Bluestone Camp and to develop recommendations regarding the transfer of operations from the Presbytery of West Virginia to a nonprofit corporation.

This process is a common one for many camps with a denominational affiliation. Most judicatories are currently unable to continue the direct operation of a camp or retreat center either from the perspective of organizational capacity, funding, or, most commonly, both. For most sites, being in a 501(c)3 framework offers significant advantages.

Most sites are stronger and healthier in a 501(c)3 framework. There is a formal board of directors dedicated only to the needs of the camp to provide the necessary oversight. This group can concentrate on decisions and policies which are in the best interest of the camp. Additional funding sources are often available for a 501(c)3, and many donors appreciate the opportunity to give directly to the camp. Decisions can typically be made and acted upon more quickly. Other organizations are often willing to explore mutually beneficial partnerships.

For many sites, the missional relationship with the founding judicatory is strengthened through this new structure. While the 501(c)3 tends to have a broader interest than the judicatory, the relationships between the Presbytery and the camp can focus on the programs and initiatives that are in missional alignment.

There are some risks for the camp. A primary one is fiscal solvency. There must be sufficient funding for a healthy operation that is sustainable into the future. A basic definition of sustainability is that meeting the needs of the present does not compromise the future. So, for example, if funds are not reserved to meet foreseeable major maintenance needs, that may meet the needs of the present by making more money available for current operations but will compromise the future of the organization. Another risk for the camp is the ability of the

501(c)3 to provide adequate oversight and direction to the site. If oversight is limited or lacking, there are multiple, potentially serious consequences.

There are some issues to address and resolve in this process. The Presbytery of West Virginia seems to be taking a careful and prudent approach to this process to ensure the success of any transition and the continued operation of Bluestone Camp. This work be seen as a positive investment in the ministry of the camp, and as a significant acknowledgment of the value of experiences at Bluestone. The Presbytery is truly seeking the best path forward for the site and its ministry.



### **P**rocess

This process was a collaborative one with the Bluestone Working Group, exploring the current realities of Camp Bluestone and the options for the future. Recent and relevant data was collected and analyzed to provide a baseline. Multiple meetings were held from May through September with the Bluestone Working Group and with a larger group of Bluestone supporters. Individual conversations were held in October with members of the Friends of Bluestone. Emails and phone calls provided additional information as necessary.

### **C**onclusion

As a result of these multiple conversations and meetings, along with the review of available data, the consultant concludes that it is a sound plan to transfer the operation of Camp Bluestone from the Presbytery of West Virginia to the Friends of Bluestone, provided the work below is accomplished.



## Create a Healthy Nonprofit

### **C**reate a healthy non-profit organization

As an organization, Bluestone is not a camp; it will be a nonprofit organization whose mission is fulfilled by offering programs such as a summer camp and retreats, and hosting groups. The first responsibility is to be a healthy and viable nonprofit.

Both state and federal laws govern the activities and actions of a 501(c)3 organization. There are benefits offered in exchange for the good that is accomplished, but there are also expectations of organizations. The Internal Revenue Service offers an excellent overview of federal expectations in a website for 501(c)3 organizations: <https://www.stayexempt.irs.gov>

Some of the structure that goes into this process is already in place. Often camps must form a new 501(c)3 organization. Bluestone is fortunate to have an existing 501(c)3 which can be “repurposed” for this new work. So, the work of establishing a 501(c)3 is not necessary, but the critical work of making sure that the organization is strong and has sufficient capacity to take on this work is indispensable.

The Friends of Bluestone is the group that is probably the most invested in the continuation of Bluestone as a camp and retreat center. There is both history and activity on behalf of Bluestone. There is an established donor base and regular fundraising activities. This is the group that has a “head start” on becoming a 501(c)3 that is capable of operating the site.

The Friends of Bluestone (FOB) organization was formed at a particular time of crisis when there was consideration of whether to close the site. The primary purpose of FOB was to help generate the funds necessary to continue operations. This purpose and work have continued as the sole mission of FOB. To undertake the work of operating the site and its programs, FOB needs to greatly increase its organizational capacity. This is probably the most significant undertaking in this process – to ensure that FOB has the organizational capacity to take on the work asked of it. Given that the FOB was originally



structured for a much more limited purpose, it will need to develop this capacity from both current members and others not yet associated with it.

The Presbytery is asking FOB to expand its interest in Bluestone and to transition to an organization that has the capacity to:

1. Discover a strong and viable mission;
2. Develop a healthy and capable board of directors for the work of oversight;
3. Seek and establish successful partnerships;
4. Fulfill a reasonable business plan, achieving required occupancy levels.
5. Establish a successful development program capable of raising adequate annual (unrestricted) funds, funds for special projects, and building an endowment;

It will be necessary for the Presbytery to help FOB with this development. This is a significant organizational transformation, and FOB will need resources and support to be able to accomplish this. Specifically, support will be necessary in the areas of:

- Funding
- Identifying and recruiting board members
- Board development
- Development of systems, such as administrative systems
- Development of policies, such as personnel and fiscal policies

The goal of both the Presbytery and Friends of Bluestone is to create a healthy and successful nonprofit capable of doing the work that is being asked of it. While there is significant work necessary for this path to be successful, it is in the long-term best interest of Camp Bluestone to be operated in this way. This is an opportunity for the Friends of Bluestone to truly secure the future of Bluestone. It does involve expanding the purpose and mission of Friends of Bluestone, and it involves expanding the group of those who are a part of Friends of Bluestone

The current investment of the Presbytery in this process should be seen as a way of valuing the work that has been done historically at Bluestone and can be done in the future.

## Organizational Development

Organizational development focuses on the systems and structures that make up the infrastructure of the organization. The intent is to ensure that the organization has the capacity, or the organizational health and effectiveness, to accomplish its goals. It seeks to align the mission, strategy, resources, and metrics of an organization. It includes the work of both the board and the staff, the financial systems, and the information systems. Several areas of focus are critical. For a nonprofit organization, these key areas are typically:

- Governance (the health and function of the Board of Directors)
- Staffing (the size, structure, and skills that are necessary to sustain the goals of the organization)
- Fund Development (the process of utilizing volunteers and staff to cultivate donor relationships and extend invitations to support the ministry)
- Administration (practices related to data analysis, financial management, communication, tracking the accomplishment of goals, and supervision of staff and volunteers)
- A stable financial system (creating and achieving the financial dynamics that are sustainable)



## Mission

First and foremost, there must be a deeply missional basis for the continued operation of Bluestone Camp & Retreat Center. This is more than the creation of a mission statement, though a meaningful statement is necessary. The reason that Bluestone exists and would continue to operate as a 501(c)3 must be mission-driven. There must be a purpose that is clear and compelling, and able to attract both participants and supporters.

Many individuals commented during this study that the property is strikingly beautiful and that people are renewed by their time on the property. While this is undoubtedly true, that alone does not create a missional imperative for an organization. There are many beautiful places in the world that God has created, and people are often able to find a sense of renewal in those places that refresh and inspire. A mission-driven organization builds upon the naturally occurring blessings of a place to accomplish a defined purpose.

This mission should be explored and articulated by the Transition Team (see below). During the study process many ideas surfaced for a mission, centering on a place of healing, restoration, and renewal. The study group felt confident that a team would be able to discover a mission that both honors the history and tradition of Bluestone Camp as a ministry of the Presbytery and leads Bluestone into a sustainable future.

### Board Recruitment and Development

The strength of the Board is arguably the most essential feature of a healthy nonprofit organization. As issues, challenges, and opportunities arise, the ability of the Board to take advantage of opportunities, effectively address challenges, and successfully face issues will determine the course of the organization. The Board is the embodiment of the health of the organization. If the Board struggles to do its job, then the organization will falter in its ability to accomplish its mission. If the Board is effective, then the organization can faithfully execute its mission.

The primary role of the Board of Directors is to function at the level of policy and strategy, while the staff assumes responsibility for operations and implementation. A strong board focuses on long-range and large-scale (big picture) questions, avoiding micromanagement.

Recruiting a board of directors with the capacity to provide appropriate oversight is the most critical step in this transition. It is usually not the case that the board of an affinity group, such as the Friends of Bluestone, is able to shift its function to take on the new role. Usually, the strongest approach for the transition is for the current board to continue in place and continue the critical work of fundraising, while a new board is being recruited and trained for the role of overseeing operations. There may be some members of the current FOB board who would be able and willing to serve on the new board, but that should be limited to a few people.

Most boards work with a matrix of skills and experience to be well-rounded and able to effectively attend to the scope of work required for a board. Growing a board requires significant time and attention. Determining what skills and experiences are necessary, developing and cultivating prospects, and bringing new people into the work is an ongoing process that requires significant attention.

Finding prospective board members is a process of relying on and exploring networks and connections. Other congregations and denominations may know people who would be interested in the emerging mission of Bluestone. Current program participants and guests may also be viable candidates, but it's important for them to understand the goal is to take Bluestone into the future, not to preserve the current operation. Talk with other nonprofits in the area; they may know people who have completed terms of board service and are

interested in continuing to serve. Seek diversity of ages, experiences, and ethnicity; there is considerable research documenting that boards are stronger and healthier when they are diverse.

The key to the recruitment process will be the ability to describe the mission compellingly and reaching out to people who might be interested in that mission. Cultivate a prospective board member as you would cultivate a major donor, you are asking for a significant commitment. Be sure that there is a process of cultivation; the first contact is not a question about serving on a board. Be prepared to get to know the person and allow the person to get to know Bluestone and the vision for its future. Always ask people who else they know that might be interested.

Ideally, the recruitment process should generate a pool of 25 or 30 candidates. Some people may be good candidates now and some may be good candidates in future years.

Beyond the process of recruitment, there should be a defined plan for training the new board and helping them to grow into being a proficient board. Training includes understanding the role and responsibilities of a board, increasing skills for individual board members, and helping the group develop effective group processes.

### Staffing

A 501(c)3 organization will need an Executive Director to provide the executive functions of the organization. Executive functions in an organization typically include:

- **Vision** – along with the board, the Executive Director casts the vision and continually holds it before the organization.
- **Working with the Board** – the Executive Director is the connection between the work of the board and the work of the staff.
- **Head of staff** – the Executive Director is fully responsible for the work and performance of the staff.
- **Financial oversight**, including operations and assets – the Executive Director is responsible for implementing the financial policies of the organization and for achieving financial goals.
- **Fund Development** – the Executive Director works with the board and staff to develop and implement a comprehensive fund development strategy.
- **External partnerships** – the Executive Director works to establish and develop external relationships with other organizations whose missional goals are in alignment with Bluestone for the benefit of all organizations.

Those functions have historically been provided by the structure and personnel of the Presbytery, with the help of the existing FOB board in fundraising. It's unreasonable to presume that current staff could shoulder this work without a significant loss of current functions. Given the specialized nature of Executive work, it is highly recommended that additional staff be hired for these responsibilities as soon as possible.

In the transition time before an executive can be hired, the emerging board will need to assume some of these responsibilities.

- The Transition team, along with the emerging board, would care for the functions of casting a vision for the new organization, recruiting and developing the new board, and initiating external partnerships.
- The existing FOB board would continue the work of fundraising until the new board and Executive Director are in place and able to assume that work.
- The Presbytery would continue the work of financial oversight and staff supervision until the new board and the Executive Director can assume those responsibilities.

The chart below describes how functions can be managed through the transition and handed off to an incoming board and Executive Director.

|                     | Year One        | Year Two        | Year Three    | Year Four                          | Year Five                          | Year Six                           |
|---------------------|-----------------|-----------------|---------------|------------------------------------|------------------------------------|------------------------------------|
| Vision casting      | Transition Team | Transition Team | New FOB board | New FOB board & Executive Director | New FOB board & Executive Director | New FOB board & Executive Director |
| Board Development   | Transition Team | Transition Team | New FOB board | New FOB board & Executive Director | New FOB board & Executive Director | New FOB board & Executive Director |
| Head of Staff       | Presbytery      | Presbytery      | Presbytery    | Executive Director                 | Executive Director                 | Executive Director                 |
| Financial Oversight | Presbytery      | Presbytery      | New FOB board | Executive Director                 | Executive Director                 | Executive Director                 |

|                       |                    |                    |                                    |                                    |                                    |                                    |
|-----------------------|--------------------|--------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Fund Development      | Existing FOB board | Existing FOB board | Existing FOB board & New FOB board | Executive Director & New FOB board | Executive Director & New FOB board | Executive Director & New FOB board |
| External Partnerships | Transition Team    | Transition Team    | New FOB board                      | Executive Director & New FOB board | Executive Director & New FOB board | Executive Director & New FOB board |

The work of developing an effective nonprofit and board will be a significant undertaking. It will be helpful to maintain staffing in operations to continue the smooth operation of the site while an executive director focuses on developing the health and strength of the nonprofit.

### Business Plan

A complete business plan, including a five-year financial plan, is critical. An initial draft of the plan is included with this report but should not be considered to be final.

Some notes on the preliminary financial plan:

- It is a draft only at this point and is designed to represent the budget as it might look in five years, with summer camp programs being primarily hosted & partner programs. Numbers from the 2023 budget provide a baseline.
- This is not intended to be prescriptive, but to demonstrate necessary levels of growth in earned revenue and in unrestricted giving for operations. There are many variables in the future, including what benefit costs may be for a new 501(c)3.
- Summer camp revenue and expense does not include program; while this is currently the case, that activity has been omitted to demonstrate what the budget might look like in 5 years.
- Any current debt should be cared for outside of the operating budget; it will be critically important for the new 501(c)3 to not assume any historic debt.
- Capital improvements are not included in the operating budget; those should be funded separately.

The initial draft of the five-year plan shows a deficit in year four, with the planned hire of a part-time executive Director. That projected deficit could be cared for in a variety of ways, including a mid-year hire to reduce costs. Some organizations conduct a small capacity-building campaign to fund an ED position for the first few years in order to help that position become established.

## Marketing

A sound marketing plan to reach financial goals is essential. Such a plan would typically be designed and implemented by staff, though that work will have to be shared with the board of directors, especially in the time before an Executive Director is hired.

The process of marketing is the process of influencing the decision to become involved at Bluestone Camp, as guests, volunteers, donors, and leaders. Currently, each of those groups is small and should be expanded through a sustained marketing plan, designed to accomplish missional and fiscal goals.

While a full marketing plan is beyond the scope of this study, any marketing plan involves correctly identifying persons and organizations who are likely to be well served by participating in the ministry and designing initiatives to reach out to those persons with effective invitations. There are people and groups that Bluestone can probably serve well, and marketing begins with clearly identifying those people and groups and developing systems to connect with them. Effective printed and electronic materials can be designed only in this context.

The financial plan sets goals for specific levels of participation in partner programs, Bluestone events, and hosted groups. A marketing plan translates those goals into specific initiatives to reach and effectively encourage those persons to participate. Year 1 of the financial plan, for example, has goals of 4 weeks of hosted or partner summer camps with an average of 30 persons per week, 4 Bluestone events with an average of 20 persons per event, and 1,200 guest days in hosted groups. That translates to a marketing plan with specific initiatives to reach those three primary goals. Additionally, the goal for groups can be further broken down into groups of various sizes and lengths of stay. Once a tier has been developed, specific initiatives are developed for each of these levels of activity.

| Groups           | guests | nights |
|------------------|--------|--------|
| 2                | 40     | 2      |
| 4                | 25     | 3      |
| 6                | 20     | 3      |
| 8                | 15     | 3      |
| 12               | 12     | 3      |
| Total guest days |        | 1,228  |

The site has both challenges and opportunities in its location and facilities. There are many things that it cannot do well or easily, however there are other things that it can do very well. Being able to correctly identify its strengths and leverage those strengths in marketing is critical.

## Fund Development

A comprehensive development program that addresses multiple needs, including operational support, special projects, and capital improvements, will be essential. It will be critical to build both a solid donor base and a systemic approach to giving for the new 501(c) 3 and its expanded mission.

One of the most important aspects of a development program is how relationships are developed with potential new supporters, and how these supporters are invited to participate in the ministry through donations and volunteerism. Relationships must be based on the needs and interests of the potential supporter. Connecting the mission of Bluestone with the interests of potential supporters is the critical first step in development. People should not be asked to give in any way before they have been helped to see the links between what they care about and what Bluestone accomplishes. Stories can be an especially effective way to deepen relationships. If a congregation cares deeply about helping young adults grow in faith, then stories of how that happens at Bluestone will deepen the connection of that congregation to Bluestone. If a family cares deeply about the stewardship of Creation, then stories of children experiencing a clear and unpolluted night sky will help that family be more deeply attached to Bluestone.

Invitations to become a donor or a volunteer for the first time should be intentional and compelling. Invitations to give, to volunteer, or to become more deeply involved in Bluestone are not general announcements of need. They are instead personalized calls to action to which a person, family, or church may easily respond. Not all invitations are a request for money or service. Some important appeals are opportunities for prayer, advocacy, and connecting with others.

All development is based on this ongoing work of forming relationships and extending invitations. Every contact that Bluestone has with its supporters and potential supporters should serve the goals of relationship and invitation.

Each year, there should be specific objectives and initiatives to meet goals for:

- the number of new supporters, both donors and volunteers;
- the percentage of donors and volunteers who increase their support;
- increases in the average size of gifts or the number of volunteer hours.
- decreases in the number of lapsed supporters and the giving from lapsed supporters.



For funds that are raised annually, such as camperships and general operating support, annual goals should include:

- total dollars raised;
- total number of and increase in new donors;
- total number of and increase in donors with increased giving; and
- total number of and increase in monthly donors.

In a development program, there must be adequate “entry points” for new supporters. For donors, this is often smaller, designated gifts that are used for projects that directly impact the experiences of campers or guests. Examples include recreational equipment, mattresses, simple furniture pieces, or sponsorship of a communication piece.

For volunteers, entry points are often highly visible projects that contribute directly to the programs and services. New volunteers, especially, are often attracted by projects that directly improve the experiences of campers and guests. Increasingly, initial volunteer experiences may be in the context of another program (a service option during an event), or in family groups.

Monthly donors are often the key to a sustained development effort and often help prepare the way for major capital funding efforts. Invitations to become a monthly donor should be extended to the donors most likely to take advantage of the opportunity to be involved at that level.

An Endowment Fund for property and facility maintenance will be necessary to provide a consistent level of funding to upgrade, improve, and appropriately maintain facilities. Planned gifts are generally the best source of funding for an endowment. In the context of an overall design for development, specific annual goals should be set around the number of visits made and commitments/gifts received.

### **Support of the Presbytery**

This plan assumes that the Presbytery will be able to provide some support through the time of transition. That support might take the form of decreasing annual support or could take the form of a larger one-time gift that is available to Bluestone.

One option might be to create an endowed fund with a protected principal and specified parameters on the use of the interest. It might be especially effective to use the support of the Presbytery to launch a “matching gift campaign” so that a large gift from the Presbytery might help to jump-start a development program.

The most important dimension of Presbytery support in this transition is that it helps to build capacity in the 501(c)3. Whatever the form of the Presbytery support, the operating budget must rely on increasing earned revenue.

There may be other important ways for the Presbytery to support Bluestone in the transition, such as providing training for new board members, helping to fund a strategic planning process, or helping to eliminate any existing debt.





## Programs & Services

### **A** Program Spectrum

Program is the way in which the mission is translated into concrete experiences in the lives of persons and organizations. Program includes all of the services, events, and activities through which the mission is realized. Program often includes events sponsored by the site, but also includes hosting groups and providing services such as campfire or nature programs. Amenities that are offered by the site, such as nature trails or prayer spaces, are also part of the program, as they also contribute to the accomplishment of the mission of the organization in the lives of individuals and groups.

Program is a spectrum ranging from sponsored to hosted events. Events that are sponsored are those that are designed, marketed, and for which the content is controlled by the site, through its staff or volunteers. Typically, individuals or family units complete a registration process for these sponsored events. Traditional summer camp programs and retreats run by the site are examples of this type of program.

Events that are hosted by the site are generally those for which a group leader completes a reservation process. The group does its own marketing and manages the content of the event. The site primarily provides meals, lodging, and supplemental program services, such as trails, swimming, or ropes, as requested by the group. Hosted programs include those events in which church groups or other organizations use the site to accomplish their purposes.

Most sites need activity across this spectrum. Sponsored events are often the most expensive and labor intensive and yet are critical for accomplishing the mission and developing donors. Hosted events typically have lower overhead costs but are less likely to develop donors and may be less central to the mission. Partnerships are critical for their shared risk and shared resources.

## Partnerships

Partnerships are absolutely essential for any nonprofit organization, especially smaller ones. Partnerships are when missionally aligned organizations collaborate on programs and services that they could not do alone. Partnerships share the financial risk of any initiative and increase the available means by combining their resources.

The traditional children's camp could continue as a partnership with the Presbytery. The presbytery could provide faith-based content and custodial care, while Bluestone leadership focuses on hosting the program.

Other organizations as well may also want to offer a camp experience to their constituents and would welcome the opportunity to partner with Bluestone. Again, the partner organization cares the custodial care of campers and specialized program content, while the site provides room and board, and site-based activities (such as swimming). There are numerous organizations that could be interested in a summer camp experience but lack expertise in summer camp programming. Examples of partner camps include:

- Medical organizations provide camps for children or families facing particular conditions (e.g. cancer, diabetes, hearing or sight impaired, bleeding disorders)
- Organizations focused on recovery offer programs for children from families living with addiction;
- Hospice and other grief organizations offer programs for children that have experienced a loss of parent, sibling, or classmate;
- Prison ministry organizations offer camps for children whose parent is incarcerated;
- Family service organizations offer camps for single teen parents or foster care families;
- Environmental groups offer camps focused on stewardship and care of the earth;
- Churches and other denominations who do not own property are often seeking sites with which to partner to offer a summer camp.

A partnership allows Bluestone to focus on the basic summer camp operation and not be responsible for specialized content. Working with partners enables Bluestone to reach and serve the networks of those partnership organizations.

Partnerships can support a wide variety of programs and events, from summer camp programs to weekend retreats.



## Site & Facilities

### Site Master plan

It is strongly recommended that a full strategic plan, including a site master plan, be developed for Bluestone in this transition time. Developing a strategic plan can be a very useful process for a new board of directors. They will have critical conversations about mission, programs and services, fiscal sustainability, and site & facilities in the course of developing a comprehensive strategic plan. A board that has engaged in a strategic plan should be fully invested in the strategic future of the organization.

### Major Maintenance Planning

A major maintenance plan is a necessity for any camp/center. It documents any deferred or delayed maintenance projects, and projects maintenance needs into the future. This plan catalogs all building components such as roofs, HVAC systems, hot water heaters, flooring, surfaces, and furnishings; it includes all building components that have a predictable life cycle. A plan should document the last time any component was installed or replaced, its cost at that time, and its expected lifespan. The plan should then calculate the next expected date of replacement and the projected cost. This helps to ensure that components are replaced on a timely basis and supports the process of identifying adequate funding.

Often, major maintenance plans are funded through an endowment. A good rule of thumb is that an organization should plan to spend about 2% of the estimated replacement value of the facilities each year in major maintenance projects. If the estimated replacement value of the facilities is \$1 million, then it is reasonable to expect to spend \$20,000 a year for major maintenance projects. If an endowment is able to produce 5% interest, then a minimum of \$400,000 should be in an endowment for that purpose.



## Administration

### Policies

It will be for the new 501(c)3 to have adequate policies in place before assuming operations.

Such policies typically include:

- Personnel policies
- Policies of fiscal control, including investment policies
- Internal policies for the board, such as Conflict of Interest policies, and attendance & participation policies
- Policies around site and facility use, such as rates, cancellations, shrinkage, and activities not permitted on the grounds

### Insurance

Adequate insurance coverage is a key ingredient to a healthy nonprofit. The Friends of Bluestone group must be able to obtain sufficient insurance coverage to protect the assets of the organization and its leaders.

### Cash flow

Cash flow is a critical consideration for any nonprofit, especially one which has highly seasonal revenue. An in-depth cash flow analysis should be completed before the operation is transferred to the friends of Bluestone. This cash flow analysis will help to establish the level of cash reserves that will be necessary for the nonprofit. There are likely to be several avenues to establishing that necessary cash reserve. Current unrestricted funds may be used for

reserves. A small campaign to help fortify the resources of friends of Bluestone could be used to establish sufficient cash reserves. Finally, the Presbytery may have the capacity to help with necessary reserves.

### **A**ccounting Systems

It will be necessary for the new nonprofit to be able to handle its own bookkeeping and accounting. It is highly desirable for the nonprofit to begin to develop those accounting skills before taking full responsibility for them. An organization can start to keep a secondary accounting system which both creates critical historical financial information and allows the organization to practice maintaining books.

Accounting systems should be set up on an accrual basis, which recognizes revenue only when that revenue is earned. For example, if a group pays an advance deposit for a retreat, that revenue is not recognized until the group has their retreat. It is critical to be able to track deferred income.

It is also essential that any restricted funds be strictly held for the purpose for which they have been given.





## Transition

### **A** Transition Team

It is highly recommended that a Transition Team be appointed, with members from both the Friends of Bluestone and the Presbytery Bluestone Committee to oversee and direct the tasks related to the transition. This team would develop tasks lists and oversee their completion.

A suggested timeline follows.

### **T**imeline

This is a general guide of steps to be completed and a recommended sequence.

#### **Year One**

- Name a Transition Team
- Identify the legal issues which must be addressed, such as changes in by-laws
- Finalize a new mission and mission statement
- Finalize a start-up Business Plan
- Communicate with the Presbytery, largely directed toward operations

#### **Year Two**

- Identify potential partners for the emerging organization
- Create a Development Plan
- Begin to shadow the accounting system
- Project current needs
- Identify, recruit, and train a new Board of Directors

#### **Year Three**

- Review insurance needs and secure insurance
- Communicate to develop partnerships



## Site & Facilities

- Con aining for the Board of Directors
- Complete a full strategic plan, including a site master plan and plan for major maintenance
- Creat al polices, such as per al control

### Year Four

- Hire (PT) Ex e Director
- Transfer opera o the Friends of Bluestone

### Year Five

- Complete sta o Friends of Bluestone





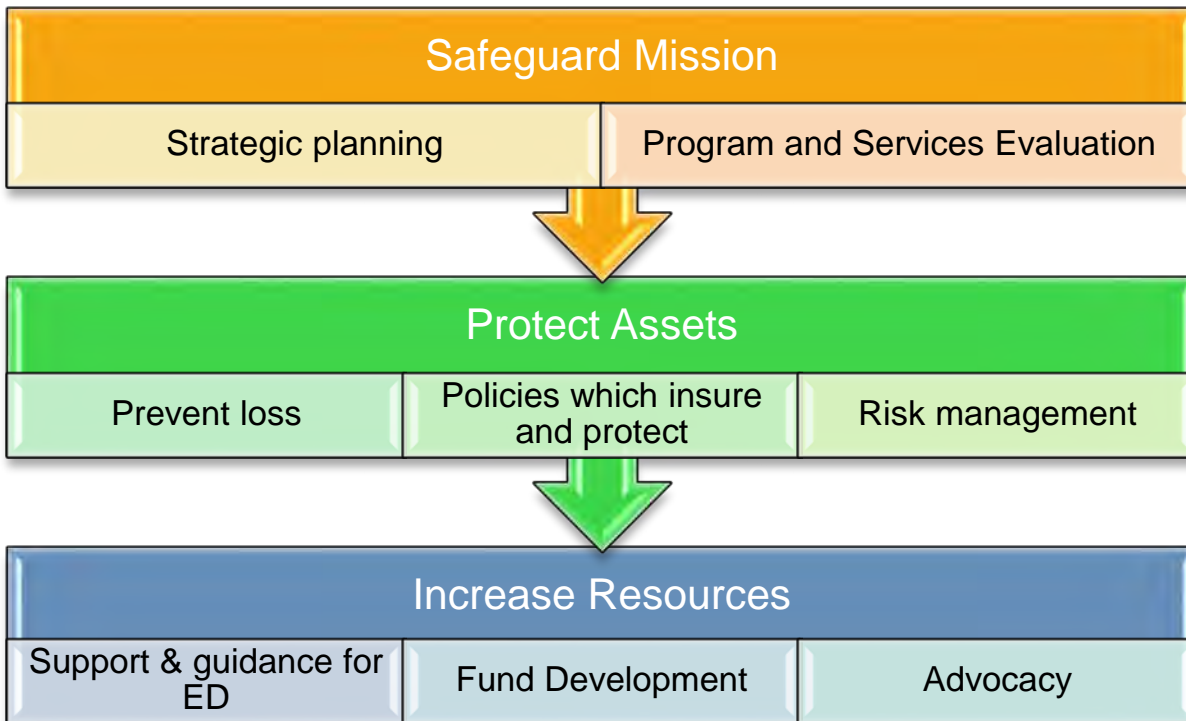
## Supporting Materials

Board Responsibilities .....page 24  
Draft Financial Plan.....page 25



# The Role of the Board

---



## The Top Ten!

---

The 2003 updated edition of his best-selling booklet from BoardSource's (formerly National Center for Nonprofit Boards) *Governance Series* entitled "Ten Basic Responsibilities of Nonprofit Boards" summarizes them as:

1. Determine the organization's mission and purpose
2. Select the chief executive
3. Provide proper financial oversight
4. Ensure adequate resources
5. Ensure legal and ethical integrity and maintain accountability
6. Ensure effective organizational planning
7. Recruit and orient new board members and assess board performance
8. Enhance the organization's public standing
9. Determine, monitor and strengthen the organization's programs and services
10. Support the chief executive and assess his or her performance.

**Bluestone Long Range Financial Plan Draft**

This financial plan is intended to show the operation of Bluestone apart from the summer camp operated by the Presbytery. It omits the revenue from its own summer camp program and includes summer camp revenue as it might function as a host site (charging for Room & Board and activities, but not for program and custodial care). The Program Director is omitted from this budget, both revenue and expense, as is the summer program staff. With partnerships, the revenue and expense for the program staff would be covered by the other partner.

This budget covers only ordinary operating revenue and expense. It is not intended to cover major maintenance or capital improvement items. It also assumed that no debt is carried or repaid by the operating budget.

|  | 2023 Budget  | Year 1                         | Year 2                         | Year 3                         | Year 4                         | Year 5                         | Year 6                   | Assumptions  |
|--|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------|--|
| Revenue                                |  |                                |                                |                                |                                |                                |                          |  |
| Summer Camps<br>(partner programs)     | weeks<br>campers/week<br>rate per week<br>Revenue \$ 31,500 \$ | 4<br>30<br>250 \$<br>30,000 \$ | 4<br>34<br>258 \$<br>34,608 \$ | 5<br>38<br>265 \$<br>49,905 \$ | 5<br>42<br>273 \$<br>57,570 \$ | 6<br>47<br>281 \$<br>79,695 \$ | 6<br>53<br>290<br>91,937 | 12% increase in group size<br>3% increase in rate per year     |
| Bluestone Events                       | events<br>average people<br>rate<br>Revenue \$ 6,000 \$        | 4<br>20<br>85 \$<br>6,800 \$   | 4<br>22<br>88 \$<br>7,564 \$   | 4<br>23<br>90 \$<br>8,415 \$   | 5<br>25<br>93 \$<br>11,700 \$  | 6<br>27<br>96 \$<br>15,619 \$  | 6<br>29<br>99<br>17,374  | 8% increase in group size<br>3% increase in rate per year      |
| Groups                                 | Guest Days<br>Rate<br>Revenue \$ 62,500 \$                     | 1,200<br>54<br>64,800 \$       | 1,296<br>56<br>72,084 \$       | 1,400<br>57<br>80,186 \$       | 1,512<br>59<br>89,199 \$       | 1,633<br>61<br>99,225 \$       | 1,763<br>63<br>110,377   | 8% increase in guest days/year<br>3% increase in rate per year |
| <b>Total Revenue</b>                   | \$ 100,000 \$  | \$ 101,600 \$                  | \$ 114,256 \$                  | \$ 138,505 \$                  | \$ 158,469 \$                  | \$ 194,539 \$                  | \$ 219,688               |  |
| <b>Costs</b>                           |  |                                |                                |                                |                                |                                |                          |  |
| Seasonal support staff                 | \$ 17,000 \$   | \$ 18,288 \$                   | \$ 20,566 \$                   | \$ 24,931 \$                   | \$ 28,524 \$                   | \$ 35,017 \$                   | \$ 35,017 \$             | 18.0%  |
| Program Supplies                       | \$ 2,000 \$  | \$ 2,032 \$                    | \$ 2,285 \$                    | \$ 2,770 \$                    | \$ 3,169 \$                    | \$ 3,891 \$                    | \$ 3,891 \$              | 2.0%   |
| Food Service Staff                     | \$ 22,000 \$   | \$ 20,320 \$                   | \$ 22,851 \$                   | \$ 27,701 \$                   | \$ 31,694 \$                   | \$ 38,908 \$                   | \$ 38,908 \$             | percent of earned revenue for direct cost                      |
| Food & Food Service supplies           | \$ 15,000 \$   | \$ 15,240 \$                   | \$ 17,138 \$                   | \$ 20,776 \$                   | \$ 23,770 \$                   | \$ 29,181 \$                   | \$ 29,181 \$             | 15.0%  |
| Housekeeping Supplies                  | \$ 1,000 \$  | \$ 1,016 \$                    | \$ 1,143 \$                    | \$ 1,385 \$                    | \$ 1,585 \$                    | \$ 1,945 \$                    | \$ 1,945 \$              | 1.0%   |
| <b>Net</b>                             | \$ 43,000 \$   | \$ 44,704 \$                   | \$ 50,273 \$                   | \$ 60,942 \$                   | \$ 69,726 \$                   | \$ 85,597 \$                   | \$ 110,747 \$            | 44.0% Net revenue  |
| PWV Support (without Program Director) | \$ 89,764 \$   | \$ 76,299 \$                   | \$ 64,854 \$                   | \$ 55,126 \$                   | \$ 46,857 \$                   | \$ 39,829 \$                   | \$ 33,854                | 15% decrease each year   |
| Unrestricted Gifts                     | \$ 30,000 \$   | \$ 34,500 \$                   | \$ 39,675 \$                   | \$ 45,626 \$                   | \$ 52,470 \$                   | \$ 60,341 \$                   | \$ 69,392                | 15% increase each year   |



# **ANTI-HARASSMENT AND BULLYING POLICY**

## **ANTI-HARASSMENT AND BULLYING POLICY PRESBYTERY OF WEST VIRGINIA**

### **INTRODUCTION**

It is the policy of the Presbytery of West Virginia (the “Presbytery”) that people will be treated with respect, free from hostility, harassment, bullying, and in a manner which recognizes everyone’s right to dignity.

This policy sets out the commitment of the Presbytery to create an environment free from hostility in which all individuals are valued for their contribution and can develop to their full potential.

The Presbytery expects everyone to relate to each other properly and appropriately and treat their members, congregants, and staff of the churches of the Presbytery, the members and staff of the Presbytery, and the people we serve with respect and in a manner which recognizes everyone’s right to dignity. Any behavior that undermines this is unacceptable.

The Presbytery does not tolerate any form of harassment or bullying under any circumstances. While implementing and upholding the policy is the duty of the Elders and Pastors, all members, congregants, and staff have a responsibility to ensure that harassment and bullying do not occur in the Presbytery.

### **SCOPE**

The Book of Order states, “All councils shall adopt and implement the following policies: a sexual misconduct policy, a harassment policy, a child and youth protection policy, and an antiracism policy. Each council’s policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.” (G. 3.0106)

It is intended that the application of this policy is not to conflict with national, state, or local legislation. This policy applies to all Presbytery-related functions and communications.

### **DISTRIBUTION**

This Policy shall apply to and be distributed to all of the following: Presbytery staff; inquirers and candidates for the ministry of Word and Sacrament who are enrolled in this Presbytery; Teaching Elders who are members of the Presbytery or who have permission to labor within its bounds; Certified and Certified Associate Christian educators; Commissioned Pastors; preachers who are approved by the Presbytery; all officers, employees and volunteers of the entities of the Presbytery of West Virginia. This policy shall also be available on the Presbytery’s website.

### **ACKNOWLEDGEMENT**

Ministers of Word and Sacrament who are members of the Presbytery or who have permission to labor within its bounds, Certified and Certified Associate Christian educators; Commissioned Pastors, candidates, inquirers and preachers who are approved by the Presbytery; all officers, employees and volunteers of the entities of the Presbytery of West Virginia are required to

acknowledge that they have received, read, understand, and agree to conduct themselves in accordance with this Policy.

## **HARASSMENT DEFINITION**

Harassment is unwanted conduct related to age, gender, marital or civil partnership status, pregnancy, maternity, family responsibilities, political beliefs, race, ethnicity, religion, disability, sexual orientation or gender identity, which has the purpose or effect of violating an individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Unwanted sexual advances are also harassment.

Harassment also occurs where an employee is treated less favorably because they have rejected or refused to submit to unwanted advances.

Harassment is normally characterized by more than one incident of unacceptable behavior, particularly if it reoccurs once it has been made clear by the victim that they consider it offensive. However, a single incident may constitute harassment if it is sufficiently serious. Harassment on any grounds will not be tolerated.

## **EXAMPLES OF HARASSMENT**

Examples of harassment include:

- Verbal — crude language, open hostility, offensive jokes, suggestive remarks, innuendoes, rude or vulgar comments, malicious gossip and offensive songs;
- Non-verbal — wolf-whistles, obscene gestures, sexually suggestive posters/calendars, pornographic material (both paper-based and generated on a computer, including offensive screen-savers), graffiti, offensive letters, offensive e-mails, text messages on mobile phones and messages on social media;
- Physical — unnecessary touching, patting, pinching or brushing against another person's body, intimidating behavior, assault and physical coercion;
- Coercion — pressure or promises in return for sexual favors (e.g. to get a job or be promoted) and pressure to participate in political groups, etc.;
- Isolation or non-cooperation and exclusion from social activities;
- Intrusion — following, pestering, spying, etc.

## **BULLYING DEFINITION**

Bullying is a deliberate and consistent wearing down process comprising sustained psychological abuse that makes victims feel demeaned and/or threatened. Bullying is defined as offensive, intimidating, malicious or insulting behavior, or an abuse or misuse of power, which has the purpose, or effect, of intimidating, belittling and humiliating the recipient.

## **ANTI-HARASSMENT AND BULLYING POLICY**

### **EXAMPLES OF BULLYING**

Bullying can range from extreme forms such as violence and intimidation to less obvious forms such as psychological manipulation or isolating individuals, including the use of social media.

Examples include:

- Shouting or swearing at people in public and private;
- Persistent unjustified criticism, or criticism without offering constructive solution in case of criticism that may be justified;
- Ignoring or deliberately excluding people from professional activities for personal reasons;
- Persecution through threats and instilling fear;
- Spreading malicious rumors;
- Sending, posting, or sharing negative, harmful, false, or mean content about someone else on social media (SMS, text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content); and
- Sharing personal or private information about someone else over social media causing embarrassment or humiliation.

### **INVESTIGATION AND ENFORCEMENT**

Allegations of harassment and/or bullying shall be made to Stated Clerk, Head of Presbytery Staff, Chair of Administration Committee and will be investigated in accordance with the Process For Reporting An Incident Of Sexual Misconduct included in the Presbytery's Policy on Preventing and Responding to Sexual Misconduct and/or Church Discipline in the Book of Order. When pertaining to Presbytery staff, this policy shall be administered by the Head of Staff and Administration Committee.

Examples of harassment and bullying are often highly context-specific and sensitive in nature. Individuals who believe they are being harassed or bullied may wish to, and are welcome to, discuss their situation before deciding what action to take. The Presbytery operates an open-door policy to discuss problems and members, congregants, and staff can discuss the matter with a pastor or ruling elder on an informal basis.

### **MONITORING**

Where harassment or bullying has been reported and investigated, regular checks will be made to ensure that the harassment or bullying has stopped.

### **MALICIOUS COMPLAINTS**

Where a complaint is blatantly untrue and has been brought out of malice, or for some other unacceptable motive, the complainant will be subject to the Presbytery's disciplinary procedures, as will any witnesses who have deliberately misled the Presbytery during its investigations.



# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE STEWARDSHIP COMMITTEE**

Mark Boyd, Committee Chair

February 20, 2025

“Money, get back, I'm alright, Jack, keep your hands off of my stack” (from Pink Floyd’s song *Money*) was not the sentiment of the Stewardship Committee meeting held on January 22, 2025, at 1 PM via Zoom, but what the committee did think was “Everyone must hanker for the butchness of a banker; it's accountancy that makes the world go round, round, round, round!” (from the Monty Python song *There is Nothing Quite as Wonderful as Money*). Highlights of the committee’s time together are as follows:

1. Treasurer Chris Alfred gave the end-of-year report for 2024. 79% of the budget was spent, and only 75% of the restricted budgeted funds were spent. Committees did graciously and were keen on limiting their expenses. Well done, good and faithful servants.
2. The committee discussed the levels of capital available in various checking accounts and decided to discuss options with several recommended local banking resources for opportunities to open interest-bearing accounts and/or accounts with fewer monthly fees. Additionally, the committee discussed policies for automatic benchmarks for handling balances in our accounts when they rise above FDIC levels.
3. The committee considered opportunities for future audits and to seek pricing structures from area accounting firms, as the cost of recent audits has risen above expected costs.
4. Medical insurance grant applications were discussed, and the committee decided to pay grants biannually throughout 2025 to churches who qualified for the grant – 10 churches to date.
5. A general discussion of budgeting for 2026, in light of the changing Presbytery structure, led to a proposal sent to the Leadership Team as one possibility.

**PRESBYTERY of WEST VIRGINIA**  
**Budget vs. Actual**  
YTD December 2024

COMPOSITE BY COMMITTEE

| Committee                  | YTD12/31/2024        | Budget            | %            | Restricted Fund Support |
|----------------------------|----------------------|-------------------|--------------|-------------------------|
| ADMINISTRATION             | 449,307.71           | 537,355           | 83.6%        | 192,400                 |
| BLUESTONE                  | 2,205.72             | 5,500             | 40.1%        | 4,500                   |
| LEADERSHIP                 | 15,792.20            | 27,000            | 58.5%        | 5,000                   |
| MINISTRY                   | 5,789.91             | 15,500            | 37.4%        | 7,000                   |
| MISSIONS                   | 46,100.00            | 53,500            | 86.2%        | 35,000                  |
| NURTURE                    | 9,235.11             | 30,200            | 30.6%        | 18,600                  |
| PJC                        | 639.38               | 200               | 319.7%       |                         |
| PRESBYTERIAN WOMEN         | 0.00                 | 0                 | 0.0%         |                         |
| RELATIONS                  | 2,005.00             | 2,250             | 89.1%        | 2,000                   |
| REPRESENTATION             | 0.00                 | 200               | 0.0%         |                         |
| STEWARDSHIP                | 18,000.00            | 14,250            | 126.3%       |                         |
| TRUSTEES                   | 0.00                 | 400               | 0.0%         |                         |
| VOCATIONS                  | 15,954.19            | 21,000            | 76.0%        | 18,000                  |
| <b>TOTAL</b>               | <b>\$ 565,029.22</b> | <b>707,355</b>    | <b>79.9%</b> | <b>\$ 282,500</b>       |
| SHARED MISSION (net)       | 217,533.00           | 310,501           | 70.1%        |                         |
| PER CAPITA (net)           | 95,363.96            | 112,057           | 85.1%        |                         |
| PREV. YR BENEV./PER CAPITA | 16,311.00            | 11,184            | 145.8%       |                         |
| OUTSIDE FUNDING            | 40,000.00            | 6,300             | 634.9%       |                         |
| INTEREST & GIFTS           | 10,379.40            | 16,150            | 64.3%        |                         |
| Building Sale Proceeds     | 3,252.54             | 10,000            | 32.5%        |                         |
| RESTRICTED FUND SUPPORT    | 182,189.32           | 241,163           | 75.5%        |                         |
| <b>TOTAL</b>               | <b>\$ 565,029.22</b> | <b>\$ 707,355</b> | <b>79.9%</b> |                         |

**PRESBYTERY of WEST VIRGINIA**  
**Budget vs. Actual**  
**YTD June 2024**

|  | YTD 12/31/24         | Budget            | %            | Restricted Fund Support  |
|--|----------------------|-------------------|--------------|--|
| <b><u>ADMINISTRATION</u></b>                 |                      |                   |              |  |
| OFFICE EXPENSES                              |                      |                   |              |  |
| Postage                                      | 1,223.49             |                   |              | 35,500 Mission Dev. Fund   |
| Supplies                                     | 2,878.67             |                   |              | 12,000 Funds of PWV  |
| Publications & Subscriptions                 | 4,199.22             |                   |              |  |
| Presbytery Directory                         | 325.00               |                   |              |  |
| Telephone                                    | 201.56               |                   |              |  |
| Rent   | 2,100.00             |                   |              |  |
| Equipment                                    | 494.94               |                   |              |  |
| Equipment Maintenance                        | 5,168.10             |                   |              |  |
| Staff Expenses                               | 6,080.76             |                   |              |  |
| Insurance - Property                         | 20,229.00            |                   |              |  |
| Web Site Maintenance                         | 429.61               |                   |              |  |
| Internet Service                             | 1,287.38             |                   |              |  |
| Bank service fees                            | 898.02               |                   |              |  |
| Background Check Fees                        | 329.00               |                   |              |  |
| Miscellaneous                                | 34.98                |                   |              |  |
| <b>TOTAL OFFICE EXPENSE</b>                  | <b>45,879.73</b>     | <b>47,500</b>     | <b>96.6%</b> |  |
| SALARY & PERSONNEL EXPENSE                   |                      |                   |              |  |
| All Salaries (including housing & utilities) | 270,474.35           | 300,303           | 90.1%        |  |
| Pension Expense                              | 20,194.43            | 25,319            | 79.8%        |  |
| Medical Insurance Expense                    | 73,630.02            | 99,056            | 74.3%        |  |
| Payroll Taxes                                | 15,606.92            | 20,527            | 76.0%        |  |
| Workers' Compensation                        | 683.00               | 1,750             | 39.0%        |  |
| Continuing Education & Professional Expense  | 7,214.89             | 14,900            | 48.4%        |  |
| Travel Expense                               | 15,624.37            | 26,500            | 59.0%        |  |
| <b>TOTAL SALARY &amp; PERSONNEL EXPENSE</b>  | <b>403,427.98</b>    | <b>488,355</b>    | <b>82.6%</b> | <b>92,000 \$46K Small Church, \$26,563K MDF<br/>\$26.5K Funds of PWV</b> |
| COMMITTEE EXPENSE                            |                      |                   |              |  |
| Staff Development                            | 0.00                 | 1,000             | 0.0%         | 1,000 Mission Development Fund   |
| Committee Meetings                           | 0.00                 | 500               | 0.0%         |  |
| <b>TOTAL COMMITTEE EXPENSE</b>               | <b>0.00</b>          | <b>1,500</b>      | <b>0.0%</b>  |  |
|  | <b>\$ 449,307.71</b> | <b>\$ 537,355</b> | <b>83.6%</b> |  |
| <b><u>BLUESTONE</u></b>                      |                      |                   |              |  |
| CIT Support                                  | 0.00                 | 4,500             | 0.0%         | 4,500 Rachel McClintic Fund  |
| Committee Meetings                           | 2,205.72             | 1,000             | 220.6%       |  |
|  | <b>\$ 2,205.72</b>   | <b>\$ 5,500</b>   | <b>40.1%</b> |  |
| <b><u>LEADERSHIP TEAM</u></b>                |                      |                   |              |  |
| GOVERNING BODY EXPENSE                       |                      |                   |              |  |
| Presbytery Meetings                          | 3,942.80             | 2,500             | 157.7%       |  |
| Moderator Expenses                           | 835.67               | 1,000             | 83.6%        |  |
| General Assembly                             | 2,987.07             | 6,000             | 49.8%        | 6,000 Mission Development Fund   |
| Denomination Resources                       | (481.40)             |                   |              |  |
| COMMITTEE EXPENSE                            |                      |                   |              |  |
| Consulting Group-Presbytery                  | 3,252.54             | 10,000            |              | 10,000 Building Sale proceeds  |
| Legal Consultation                           | 2,841.00             | 5,000             | 56.8%        | 5,000 Funds of PWV   |
| Leadership Team                              | 2,414.52             | 2,500             | 96.6%        |  |
|  | <b>\$ 15,792.20</b>  | <b>\$ 27,000</b>  | <b>58.5%</b> |  |

**PRESBYTERY of WEST VIRGINIA**  
**Budget vs. Actual**  
**YTD June 2024**

|                                 | YTD 12/31/24        | Budget           | %            | Restricted Fund Support      |
|---------------------------------|---------------------|------------------|--------------|------------------------------|
| <b>MINISTRY</b>                 |                     |                  |              |                              |
| CONGREGATIONAL DEVELOPMENT      |                     |                  |              |                              |
| 1,001 New Worshipping Comm.     |                     | 500              | 0.0%         | 500 Small Church Fund        |
| Small Church Conf.              | 500.00              | 500              | 100.0%       | 500 Small Church Fund        |
| COMMITTEE ON MINISTRY           |                     |                  |              |                              |
| CRE Training (Cont. Ed.)        |                     | 500              | 0.0%         | 500 Small Church Fund        |
| Ministry Training               |                     | 500              | 0.0%         | 500 PEPS                     |
| Kanawha Pastoral Care Center    |                     | 1,500            | 0.0%         |                              |
| Professional Development        |                     | 3,000            | 0.0%         | 3,000 Small Church Fund      |
| Church Professional Orientation |                     | 1,000            | 0.0%         |                              |
| COM Resources                   | 38.38               | 500              | 7.7%         |                              |
| Congregational Care Travel      | 52.80               | 500              | 10.6%        |                              |
| Memorials                       | 250.00              | 500              | 50.0%        | 500 Funds of PWV - COM Disc. |
| Miscellaneous                   |                     | 0                | 0.0%         |                              |
| Emergency Church Assistance     |                     | 1,500            | 0.0%         | 1,500 Small Church Fund      |
| Committee Meetings              | 4,948.73            | 5,000            | 99.0%        |                              |
|                                 | <b>\$ 5,789.91</b>  | <b>\$ 15,500</b> | <b>37.4%</b> |                              |
| <b>MISSIONS</b>                 |                     |                  |              |                              |
| INSTITUTIONAL PARTNERSHIPS      |                     |                  |              |                              |
| Davis & Elkins College          | 1,250.00            | 1,250            | 100.0%       |                              |
| Davis-Stuart                    | 1,250.00            | 1,250            | 100.0%       |                              |
| Covenant House, Inc             | 1,250.00            | 1,250            | 100.0%       |                              |
| Westminster Foundation          | 1,250.00            | 1,250            | 100.0%       |                              |
| MISSION PARTNERSHIPS            |                     |                  |              |                              |
| Kenya Partnership               | 1,500.00            | 1,500            | 100.0%       | 1,500 Kenya Partnership      |
| The Shack NH Support            | 15,000.00           | 15,000           | 100.0%       | 15,000 Mission Dev. Fund     |
| Tyrand Coop. Ministry Support   | 2,500.00            | 2,500            | 100.0%       | 2,500 Midland Memorial       |
| WVMAW                           | 15,000.00           | 15,000           | 100.0%       | 15,000 Mission Dev. Fund     |
| MISSION GRANTS                  |                     |                  |              |                              |
| Older Adult Ministry            |                     | 1,000            | 0.0%         |                              |
| Children on the Spectrum        | 1,000.00            | 1,000            | 100.0%       |                              |
| Peacemaker Support              |                     | 1,000            | 0.0%         | 1,000 Mission Dev. Fund      |
| Committee Meetings              | 100.00              | 500              | 20.0%        |                              |
|                                 | <b>\$ 46,100.00</b> | <b>\$ 53,500</b> | <b>86.2%</b> |                              |
| <b>NURTURE</b>                  |                     |                  |              |                              |
| CHRISTIAN NURTURE & WORSHIP     |                     |                  |              |                              |
| Resource Ctr Acquisitions       | 20.25               | 1,000            | 2.0%         |                              |
| Resource Ctr. - Supplies/Equip. |                     | 400              | 0.0%         |                              |
| Resource Ctr. - Subscriptions   |                     | 0                | 0.0%         |                              |
| Resource Ctr. - Catalog Program | 795.00              | 800              | 99.4%        |                              |
| Video License                   | 681.16              | 300              | 227.1%       |                              |
| Festival of Faith               | (70.10)             | 1,500            | -4.7%        |                              |
| Church Educators Support        | 131.07              | 400              | 32.8%        |                              |
| Educator/Clergy/ALP/CP Retreat  | 1,203.67            | 1,300            | 92.6%        |                              |
| Spring Youth Retreat            | 206.86              | 7,000            | 3.0%         | 3,200 Rachel McClintic Fund  |
| Fall Youth Retreat              | 3,264.22            | 4,000            | 81.6%        | 3,000 Rachel McClintic Fund  |
| HS Youth Conf. Mission Trip     | 438.00              | 5,000            | 8.8%         | 5,000 Rachel McClintic Fund  |
| Youth Council                   | 395.48              | 400              | 98.9%        | 400 Rachel McClintic Fund    |
| Adult Spiritual Development     |                     | 1,000            | 0.0%         | 1,000 Mission Dev. Fund      |
| Scholarships                    |                     | 1,000            | 0.0%         | 1,000 PEPS                   |
| Presbytery Worship              | 0.00                | 300              | 0.0%         |                              |
| Miscellaneous                   |                     | 200              | 0.0%         |                              |
| APCE Membership                 |                     | 200              | 0.0%         |                              |
| Leadership Development Program  | 2,169.50            | 5,000            | 43.4%        | 5,000 Small Church Fund      |
| Committee Meetings              |                     | 400              | 0.0%         |                              |

**PRESBYTERY of WEST VIRGINIA**  
**Budget vs. Actual**  
 YTD June 2024

|                               | YTD 12/31/24         | Budget           | %            | Restricted Fund Support             |
|-------------------------------|----------------------|------------------|--------------|-------------------------------------|
|                               | \$ 9,235.11          | \$ 30,200        | 30.6%        |                                     |
| <b><u>PJC</u></b>             |                      |                  |              |                                     |
| Permanent Judicial Commission | 639.38               | 200              | 319.7%       |                                     |
| <b><u>RELATIONS</u></b>       |                      |                  |              |                                     |
| Cluster Support               | 2,000.00             | 2,000            | 100.0%       | 2,000 Small Church Fund             |
| Relations Committee Expenses  | 5.00                 | 250              | 2.0%         |                                     |
|                               | \$ 2,005.00          | \$ 2,250         | 89.1%        |                                     |
| <b><u>REPRESENTATION</u></b>  |                      |                  |              |                                     |
| Committee on Representation   |                      | 200              | 0.0%         |                                     |
| <b><u>STEWARDSHIP</u></b>     |                      |                  |              |                                     |
| FINANCE & DEVELOPMENT         |                      |                  |              |                                     |
| Outside CPA Costs             | 18,000.00            | 14,000           | 128.6%       |                                     |
| Committee Meetings            |                      | 250              | 0.0%         |                                     |
|                               | \$ 18,000.00         | \$ 14,250        | 126.3%       |                                     |
| <b><u>TRUSTEES</u></b>        |                      |                  |              |                                     |
| Trustees                      | 0.00                 | 400              | 0.0%         |                                     |
| <b><u>VOCATIONS</u></b>       |                      |                  |              |                                     |
| PREPARATION FOR MINISTRY      |                      |                  |              |                                     |
| Care of Candidates            |                      | 1,000            | 0.0%         |                                     |
| Career Counseling             | 1,087.50             | 3,000            | 36.3%        |                                     |
| Scholarships                  | 5,000.00             | 5,000            | 100.0%       | 5,000 Bush Fund                     |
| Conferences                   |                      | 500              | 0.0%         |                                     |
| ALP/CP Preparation Program    | 6,876.39             | 8,000            | 86.0%        | 8,000 Small Church Fund             |
| Support of ALP/CP             | 2,990.30             | 3,000            | 99.7%        | 3,000 2K Slaughterm 1K Funds of PWV |
| Committee Meetings            |                      | 500              | 0.0%         |                                     |
|                               | \$ 15,954.19         | \$ 21,000        | 76.0%        |                                     |
| <b>TOTAL</b>                  | <b>\$ 565,029.22</b> | <b>\$707,355</b> | <b>79.9%</b> |                                     |

| REVENUE IN SUPPORT of BUDGET               | YTD 12/31/2024    | Budget           |
|--|-------------------|------------------|
| Shared Mission (net of GA & Synod support) | 217,533.00        | 310,501          |
| Per Capita (net of GA & Synod support)     | 95,363.96         | 112,057          |
| Previous Year Shared Mission & Per Capita  | 16,311.00         | 11,184           |
| Outside Funding (Presby. Housing & PHP)    | 40,000.00         | 6,300            |
| Interest & Gifts                           | 10,379.40         | 16,150           |
| Building Sale Proceeds                     | 3,252.54          | 10,000           |
| Restricted Fund Support                    | 182,189.32        | 241,163          |
| <b>TOTAL</b>                               | <b>565,029.22</b> | <b>\$707,355</b> |

**Presbytery of West Virginia  
Statement of Financial Position**

As of Dec 31 2024

|  | <u>12/31/24</u> | <u>12/31/23</u> |
|--|-----------------|-----------------|
| <b>ASSETS</b>                          |                 |                 |
| Current Assets                         |                 |                 |
| <b>CHECKING/SAVINGS</b>                |                 |                 |
| Petty Cash                             | 133.93          | 250.00          |
| Payroll - WesBanco Bank                | 4,528.44        | 1,187.52        |
| Cash - United Bank Checking            | 263,473.47      | 214,736.92      |
| WV Federal Credit Union                | 238,415.38      | 235,943.69      |
| New Life Fund - WesBanco Bank          | 375,028.10      | 269,890.58      |
| Building Sale proceeds - WesBanco Bank | 465,144.95      | 464,573.00      |
| <b>Total Cash/Checking</b>             | 1,346,724.27    | 1,186,581.71    |
| <b>Wells Fargo - MDF</b>               |                 |                 |
| Equities -- Index Fund                 | 1,436,476.75    | 1,265,474.76    |
| Fixed Income                           | 396,673.93      | 449,347.85      |
| <b>Total Wells Fargo - MDF</b>         | 1,833,150.68    | 1,714,822.61    |
| <b>Wells Fargo Money Market</b>        |                 |                 |
| Wells Fargo MM - PWV                   | 14,395.63       | 63,458.25       |
| Kay Long Memorial Fund                 | 10,712.10       | 9,845.73        |
| Molly Gant Scholarship Fund            | 17,284.83       | 15,886.87       |
| Kenya Partnership                      | 2,861.73        | 3,862.89        |
| Presbyterian Hunger Program            | 50,893.88       | 35,681.01       |
| Pack Endowment Fund                    | 222,364.40      | 220,974.40      |
| <b>Total Wells Fargo Money Market</b>  | 318,512.57      | 349,709.15      |
| <b>INVESTMENTS</b>                     |                 |                 |
| New Covenant Funds of PWV              | 264,913.74      | 232,499.69      |
| New Covenant New Ch. Devel             | 245,611.15      | 215,559.07      |
| New Covenant PEPS                      | 4,024.61        | 4,008.65        |
| New Covenant Slaughter                 | 2,300.19        | 2,113.73        |
| New Covenant Riner                     | 104,707.18      | 86,044.23       |
| New Covenant Scholarship               | 11,002.39       | 10,110.56       |
| New Covenant Seminary Student          | 53,349.32       | 46,821.80       |
| New Covenant Dickinson                 | 80,653.83       | 70,785.27       |
| New Covenant Bush Fund                 | 295,482.07      | 264,092.19      |
| New Covenant Midland Mem.              | 112,327.32      | 100,965.41      |
| New Covenant Small Church              | 1,486,221.53    | 1,210,205.92    |
| T Rowe Price - Rachel McClintic        | 1,647,004.83    | 1,472,667.11    |
| <b>Total INVESTMENTS</b>               | 4,307,598.16    | 3,715,873.63    |
| <b>TOTAL CHECKING/SAVINGS</b>          | 7,805,985.68    | 6,966,987.10    |
| Accounts Receivable                    | 0.00            | 0.00            |

**Presbytery of West Virginia  
Statement of Financial Position**

As of Dec 31 2024

|                                  | 12/31/24     | 12/31/23     |
|----------------------------------|--------------|--------------|
| Total Accounts Receivable        | 0.00         | 0.00         |
| <b>Other Current Assets</b>      |              |              |
| Notes Receivable MDF             | 50,110.90    | 54,913.86    |
| Notes Receivable Riner           | 3,415.04     | 3,615.04     |
| Notes Receivable R. McClintic    | 84,675.83    | 95,417.93    |
| Workers Comp Deposit             | 247.09       | 247.09       |
| Total Other Current Assets       | 138,448.86   | 154,193.92   |
| Total Current Assets             | 7,944,434.54 | 7,121,181.02 |
| <b>Fixed Assets</b>              |              |              |
| Land                             | 0.00         | 0.00         |
| Building & Grounds               | 0.00         | 0.00         |
| Furniture & Fixtures             | 0.00         | 0.00         |
| Capital Equipment                | 16,456.11    | 16,456.11    |
| Software                         | 669.51       | 669.51       |
| Accumulated Depreciation         | -16,947.05   | -16,542.05   |
| Total Fixed Assets               | 178.57       | 583.57       |
| TOTAL ASSETS                     | 7,944,613.11 | 7,121,764.59 |
| <b>LIABILITIES &amp; EQUITY</b>  |              |              |
| <b>Liabilities</b>               |              |              |
| <b>Current Liabilities</b>       |              |              |
| <b>Other Current Liabilities</b> |              |              |
| Benevolence Receipts Payable     | 6,914.19     | 20,351.84    |
| Payroll Liabilities              | 13,937.73    | 11,177.68    |
| Total Other Current Liabilities  | 20,851.92    | 31,529.52    |
| Deferred Revenue                 | 40,579.77    | 41,114.15    |
| Total Liabilities                | 61,431.69    | 72,643.67    |

**Presbytery of West Virginia  
Statement of Financial Position**

As of Dec 31 2024

|                                       | 12/31/24            | 12/31/23            |
|---------------------------------------|---------------------|---------------------|
| <b>Equity</b>                         |                     |                     |
| Fund Balance Funds of PWV             | 1,638,878.54        | 1,490,131.99        |
| Fund Balance - MDF                    | 1,750,467.27        | 1,520,744.27        |
| Fund Balance New Ch. Devel            | 214,345.33          | 184,604.99          |
| Fund Balance Hunger Prog              | 24,085.86           | 19,287.29           |
| Fund Balance PEPS                     | 3,986.00            | 3,433.06            |
| Fund Balance Slaughter                | 2,085.69            | 1,892.07            |
| Fund Balance Riner                    | 81,749.65           | 92,835.12           |
| Fund Balance Scholarship              | 10,007.14           | 9,050.41            |
| Fund Balance Seminary Student         | 46,556.29           | 40,097.71           |
| Fund Balance Dickinson                | 70,385.39           | 60,619.84           |
| Fund Balance Bush Fund                | 262,601.27          | 225,822.10          |
| Fund Balance Midland Mem.             | 100,394.03          | 86,293.77           |
| Fund Balance Small Church             | 1,203,179.55        | 1,030,282.28        |
| Fund Balance Kenya Partnership        | 3,869.89            | 2,751.95            |
| Fund Balance Rachel McClintic         | 1,465,130.44        | 1,363,483.00        |
| Fund Balance Kay Long Memorial        | 8,907.84            | 8,906.84            |
| Fund Balance Molly Gant Fund          | 15,561.87           | 14,371.94           |
| Fund Balance Pack Endowment           | 220,974.40          | 220,290.01          |
| Fund Balance New Life                 | 426,537.40          | 348,218.99          |
| Net Income                            |                     | -53,828.29          |
| <b>Total Equity</b>                   | <b>7,549,703.85</b> | <b>6,669,289.34</b> |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <b>7,611,135.54</b> | <b>6,741,933.01</b> |



**2024 BENEVOLENCE PLEDGING & PER CAPITA REPORT**

|                             |           |                |            | 2024          | Per Capita        |
|-----------------------------|-----------|----------------|------------|---------------|-------------------|
|                             | 2024      | 2024 Giving at | 12/31/22   | Per Capita    | Rec'd at 12/31/24 |
|                             | Pledge    | 12/31/24       | Membership | (\$30.30/mbr) |                   |
| Alderson                    |           |                | 7          | 212.10        |                   |
| Alexander Memorial          | 290.00    | 290.00         | 7          | 212.10        | 212.00            |
| Anderson Memorial           |           |                | 22         | 666.60        |                   |
| Bates Memorial              |           |                | 83         | 2,514.90      | 2,514.90          |
| Baxter                      |           | 300.00         | 10         | 303.00        | 121.20            |
| Beckley                     | 12,000.00 | 8,000.00       | 196        | 5,938.80      | 4,363.20          |
| Beechwood                   | 319.00    | 319.00         | 35         | 1,060.50      | 1,061.00          |
| Belington                   | 720.00    | 720.00         | 19         | 575.70        | 575.70            |
| Belle                       | 1,633.00  | 816.50         | 6          | 181.80        | 181.80            |
| Bethlehem                   |           | 100.00         | 18         | 545.40        | 240.00            |
| Beulah Humble               |           |                | 13         | 393.90        |                   |
| Beverly                     |           |                | 17         | 515.10        | 515.10            |
| Big Spring                  |           |                | 10         | 303.00        | 303.00            |
| Bluefield-First             |           | 7,425.00       | 80         | 2,424.00      | 2,222.00          |
| Bradley                     | -         |                | 17         | 515.10        | 394.00            |
| Bramwell                    |           |                | 16         | 484.80        |                   |
| Bream Memorial              |           | 1,500.00       | 115        | 3,484.50      | 3,484.50          |
| Bridgeport (all PWV)        | 3,000.00  | 2,500.00       | 113        | 3,423.90      | 3,139.25          |
| Buckhannon-First            | 273.00    | 273.30         | 9          | 272.70        | 272.70            |
| Canyon Community            |           | 500.00         | 6          | 181.80        | 181.80            |
| Centerville                 | 5,360.00  | 5,360.00       | 26         | 787.80        | 787.80            |
| Charleston-First (all PWV)  | 38,588.00 | 38,588.00      | 712        | 21,573.60     | 21,573.60         |
| Church of Our Saviour       | 800.00    | 800.00         | 7          | 212.10        | 212.10            |
| Ch. of the Covenant-Grafton | 2,388.55  | 2,979.40       | 26         | 787.80        | 196.95            |
| Clarksburg-First            | 6,500.00  | 6,500.00       | 133        | 4,029.90      | 4,090.00          |
| Clear Creek                 |           |                | 18         | 545.40        | 545.40            |
| Clifton                     | 3,000.00  | 2,750.00       | 62         | 1,878.60      | 1,722.05          |
| Clothier                    |           |                | 9          | 272.70        | 242.40            |
| Comfort                     |           | 545.50         | 15         | 454.50        | 454.50            |
| Arthurdale - Community      | 1,300.00  | 1,300.00       | 26         | 787.80        | 787.80            |
| Davis Mem. - Elkins         | 11,000.00 | 11,000.00      | 152        | 4,605.60      | 4,670.85          |
| Davis Mem. - Gassaway       | 1,061.00  | 960.00         | 11         | 333.30        | 480.84            |
| Dunbar-First                | 2,121.00  | 800.00         | 70         | 2,121.00      | 2,121.00          |
| Edgewood                    | 3,528.00  | 3,528.00       | 42         | 1,272.60      | 1,272.60          |
| Eleanor                     |           |                | 12         | 363.60        | 363.60            |
| Elk Hills                   | 1,000.00  | 1,000.00       | 42         | 1,272.60      | 1,272.60          |
| Enslow Park                 |           |                | 96         | 2,908.80      | 2,181.75          |
| Fairmont-First              | 5,150.00  | 3,862.45       | 100        | 3,030.00      | 2,272.50          |
| Falls View                  | 1,855.00  |                | 8          | 242.40        |                   |
| Fayetteville                | 9,119.00  | 9,119.00       | 83         | 2,514.90      | 2,515.00          |

**2024 BENEVOLENCE PLEDGING & PER CAPITA REPORT**

|                      |                  |                |                   | <b>2024</b>          | <b>Per Capita</b> |
|----------------------|------------------|----------------|-------------------|----------------------|-------------------|
|                      | <b>2024</b>      | 2024 Giving at | <b>12/31/22</b>   | <b>Per Capita</b>    | Rec'd at 12/31/24 |
|                      | <b>Pledge</b>    | 12/31/24       | <b>Membership</b> | <b>(\$30.30/mbr)</b> |                   |
| Colcord-First        |                  |                | 25                | <b>757.50</b>        | 722.15            |
| Kingwood-First       | <b>6,000.00</b>  | 6,000.00       | 30                | <b>909.00</b>        | 909.00            |
| Nitro-First          | <b>1,000.00</b>  | 1,000.00       | 79                | <b>2,393.70</b>      | 2,393.70          |
| Fleming Memorial     | <b>2,700.00</b>  | 2,700.00       | 28                | <b>848.40</b>        | 850.00            |
| Frankford            | <b>2,956.00</b>  | 2,956.00       | 20                | <b>606.00</b>        | 606.00            |
| Gilbert              |                  |                | 48                | <b>1,454.40</b>      |                   |
| Glenville            | <b>4,520.00</b>  | 4,520.00       | 20                | <b>606.00</b>        | 606.00            |
| Grace Covenant       |                  |                | 15                | <b>454.50</b>        |                   |
| Harman               |                  |                | 16                | <b>484.80</b>        | 484.80            |
| Highlawn Huntington  | 14,000.00        | 14,000.00      | 146               | <b>4,423.80</b>      | 4,423.80          |
| Highlawn St. Albans  | <b>4,000.00</b>  | 4,000.00       | 45                | <b>1,363.50</b>      | 1,364.00          |
| Hinton-First         | <b>2,100.00</b>  | 1,575.00       | 25                | <b>757.50</b>        | 909.00            |
| Hughes River - Cairo |                  | 2,000.00       | 8                 | <b>242.40</b>        | 303.00            |
| Huntington-First     |                  |                | 258               | <b>7,817.40</b>      |                   |
| Kanawha United       | <b>15,225.00</b> | 15,225.00      | 157               | <b>4,757.10</b>      | 4,775.00          |
| Kenova-First         |                  |                | 29                | <b>878.70</b>        | 450.00            |
| Kesler Memorial      |                  |                | 27                | <b>818.10</b>        |                   |
| Kuhn Memorial        | <b>1,500.00</b>  | 1,624.36       | 81                | <b>2,454.30</b>      | 2,454.40          |
| Liberty              |                  |                | 17                | <b>515.10</b>        |                   |
| Logan-First          | <b>9,791.00</b>  | 8,975.12       | 74                | <b>2,242.20</b>      | 2,242.20          |
| Mannington-First     |                  |                | 20                | <b>606.00</b>        |                   |
| Marlinton            | <b>2,260.80</b>  | 2,260.80       | 64                | <b>1,939.20</b>      | 1,939.20          |
| Marsh Fork           |                  |                | 13                | <b>393.90</b>        | 393.90            |
| Mill Creek           |                  | 5,095.00       | 19                | <b>575.70</b>        | 575.70            |
| Milton               |                  |                | 20                | <b>606.00</b>        |                   |
| Mingo                |                  |                | 19                | <b>575.70</b>        | 575.70            |
| Morgantown-First     |                  | 16,475.00      | 238               | <b>7,211.40</b>      | 7,062.00          |
| Mount Hope           |                  |                | 8                 | <b>242.40</b>        | 242.40            |
| Oak Grove            | <b>1,200.00</b>  | 1,200.00       | 62                | <b>1,878.60</b>      | 1,878.60          |
| Oak Hill-First       |                  |                | 39                | <b>1,181.70</b>      |                   |
| Old Stone            |                  |                | 200               | <b>6,060.00</b>      |                   |
| Parkersburg-First    |                  |                | 108               | <b>3,272.40</b>      | 3,212.40          |
| Parsons              |                  |                | 16                | <b>484.80</b>        | 484.80            |
| Philippi             | -                |                | 8                 | <b>242.40</b>        | 242.40            |
| Pineville            |                  |                | 35                | <b>1,060.50</b>      | 1,060.50          |
| Pt. Pleasant         | <b>10,343.00</b> | 9,481.12       | 70                | <b>2,121.00</b>      | 1,944.25          |
| Ravenswood-First     | <b>4,603.40</b>  | 4,058.00       | 18                | <b>545.40</b>        | 545.40            |
| Ripley-First         |                  | 1,116.50       | 16                | <b>484.80</b>        | 484.80            |
| Riverlawn            |                  | 2,000.00       | 71                | <b>2,151.30</b>      | 2,151.30          |
| Rock Forge           |                  |                | 14                | <b>424.20</b>        |                   |

**2024 BENEVOLENCE PLEDGING & PER CAPITA REPORT**

|                             |                   |                   |                   | <b>2024</b>          | <b>Per Capita</b> |
|-----------------------------|-------------------|-------------------|-------------------|----------------------|-------------------|
|                             | <b>2024</b>       | 2024 Giving at    | <b>12/31/22</b>   | <b>Per Capita</b>    | Rec'd at 12/31/24 |
|                             | <b>Pledge</b>     | 12/31/24          | <b>Membership</b> | <b>(\$30.30/mbr)</b> |                   |
| Rock Lake                   | <b>2,636.00</b>   | 2,636.00          | 87                | <b>2,636.10</b>      | 2,416.30          |
| Rome                        | <b>189.00</b>     | 141.00            | 4                 | <b>121.20</b>        | 80.80             |
| Ronceverte                  | <b>3,100.00</b>   | <b>3,100.00</b>   | 73                | <b>2,211.90</b>      | 2,200.00          |
| Salem                       | <b>1,000.00</b>   | 1,000.00          | 13                | <b>393.90</b>        | 393.90            |
| Huntington Second           | <b>454.50</b>     |                   | 15                | <b>454.50</b>        | 454.50            |
| Smithers                    | <b>1,000.00</b>   | 1,146.00          | 18                | <b>545.40</b>        | 400.00            |
| South Charleston-First      |                   |                   | 124               | <b>3,757.20</b>      | 3,757.20          |
| South Park                  | <b>2,300.00</b>   | 1,725.00          | 30                | <b>909.00</b>        | 681.75            |
| Spencer                     | <b>1,124.00</b>   | 1,070.00          | 7                 | <b>212.10</b>        | 242.40            |
| Spring Creek                | <b>1,313.00</b>   | 1,313.00          | 34                | <b>1,030.20</b>      | 1,030.20          |
| Spring Valley               |                   |                   | 54                | <b>1,636.20</b>      |                   |
| St. Albans-First            |                   |                   | 116               | <b>3,514.80</b>      | 3,514.80          |
| St. Andrew                  | <b>1,697.00</b>   |                   | 56                | <b>1,696.80</b>      |                   |
| Sugar Grove                 | <b>2,378.00</b>   | 2,378.00          | 12                | <b>363.60</b>        | 363.60            |
| Summerlee                   | <b>210.00</b>     | 157.50            | 9                 | <b>272.70</b>        | 204.54            |
| Summersville                | <b>3,138.00</b>   | 1,623.00          | 50                | <b>1,515.00</b>      | 1,515.00          |
| Teays Valley                | -                 |                   | 108               | <b>3,272.40</b>      | 2,636.12          |
| Thomas-First                | 424.20            | 528.00            | 14                | <b>424.20</b>        | 424.20            |
| Trinity                     |                   |                   | 10                | <b>303.00</b>        | 100.00            |
| Tygarts Valley              |                   |                   | 29                | <b>878.70</b>        | 878.70            |
| Union                       | <b>2,536.00</b>   | 1,600.00          | 21                | <b>636.30</b>        | 640.00            |
| Upper Glade                 | <b>1,000.00</b>   | 1,000.00          | 41                | <b>1,242.30</b>      | 1,275.00          |
| Valley Bend                 | <b>2,399.00</b>   | 2,399.00          | 30                | <b>909.00</b>        | 909.00            |
| Village Chapel              | <b>15,000.00</b>  | 11,525.36         | 193               | <b>5,847.90</b>      | 5,847.84          |
| Waverly-Bethel              | <b>1,628.00</b>   | 1,628.00          | 11                | <b>333.30</b>        | 333.30            |
| Westminster-Vienna          | <b>5,630.00</b>   | 5,630.00          | 92                | <b>2,787.60</b>      | 2,787.00          |
| Weston-First                | <b>1,400.00</b>   | 1,402.00          | 10                | <b>303.00</b>        |                   |
| White Sulphur Springs-First |                   | 803.80            | 33                | <b>999.90</b>        | 786.10            |
| Whitesville-First           | -                 |                   | 9                 | <b>272.70</b>        | 272.70            |
| Williamson-First            | -                 |                   | 63                | <b>1,908.90</b>      | 1,908.90          |
| Williamstown-First          |                   | 6,350.00          | 73                | <b>2,211.90</b>      | 2,211.90          |
| Winfield                    | <b>575.00</b>     | 576.00            | 12                | <b>363.60</b>        | 363.60            |
| Zion                        |                   | 730.00            | 34                | <b>1,030.20</b>      | 1,030.20          |
| <b>TOTALS</b>               | <b>244,336.45</b> | <b>268,559.71</b> | 6,140             | 186,042.00           | 153,491.44        |

2025 BENEVOLENCE PLEDGING PER CAPITA REPORT

|                            | 2025<br>Pledge | 2025<br>Request | 2024<br>Pledge | 2023<br>Membershi | 2025<br>Per Capita<br>(\$30.30/mbr | 2022<br>Members | 2024                        |
|----------------------------|----------------|-----------------|----------------|-------------------|------------------------------------|-----------------|-----------------------------|
|                            |                |                 |                |                   |                                    |                 | Per Capita<br>(\$30.30/mbr) |
| Alderson                   |                |                 |                | 7                 | 212.10                             | 7               | 212.10                      |
| Alexander Memorial         | 290            | 290.00          | 290            | 7                 | 212.10                             | 7               | 212.10                      |
| Anderson Memorial          |                | 666.60          |                | 22                | 666.60                             | 22              | 666.60                      |
| Arthurdale - Community     | 1300           | 1,300.00        | 1300           | 25                | 757.50                             | 26              | 787.80                      |
| Bates Memorial             |                | 1,727.10        |                | 57                | 1,727.10                           | 83              | 2,514.90                    |
| Baxter                     |                | 151.50          |                | 5                 | 151.50                             | 10              | 303.00                      |
| Beckley                    |                | 12,000.00       | 12000          | 144               | 4,363.20                           | 196             | 5,938.80                    |
| Beechwood                  | 360            | 1,090.80        | 319            | 36                | 1,090.80                           | 35              | 1,060.50                    |
| Belington                  |                | 720.00          | 720            | 19                | 575.70                             | 19              | 575.70                      |
| Belle                      | 1633           | 1,633.00        | 1633           | 5                 | 151.50                             | 6               | 181.80                      |
| Bethlehem                  |                | 242.40          |                | 8                 | 242.40                             | 18              | 545.40                      |
| Beulah Humble              |                | 393.90          |                | 13                | 393.90                             | 13              | 393.90                      |
| Beverly                    |                | 575.70          |                | 19                | 575.70                             | 17              | 515.10                      |
| Big Spring                 |                | 303.00          |                | 10                | 303.00                             | 10              | 303.00                      |
| Bluefield-First            |                | 1,787.70        |                | 59                | 1,787.70                           | 80              | 2,424.00                    |
| Bradley                    |                | 515.10          | 0              | 17                | 515.10                             | 17              | 515.10                      |
| Bramwell                   |                | 515.10          |                | 17                | 515.10                             | 16              | 484.80                      |
| Bream Memorial             |                | 2,575.50        |                | 85                | 2,575.50                           | 115             | 3,484.50                    |
| Bridgeport (all PWV)       |                | 3,454.20        | 3000           | 114               | 3,454.20                           | 113             | 3,423.90                    |
| Buckhannon-First           | 400            | 272.70          | 273            | 9                 | 272.70                             | 9               | 272.70                      |
| Canyon Community           |                | 151.50          |                | 5                 | 151.50                             | 6               | 181.80                      |
| Centerville                |                | 5,360.00        | 5360           | 23                | 696.90                             | 26              | 787.80                      |
| Ch. of the Covenant-       | 2388.55        | 2,388.00        | 2388.55        | 25                | 757.50                             | 26              | 787.80                      |
| Charleston-First (all PWV) |                | 38,588.00       | 38588          | 706               | 21,391.80                          | 712             | 21,573.60                   |
| Church of Our Saviour      |                | 800.00          | 800            | 7                 | 212.10                             | 7               | 212.10                      |
| Clarksburg-First           |                | 6,500.00        | 6500           | 135               | 4,090.50                           | 133             | 4,029.90                    |
| Clear Creek                |                | 545.40          |                | 18                | 545.40                             | 18              | 545.40                      |
| Clifton                    | 3000           | 3,000.00        | 3000           | 59                | 1,787.70                           | 62              | 1,878.60                    |
| Clothier                   |                | 272.70          |                | 9                 | 272.70                             | 9               | 272.70                      |
| Colcord-First              |                | 757.50          |                | 25                | 757.50                             | 25              | 757.50                      |
| Comfort                    |                | 454.50          |                | 15                | 454.50                             | 15              | 454.50                      |
| Davis Mem. - Elkins        | 11408          | 11,000.00       | 11000          | 146               | 4,423.80                           | 152             | 4,605.60                    |
| Davis Mem. - Gassaway      | 1061           | 1,061.00        | 1061           | 11                | 333.30                             | 11              | 333.30                      |
| Dunbar-First               |                | 2,121.00        | 2121           | 40                | 1,212.00                           | 70              | 2,121.00                    |
| Edgewood                   | 3528           | 3,528.00        | 3528           | 44                | 1,333.20                           | 42              | 1,272.60                    |
| Eleanor                    |                | 363.60          |                | 12                | 363.60                             | 12              | 363.60                      |
| Elk Hills                  | 1000           | 1,212.00        | 1000           | 40                | 1,212.00                           | 42              | 1,272.60                    |

**2025 BENEVOLENCE PLEDGING PER CAPITA REPORT**

|                      |      |                  |        |  |     |                 |     |          |
|----------------------|------|------------------|--------|--|-----|-----------------|-----|----------|
| Enslow Park          |      | <b>2,727.00</b>  |        |  | 90  | <b>2,727.00</b> | 96  | 2,908.80 |
| Fairmont-First       |      | <b>5,150.00</b>  | 5150   |  | 121 | <b>3,666.30</b> | 100 | 3,030.00 |
| Falls View           |      | <b>1,855.00</b>  | 1855   |  | 8   | <b>242.40</b>   | 8   | 242.40   |
| Fayetteville         | 9119 | <b>9,119.00</b>  | 9119   |  | 77  | <b>2,333.10</b> | 83  | 2,514.90 |
| Fleming Memorial     | 2700 | <b>2,700.00</b>  | 2700   |  | 29  | <b>878.70</b>   | 28  | 848.40   |
| Frankford            | 2956 | <b>2,956.00</b>  | 2956   |  | 19  | <b>575.70</b>   | 20  | 606.00   |
| Gilbert              |      | <b>1,424.10</b>  |        |  | 47  | <b>1,424.10</b> | 48  | 1,454.40 |
| Glenville            | 4520 | <b>4,520.00</b>  | 4520   |  | 22  | <b>666.60</b>   | 20  | 606.00   |
| Grace Covenant       |      | <b>454.50</b>    |        |  | 15  | <b>454.50</b>   | 15  | 454.50   |
| Harman               |      | <b>333.30</b>    |        |  | 11  | <b>333.30</b>   | 16  | 484.80   |
| Highlawn Huntington  |      | <b>14,000.00</b> | 14000  |  | 137 | <b>4,151.10</b> | 146 | 4,423.80 |
| Highlawn St. Albans  |      | <b>4,000.00</b>  | 4000   |  | 49  | <b>1,484.70</b> | 45  | 1,363.50 |
| Hinton-First         | 2100 | <b>2,100.00</b>  | 2100   |  | 30  | <b>909.00</b>   | 25  | 757.50   |
| Hughes River - Cairo |      | <b>242.40</b>    |        |  | 8   | <b>242.40</b>   | 8   | 242.40   |
| Huntington Second    |      | <b>454.50</b>    | 454.5  |  | 15  | <b>454.50</b>   | 15  | 454.50   |
| Huntington-First     |      | <b>7,635.60</b>  |        |  | 252 | <b>7,635.60</b> | 258 | 7,817.40 |
| Kanawha United       |      | <b>15,225.00</b> | 15225  |  | 155 | <b>4,696.50</b> | 157 | 4,757.10 |
| Kenova-First         |      | <b>878.70</b>    |        |  | 29  | <b>878.70</b>   | 29  | 878.70   |
| Kesler Memorial      |      | <b>818.10</b>    |        |  | 27  | <b>818.10</b>   | 27  | 818.10   |
| Kingwood-First       |      | <b>6,000.00</b>  | 6000   |  | 27  | <b>818.10</b>   | 30  | 909.00   |
| Kuhn Memorial        |      | <b>1,500.00</b>  | 1500   |  | 82  | <b>2,484.60</b> | 81  | 2,454.30 |
| Liberty              |      | <b>515.00</b>    |        |  | 17  | <b>515.10</b>   | 17  | 515.10   |
| Logan-First          |      | <b>9,791.00</b>  | 9791   |  | 72  | <b>2,181.60</b> | 74  | 2,242.20 |
| Mannington-First     |      | <b>606.00</b>    |        |  | 20  | <b>606.00</b>   | 20  | 606.00   |
| Marlinton            |      | <b>2,260.00</b>  | 2260.8 |  | 69  | <b>2,090.70</b> | 64  | 1,939.20 |
| Marsh Fork           |      | <b>393.90</b>    |        |  | 13  | <b>393.90</b>   | 13  | 393.90   |
| Mill Creek           |      | <b>575.70</b>    |        |  | 19  | <b>575.70</b>   | 19  | 575.70   |
| Milton               |      | <b>606.00</b>    |        |  | 20  | <b>606.00</b>   | 20  | 606.00   |
| Mingo                |      | <b>393.90</b>    |        |  | 13  | <b>393.90</b>   | 19  | 575.70   |
| Morgantown-First     |      | <b>7,272.00</b>  |        |  | 240 | <b>7,272.00</b> | 238 | 7,211.40 |
| Mount Hope           |      | <b>242.40</b>    |        |  | 8   | <b>242.40</b>   | 8   | 242.40   |
| Nitro-First          |      | <b>2,394.00</b>  | 1000   |  | 73  | <b>2,211.90</b> | 79  | 2,393.70 |
| Oak Grove            |      | <b>1,878.60</b>  | 1200   |  | 62  | <b>1,878.60</b> | 62  | 1,878.60 |
| Oak Hill-First       |      | <b>818.10</b>    |        |  | 27  | <b>818.10</b>   | 39  | 1,181.70 |
| Old Stone            |      | <b>6,029.70</b>  |        |  | 199 | <b>6,029.70</b> | 200 | 6,060.00 |
| Parkersburg-First    |      | <b>3,211.80</b>  |        |  | 106 | <b>3,211.80</b> | 108 | 3,272.40 |
| Parsons              |      | <b>484.80</b>    |        |  | 16  | <b>484.80</b>   | 16  | 484.80   |
| Philippi             |      | <b>242.40</b>    | 0      |  | 8   | <b>242.40</b>   | 8   | 242.40   |
| Pineville            |      | <b>1,060.50</b>  |        |  | 35  | <b>1,060.50</b> | 35  | 1,060.50 |
| Pt. Pleasant         |      | <b>10,343.00</b> | 10343  |  | 70  | <b>2,121.00</b> | 70  | 2,121.00 |

## 2025 BENEVOLENCE PLEDGING PER CAPITA REPORT

|                             |                  |                   |            |                 |                   |                 |                   |
|-----------------------------|------------------|-------------------|------------|-----------------|-------------------|-----------------|-------------------|
| Ravenswood-First            | 4603             | <b>4,603.00</b>   | 4603.4     | 17              | <b>515.10</b>     | 18              | 545.40            |
| Ripley-First                |                  | <b>303.00</b>     |            | 10              | <b>303.00</b>     | 16              | 484.80            |
| Riverlawn                   |                  | <b>2,333.10</b>   |            | 77              | <b>2,333.10</b>   | 71              | 2,151.30          |
| Rock Forge                  |                  | <b>424.20</b>     |            | 14              | <b>424.20</b>     | 14              | 424.20            |
| Rock Lake                   | 2606             | <b>2,605.80</b>   | 2636       | 86              | <b>2,605.80</b>   | 87              | 2,636.10          |
| Rome                        | 190              | <b>190.00</b>     | 189        | 4               | <b>121.20</b>     | 4               | 121.20            |
| <b>Ronceverte</b>           | 3200             | <b>3,100.00</b>   | 3100       | 73              | <b>2,211.90</b>   | 73              | 2,211.90          |
| Salem                       |                  | <b>1,000.00</b>   | 1000       | 13              | <b>393.90</b>     | 13              | 393.90            |
| Smithers                    | 1000             | <b>1,000.00</b>   | 1000       | 16              | <b>484.80</b>     | 18              | 545.40            |
| South Charleston-First      | 0                | <b>3,696.60</b>   |            | 122             | <b>3,696.60</b>   | 124             | 3,757.20          |
| South Park                  | 2300             | <b>2,300.00</b>   | 2300       | 29              | <b>878.70</b>     | 30              | 909.00            |
| Spencer                     | 1312.4           | <b>1,124.00</b>   | 1124       | 7               | <b>212.10</b>     | 7               | 212.10            |
| Spring Creek                |                  | <b>1,313.00</b>   | 1313       | 37              | <b>1,121.10</b>   | 34              | 1,030.20          |
| Spring Valley               |                  | <b>1,636.20</b>   |            | 54              | <b>1,636.20</b>   | 54              | 1,636.20          |
| St. Albans-First            | 0                | <b>3,575.40</b>   |            | 118             | <b>3,575.40</b>   | 116             | 3,514.80          |
| St. Andrew                  |                  | <b>1,700.00</b>   | 1697       | 34              | <b>1,030.20</b>   | 56              | 1,696.80          |
| Sugar Grove                 |                  | <b>2,378.00</b>   | 2378       | 11              | <b>333.30</b>     | 12              | 363.60            |
| Summerlee                   |                  | <b>272.70</b>     | 210        | 9               | <b>272.70</b>     | 9               | 272.70            |
| Summersville                |                  | <b>3,138.00</b>   | 3138       | 54              | <b>1,636.20</b>   | 50              | 1,515.00          |
| Teays Valley                | 0                | <b>2,636.10</b>   | 0          | 87              | <b>2,636.10</b>   | 108             | 3,272.40          |
| <b>Thomas-First</b>         | <b>433.16</b>    | <b>424.20</b>     | 424.2      | 14              | <b>424.20</b>     | 14              | 424.20            |
| Trinity                     |                  | <b>303.00</b>     |            | 10              | <b>303.00</b>     | 10              | 303.00            |
| Tygarts Valley              |                  | <b>909.00</b>     |            | 30              | <b>909.00</b>     | 29              | 878.70            |
| Union                       | 636.3            | <b>2,536.00</b>   | 2536       | 21              | <b>636.30</b>     | 21              | 636.30            |
| Upper Glade                 | 1000             | <b>1,000.00</b>   | 1000       | 35              | <b>1,060.50</b>   | 41              | 1,242.30          |
| Valley Bend                 | 2399             | <b>2,399.00</b>   | 2399       | 31              | <b>939.30</b>     | 30              | 909.00            |
| Village Chapel              | 10000            | <b>15,000.00</b>  | 15000      | 193             | <b>5,847.90</b>   | 193             | 5,847.90          |
| Waverly-Bethel              | 1628             | <b>1,628.00</b>   | 1628       | 13              | <b>393.90</b>     | 11              | 333.30            |
| Westminster-Vienna          | 5630             | <b>5,630.00</b>   | 5630       | 92              | <b>2,787.60</b>   | 92              | 2,787.60          |
| Weston-First                |                  | <b>1,400.00</b>   | 1400       | 10              | <b>303.00</b>     | 10              | 303.00            |
| White Sulphur Springs-First |                  | <b>393.90</b>     |            | 13              | <b>393.90</b>     | 33              | 999.90            |
| Whitesville-First           | 0                | <b>303.00</b>     | 0          | 10              | <b>303.00</b>     | 9               | 272.70            |
| Williamson-First            |                  | <b>1,908.90</b>   | 0          | 63              | <b>1,908.90</b>   | 63              | 1,908.90          |
| Williamstown-First          | 6500             | <b>2,181.60</b>   |            | 72              | <b>2,181.60</b>   | 73              | 2,211.90          |
| Winfield                    | 585              | <b>575.00</b>     | 575        | 12              | <b>363.60</b>     | 12              | 363.60            |
| Zion                        |                  | <b>1,030.20</b>   |            | 34              | <b>1,030.20</b>   | 34              | 1,030.20          |
| <b>TOTALS</b>               | <b>91,786.41</b> | <b>318,480.40</b> | 244,336.45 | <b>5,860.00</b> | <b>177,558.00</b> | <b>6,140.00</b> | <b>186,042.00</b> |

2025 BENEVOLENCE PLEDGE

| PLEDGE AMOUNT<br>CHURCH | 2025<br>Pledge | 2025<br>Request | 2024<br>Pledge | 12/31/23<br>Memberships |
|-------------------------|----------------|-----------------|----------------|-------------------------|
| Davis Mem. - Elkins     | 11,408.00      | 11,000.00       | 11,000.00      | 146                     |
| Village Chapel          | 10,000.00      | 15,000.00       | 15,000.00      | 193                     |
| Fayetteville            | 9,119.00       | 9,119.00        | 9,119.00       | 77                      |
| Williamstown-First      | 6,500.00       | 2,181.60        |                | 72                      |
| Westminster-Vienna      | 5,630.00       | 5,630.00        | 5,630.00       | 92                      |
| Ravenswood-First        | 4,603.00       | 4,603.00        | 4,603.40       | 17                      |
| Glenville               | 4,520.00       | 4,520.00        | 4,520.00       | 22                      |
| Edgewood                | 3,528.00       | 3,528.00        | 3,528.00       | 44                      |
| Ronceverte              | 3,200.00       | 3,100.00        | 3,100.00       | 73                      |
| Clifton                 | 3,000.00       | 3,000.00        | 3,000.00       | 59                      |
| Frankford               | 2,956.00       | 2,956.00        | 2,956.00       | 19                      |
| Fleming Memorial        | 2,700.00       | 2,700.00        | 2,700.00       | 29                      |
| Rock Lake               | 2,606.00       | 2,605.80        | 2,636.00       | 86                      |
| Valley Bend             | 2,399.00       | 2,399.00        | 2,399.00       | 31                      |
| Ch. of the Covenant-    | 2,388.55       | 2,388.00        | 2,388.55       | 25                      |
| South Park              | 2,300.00       | 2,300.00        | 2,300.00       | 29                      |
| Hinton-First            | 2,100.00       | 2,100.00        | 2,100.00       | 30                      |
| Belle                   | 1,633.00       | 1,633.00        | 1,633.00       | 5                       |
| Waverly-Bethel          | 1,628.00       | 1,628.00        | 1,628.00       | 13                      |
| Spencer                 | 1,312.40       | 1,124.00        | 1,124.00       | 7                       |

| PLEDGE PER MEMBER<br>CHURCH | 2025<br>Pledge | 2025<br>Request | 2024<br>Pledge | 12/31/23<br>Memberships |
|-----------------------------|----------------|-----------------|----------------|-------------------------|
| Belle                       | \$1,633.00     | \$1,633.00      | \$1,633.00     | 5                       |
| Ravenswood-First            | \$4,603.00     | \$4,603.00      | \$4,603.00     | 17                      |
| Glenville                   | \$4,520.00     | \$4,520.00      | \$4,520.00     | 22                      |
| Spencer                     | \$1,312.40     | \$1,124.00      | \$1,124.00     | 7                       |
| Frankford                   | \$2,956.00     | \$2,956.00      | \$2,956.00     | 19                      |
| Waverly-Bethel              | \$1,628.00     | \$1,628.00      | \$1,628.00     | 13                      |
| Fayetteville                | \$9,119.00     | \$9,119.00      | \$9,119.00     | 77                      |
| Davis Mem. - Gassaway       | \$1,061.00     | \$1,061.00      | \$1,061.00     | 11                      |
| Ch. of the Covenant-        | \$2,388.55     | \$2,388.00      | \$2,388.00     | 25                      |
| Fleming Memorial            | \$2,700.00     | \$2,700.00      | \$2,700.00     | 29                      |
| Williamstown-First          | \$6,500.00     | \$2,181.60      | \$2,181.60     | 72                      |
| Edgewood                    | \$3,528.00     | \$3,528.00      | \$3,528.00     | 44                      |
| South Park                  | \$2,300.00     | \$2,300.00      | \$2,300.00     | 29                      |
| Davis Mem. - Elkins         | #####          | #####           | #####          | 146                     |
| Valley Bend                 | \$2,399.00     | \$2,399.00      | \$2,399.00     | 31                      |
| Hinton-First                | \$2,100.00     | \$2,100.00      | \$2,100.00     | 30                      |
| Smithers                    | \$1,000.00     | \$1,000.00      | \$1,000.00     | 16                      |
| Westminster-Vienna          | \$5,630.00     | \$5,630.00      | \$5,630.00     | 92                      |
| Arthurdale - Community      | \$1,300.00     | \$1,300.00      | \$1,300.00     | 25                      |
| Village Chapel              | #####          | \$3,000.00      | #####          | 193                     |

**1/28/2025**

Bluestone Conference Center Inc.  
Financial Report 12.31.24

| INCOME                         | 2024 Actual       | 2024 Budget       |              |                                  |  | Balance Sheet        |                     |
|--------------------------------|-------------------|-------------------|--------------|----------------------------------|--|----------------------|---------------------|
| Grant Subsidy - McClintic Fund | -                 | \$ -              |              |                                  |  | <b>12/31/24</b>      | <b>12/31/23</b>     |
| Retreats - Bluestone Events    | 4,664.00          | 6,500             | 71.8%        |                                  | ASSETS   |                      |                     |
| Retreats - Presbyterian        | 5,978.40          | 5,000             | 119.6%       |                                  | Current Assets                                 | \$ 30,020.99         | \$ 28,317.38        |
| Retreats - Non - Presbyterian  | 66,744.80         | 60,000            | 111.2%       | Property & Equip. (net of depr.) |  | 140,501.82           | 140,146.11          |
| Summer Camp Registrations      | 33,996.75         | 40,500            | 83.9%        |                                  | <b>TOTAL ASSETS</b>                            | <b>\$ 170,522.81</b> | <b>\$ 168,463</b>   |
| RV/Tent Camping                | 1,934.00          | 2,000             | 96.7%        |                                  |  |                      |                     |
| Donations                      | 17,218.02         | 15,000            | 114.8%       |                                  | LIABILITIES                                    |                      |                     |
| Friends of Bluestone           | 20,000.00         | 60,000            | 33.3%        |                                  | Current Liabilities                            | \$ 1,992.48          | \$ 439.99           |
| MDF-Line of credit             |                   | 0                 |              |                                  | Long Term Debt                                 | 74,133.58            | 81,824.92           |
| Hinton Account                 |                   | 2,000             | 0.0%         |                                  | <b>TOTAL LIABILITIES</b>                       | <b>\$ 76,126.06</b>  | <b>\$ 82,265</b>    |
| Reserves                       |                   | 19,000            | 0.0%         |                                  |  |                      |                     |
| Interest                       | 2.34              | 0                 |              |                                  | EQUITY   | \$ 4,148.98          | \$ 4,148.98         |
| Miscellaneous                  | 20,518.89         | -                 |              |                                  | <b>TOTAL LIABILITIES &amp; EQUITY</b>          | <b>\$ 80,275.04</b>  | <b>\$ 86,413.89</b> |
| <b>TOTAL INCOME</b>            | <b>\$ 171,057</b> | <b>\$ 210,000</b> | <b>81.5%</b> |                                  |  |                      |                     |
| EXPENSES                       | 2024 Actual       | 2024 Budget       |              |                                  |  |                      |                     |
| Salaries & Personnel           | \$ 44,537         | \$ 46,100         | 96.6%        |                                  |  |                      |                     |
| Office & Administration        | 13,989            | 17,058            | 82.0%        |                                  |  |                      |                     |
| Plant & Operation              | 60,067.56         | 67,259            | 89.3%        |                                  |  |                      |                     |
| Special Expenses               | 7,026             | 6,624             | 106.1%       |                                  | <b>*NOTE* - Presbytery 2024 Budget Support</b> |                      |                     |
| Special Projects               | 1,317             | 37,000            | 3.6%         |                                  |  |                      |                     |
| Planned Expenses               | 11,927            | 15,000            | 79.5%        |                                  | Facilities Director comp                       | \$ 71,597            |                     |
| Summer Camp Registration Exp   | 2,508             | 2,289             | 109.6%       |                                  | Program Director comp                          | 20,000               |                     |
| Summer Staff & Salary          | 19,111            | 13,120            | 145.7%       |                                  | Property Insurance                             | 15,172               |                     |
| Summer Program                 | 1,443             | 1,550             | 93.1%        |                                  | Committee expense                              | 1,000                |                     |
| Summer Camp Trips              | 1,891             | 4,000             | 47.3%        |                                  | Banking fees                                   | 50                   |                     |
| <b>TOTAL EXPENSE</b>           | <b>\$ 163,815</b> | <b>\$ 210,000</b> | <b>78.0%</b> |                                  |  |                      | <b>107,819</b>      |
| <b>NET GAIN/(LOSS)</b>         | <b>\$ 7,242</b>   |                   |              |                                  |  |                      |                     |



# Friends of Bluestone

## Balance Sheet

As of December 31, 2024

|                                     | TOTAL               |
|-------------------------------------|---------------------|
| <b>ASSETS</b>                       |                     |
| Current Assets                      |                     |
| Bank Accounts                       |                     |
| 1000 BB&T 8395                      | 76,664.33           |
| <b>Total Bank Accounts</b>          | <b>\$76,664.33</b>  |
| Other Current Assets                |                     |
| Edward Jones Investment Acct        | 62,805.20           |
| <b>Total Other Current Assets</b>   | <b>\$62,805.20</b>  |
| <b>Total Current Assets</b>         | <b>\$139,469.53</b> |
| <b>TOTAL ASSETS</b>                 | <b>\$139,469.53</b> |
| <b>LIABILITIES AND EQUITY</b>       |                     |
| Liabilities                         |                     |
| <b>Total Liabilities</b>            |                     |
| Equity                              |                     |
| 30000 Opening Balance Equity        | 0.00                |
| 32000 Unrestricted Net Assets       | 118,448.98          |
| Net Income                          | 21,020.55           |
| <b>Total Equity</b>                 | <b>\$139,469.53</b> |
| <b>TOTAL LIABILITIES AND EQUITY</b> | <b>\$139,469.53</b> |

# Friends of Bluestone

## Profit and Loss

January - December 2024

|   | TOTAL              |
|---|--------------------|
| Income                                  |                    |
| 3000 Miscellaneous Income               | 250.90             |
| 4000 Donations - Individuals            | 24,256.33          |
| 4001 Donations - Churches               | 16,474.99          |
| 4006 Donations Other                    | 814.07             |
| 4008 Fundraiser                         | 2,186.49           |
| 4018 Guys Weekend                       | 375.00             |
| <b>Total 4008 Fundraiser</b>            | <b>2,561.49</b>    |
| <b>Total Income</b>                     | <b>\$44,357.78</b> |
| GROSS PROFIT                            | <b>\$44,357.78</b> |
| Expenses                                |                    |
| 2000 Advertising                        | 111.02             |
| 5000 Operating Expenses                 |                    |
| 5001 Distributions to Bluestone via PWV | 20,000.00          |
| <b>Total 5000 Operating Expenses</b>    | <b>20,000.00</b>   |
| 5500 Direct Expenses                    |                    |
| 6001 Thriva/paypal Discount Fees        | 310.29             |
| 6006 Post Office Box Rental             | 464.00             |
| <b>Total 5500 Direct Expenses</b>       | <b>774.29</b>      |
| 60202 Zoom Subscription                 | 169.49             |
| 6051 ConstantContact                    | 625.95             |
| 62001 Bank Service Charge               | 7.50               |
| 65000 Operations                        |                    |
| 65020 Postage, Mailing Service          | 89.63              |
| 65040 Supplies                          | 1,539.13           |
| <b>Total 65000 Operations</b>           | <b>1,628.76</b>    |
| filing fee                              | 25.00              |
| <b>Total Expenses</b>                   | <b>\$23,342.01</b> |
| NET OPERATING INCOME                    | <b>\$21,015.77</b> |
| Other Income                            |                    |
| 4100 - Interest Earned                  | 4.78               |
| <b>Total Other Income</b>               | <b>\$4.78</b>      |
| NET OTHER INCOME                        | <b>\$4.78</b>      |
| NET INCOME                              | <b>\$21,020.55</b> |

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE COMMITTEE ON MINISTRY**

George Lilley, Committee Chair

February 20, 2025

### **INFORMATION:**

1. Appointed the following to serve as Moderator of a church without a pastor:
  - **Harman Presbyterian Church – Bruce Stevens**
  - **Bethlehem Presbyterian Church – Stephen Hornbeck** (ruling elder, First Buckhannon) as a Commissioned Moderator
2. Appointed the following liaison to work with a church in pastoral transition:
  - **Teays Valley Presbyterian Church – Beth Vorhees**
3. Appointed a mentor to the following Commissioned Pastor as outlined in G-2.1004.
  - **Roger Eskins, CP – Ed Thompson**
4. Sent a memorial gift in honor of minister member **Rick McGuire's** wife, Sarah Elizabeth Spradling McGuire.
5. Reviewed and approved 2025 Terms of Call/Pastor Compensation reports for the following churches and pastors: **First Presbyterian Church Williamson & Garland “Dale” Carey; Glenville Presbyterian Church & Elizabeth Lewis; Riverlawn Presbyterian Church & Chris Kilbert.** The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed.
6. Approved the match between **Gilbert Presbyterian Church, and Susan Perry, CP.**
7. Approved the Commissioned Pastor Covenant between **Gilbert Presbyterian Church and Susan Perry** from December 15, 2024, through January 31, 2026. The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed. Mentor: Peter Vial.
8. The Presbytery will commission **Susan Perry** to **Gilbert Presbyterian Church**, immediately following this report.
9. Approved the match between **Enslow Park Presbyterian Church, and Rodrigo Almeida, CP.**
10. Approved the Commissioned Pastor Covenant between **Enslow Park Presbyterian Church and Rodrigo Almeida** from December 19, 2024, through January 31, 2026. The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed. Mentor: to be appointed February 25, 2025.

11. The Presbytery will commission **Rodrigo Almeida** to **Enslow Park Presbyterian Church**, immediately following this report.
12. Approved the Temporary Supply Covenant, as Interim Pastor, between **Kanawha United Presbyterian Church** and **Dawn Adamy** from January 1, 2025, through January 31, 2026. The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed.
13. Approved Commissioned Pastor Covenant renewals through January 31, 2026, between the following: **Kari Preslar & First Presbyterian Church Dunbar; John Nelson & Highlawn Presbyterian Church St. Albans; Emmet Rogers & Upper Glade Presbyterian Church**. The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed.
14. Approved the Stated Supply Pastor Covenant renewals through January 31, 2026, between **Patricia Jarvis & Rock Lake Presbyterian Church; and Danny Franke & Belington Presbyterian Church**. The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed.
15. Approve Lay Pastor Covenant renewals through January 31, 2026, between **Gail Rymer & Hughes River Presbyterian Church; James Dempsey & Kesler Memorial Presbyterian Church; and James Dempsey & Smithers Presbyterian Church**. The information provided met the standards of the Presbytery. It is on file with the Presbytery and may be reviewed.
10. Reviewed the annual Commissioned Pastor report from **Kari Preslar**.
11. Reviewed the annual report from the session of a church with a Commissioned Pastor: **Upper Glade Presbyterian Church & Emmet Rogers**.
12. The Congregational Development team continues its work with small churches.
13. Assigned exit interviews as needed.
14. Reviewed at each meeting those churches experiencing pastoral leadership transitions.
15. Approved **James Harris** (African Methodist Episcopal) for Temporary Membership in the Presbytery of West Virginia. Rev. Harris serves at First Presbyterian Church Clarksburg.
16. Appointed **Beth Vorhees** to serve on the New Life Congregational Grant Committee during 2025.
17. Received a report from Commissioned Pastor Jeff Barton that the Trinity Presbyterian Church Session did not vote to request dissolution at this time.

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE MISSION COMMITTEE**

Sharon Bell, Committee Chair

February 20, 2025

### **RECOMMENDATION:**

1. **(CA)** The offering received at the February 20 Presbytery meeting be directed to Presbyterian Disaster Assistance to support their response to the wildfires in California.

Note: Presbyterian Disaster Assistance enables congregations and mission partners of the Presbyterian Church (U.S.A.) to witness to the healing love of Christ through caring for communities adversely affected by crises and catastrophic events. Learn more about Presbyterian Disaster Assistance at

<https://www.pcusa.org/about-pcusa/agencies-entities/interim-unified-agency/ministry-areas/disaster-assistance>

### **INFORMATION:**

1. The committee continues to receive and review grant applications for the Hunger Grant and the Mission Grant. In November and December, the committee awarded a total of \$25,000 in the form of Hunger and Mission Grants. These included a Mission Grant to Beechwood Presbyterian Church's Sanctuary House that provides temporary housing and Hunger Grants including:
  - First Presbyterian Church Hinton for a food distribution ministry
  - Village Chapel Presbyterian Church for a ramp to allow greater access to food pantry, Common Grounds, moving to the church
  - Ronceverte Presbyterian Church for a free community meal ministry and a Snacks in Packs ministry
  - Elk Hills Presbyterian Church for the LERMA food pantry
  - First Presbyterian Church Parkersburg for a community dinner
  - First Presbyterian Church Williamstown for a Bee Bag elementary school food ministry

The committee is thrilled to be able to award these funds to many wonderful programs that are happening around our Presbytery.

2. If your ministry (church or organization that is affiliated with one of the churches in our Presbytery) would like some assistance, please fill out an application. Both the Hunger Grant and Mission Grant Applications can be found on the Presbytery's website.

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE NURTURE COMMITTEE**

Ginna Taylor, Committee Chair

February 20, 2025

### **INFORMATION:**

1. The committee reviewed, for the beginning of the year, its purpose, objectives, and responsibilities.
2. The budget for the committee was reviewed. Explanations were made regarding the differences between last year's budget and the present-year budget.
3. **Presbytery Resource Center Report:** The Center has a small budget for acquisitions. Claire Butler-Bass has agreed to oversee the Center for this half of the year and until the new committee structures for the Presbytery have been established.
4. **Youth Ministries**
  - a. Spring Youth Retreat, Sunday, April 27 from 10 AM-5 PM, Charleston
  - b. Presbyterian Youth Triennium, Monday, July 28 through Thursday, July 31, Louisville, KY
  - c. The Fall Youth Retreat in November 2024 had 12 participants along with 4 adults.
  - d. Youth Council applications will be sent out in early March. The deadline for submitting them is April 30.
5. **Adult Ministries**
  - a. Festival of Fatih, Saturday, March 22 at First, Charleston. Presentation offerings were discussed. A variety of workshops will be offered once again. Complete information has been sent in an eblast to the presbytery's mailing list.
  - b. Educator, Clergy, Commissioned Pastor (CP), Authorized Lay Preacher (ALP) Retreat, Monday and Tuesday, February 17-18 at John XXIII, Charleston, with Tyler Mayfield, Professor of Old Testament at Louisville Seminary as presenter. The topic is preaching and teaching the Psalms.
  - c. Pastoral Care with the Dying and Their Loved Ones, an Expanding Your Ministry Toolbox course led by Kathy Willoughby Weed, Saturday, March 1 from 9 AM to noon on Zoom.
6. **Riner Loans and Scholarship Grants**
  - a. Explanations of grants and loans available for post-secondary education were shared. Applications are due April 30. Information will be sent out in early March.

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE RELATIONS COMMITTEE**

Margaret Bolt, Committee Chair

February 20, 2025

### **INFORMATION:**

*The Relations Committee's purpose is to foster good communication and ever-deepening relationships throughout the Presbytery.* As the Presbytery begins a transition into a new vision for our worship, ministry, and community, the Relations Committee has committed to reaching out to every congregation in the Presbytery that is not currently in conversation with the Committee on Ministry. I cannot emphasize enough that these are pastoral calls that we hope will strengthen our connections and help us realize that each of us is part of the Presbytery of West Virginia, and as children of God, all are beloved and important in our lives together.

We have pledged to complete this effort by the end of June 2025. The committee hopes that when you receive a call, email, or other contact from us, you will respond. We care about your congregation, offer our prayers and support to all of the churches, and stand ready to assist in any way possible. It is our understanding that the current committee structure and the work of our committee will be taken up by a newly constituted committee or commission in August 2025.

*Relations Committee Cluster Support Grants* are available for collaboration between churches in our Presbytery, which have been used to provide speakers for Matthew 25 congregations and to support the collaborative ministry of Edgewood and Frankford churches in Greenbrier County for their Saturday of Service Free Drive-Thru Meals. We welcome the opportunity to support your mission and work in your community. Here is a link to the grant application: <https://wvpresbytery.org/wp-content/uploads/2024/01/Cluster-Support-Fund-application.pdf>

Contact Chair Margaret Bolt at [mboltwv@gmail.com](mailto:mboltwv@gmail.com) or 304-395-3698. Other members of the committee are Barbara Accord, Steve Hornbeck, Erica Layton, Doug Pendleton, and Peter Vial.

# **PRESBYTERY OF WEST VIRGINIA**

## **REPORT OF THE TRUSTEES**

James J. Rowe, Chair

February 20, 2025

### **INFORMATION:**

1. The Trustees met on January 27 and reviewed the ongoing business of the Trustees, including the pending sale of the property of the dissolved Ruffner Memorial Presbyterian Church.
2. The trustees have designated Steve Elderbrock, minister of Bridgeport Presbyterian Church, as its representative on the New Life Congregational Grant Committee.



# SAINTS WHO HAVE JOINED THE CHURCH TRIUMPHANT

Elders deceased between January 1 and December 31, 2024

| Ruling Elders                 | Church                       | Date of Death | Years Served |
|-------------------------------|------------------------------|---------------|--------------|
| Betty Frazier                 | Beckley                      | December 22   |              |
| Dr. Robert Gardner            | Beckley                      | July 26       |              |
| Marian Hopkins                | Beckley                      | August 30     |              |
| John Lester                   | Beckley                      | July 28       |              |
| Charles Lucas                 | Beckley                      | December 10   |              |
| Colette Meadows               | Beckley                      | December 16   |              |
| Frank Meadows                 | Beckley                      | May 15        |              |
| Scott Worley                  | Beckley                      | August 16     |              |
| Marquis E. Garrett            | Clarksburg First             | September 6   | 6            |
| Robert Hardman                | Clarksburg First             | April 1       | 6            |
| Norma Radabaugh               | Community, Arthurdale        | December 10   | 9            |
| Julia Cassells                | Davis Memorial, Elkins       | March 28      | 10           |
| Brenda Hermanson              | Davis Memorial, Elkins       | March 3       | 14           |
| Arnold Kyle                   | Davis Memorial, Elkins       | March 22      | 52           |
| Dana Marzolf                  | Davis Memorial, Elkins       | November 29   | 20           |
| Hayes Shelton                 | Davis Memorial, Elkins       | October 28    | 15           |
| Deborah Duffield              | Dunbar First                 | August 19     | 8            |
| John Carter                   | Elk Hills, Charleston        | July 13       | 3            |
| Betty Lambert                 | Elk Hills, Charleston        | December 22   | 9            |
| Nancy Jones                   | Fairmont First               | October 25    | 39           |
| James Fredrick Harless        | Gilbert                      | October 3     | 20           |
| Alma Jean Fox Vincen          | Gilbert                      | April 8       | 54           |
| Jo Miller                     | Highlawn, St. Albans         | May 7         | 1            |
| Ted Traube                    | Highlawn, St. Albans         | July 1        | 6            |
| William F. Armstrong          | Kingwood First               | March 5       | 90           |
| Karen L. Baylor               | Kingwood First               | December 29   | 84           |
| James G. Lobb                 | Kingwood First               | December 15   | 68           |
| Connie Morgan                 | Kuhn Memorial, Barboursville | December 24   | 1            |
| Patricia Benson               | Morgantown First             | June 20       | 27           |
| Ruth Hicks                    | Morgantown First             | February 14   | 42           |
| Laura E. Burchett Maxey Booth | Rome, Proctorville, OH       | March 15      | 26           |
| Ben Cobb                      | Teays Valley, Scott Depot    | January 18    | 4            |

|                             |   |             |    |
|-----------------------------|---|-------------|----|
| Charles Davis               | Teays Valley, Scott Depot   | April 19    |    |
|                             | * was also an elder at Elk Hills and Bream Memorial in Charleston |             |    |
| Marie Workman               | Trinity, Shady Spring   | November 13 | 6  |
| David Allen Dawson          | Village Chapel, Charleston  | April 25    | 15 |
| Kathryn Ann Hickman McCrary | Village Chapel, Charleston  | January 31  | 26 |
| Sherry S. Russell           | Village Chapel, Charleston  | January 27  | 17 |
| Benjamin Edwards            | Williamstown First  | August 22   |    |
| Ruth Ruf                    | Williamstown First  | April 28    | 46 |

---



---

**Ministers of Word & Sacrament**

**Date of Death**

**Ordained**

---



---

|                    |                   |             |               |
|--------------------|-------------------|-------------|---------------|
| Paul Douglas Heidt | Honorably Retired | February 20 | July 27, 1969 |
|--------------------|-------------------|-------------|---------------|

# FEEDBACK

We want to hear from you!

1. What part of today's meeting was meaningful to you?
2. Please share ways that we can improve meeting by Zoom.
3. How can Presbytery help your congregation? (Please include your name and church in answer.)
4. Would you be willing to help with worship at a future Presbytery meeting? If yes, please share your name and contact information here:
5. Did you view the orientation video for the meeting? If so, did you find it helpful and is there anything you wish had been included in it that wasn't?
6. Additional comments:

OPTIONAL: Your name \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Please return the form by emailing to [office@wvpresbytery.org](mailto:office@wvpresbytery.org) or mail to:  
Presbytery of West Virginia, PO Box 11720, Charleston, WV 25339



# **Worship Bulletin**

**Presbytery Worship**  
**February 20, 2025**

*As we will be celebrating the Lord's Supper during the service, you are invited to have some type of food and beverage to use as your elements.*

**Call to Worship**

**based on Psalm 118:1, 4, 21-24**

One: O give thanks to the Lord, for God is good;

**Many: God's steadfast love endures forever!**

One: Let those who fear the Lord say,

**Many: "God's steadfast love endures forever."**

One: I give thanks that God has answered me and has become my salvation.

**Many: The stone that the builders rejected has become the chief cornerstone.**

One: This is the Lord's doing;

**Many: it is marvelous in our eyes.**

One: This is the day that the Lord has made;

**Many: let us rejoice and be glad in it.**

**Hymn "Christ Is Made the Sure Foundation"**  
**(tune: Regents Square)**

**GtG #394**

**1 Christ is made the sure foundation, Christ the head and cornerstone,  
chosen of the Lord and precious, binding all the church in one;  
holy Zion's help forever, and our confidence alone.**

**2 To this temple, where we call you, come, O Lord of hosts, and stay;  
come, with all your loving-kindness; hear your people as we pray,  
and your fullest benediction shed within these walls today.**

**3 Here bestow on all your servants what they seek from you to gain;  
what they gain from you, forever with the blessed to retain;  
and hereafter in your glory evermore with you to reign.**

**4 Laud and honor to the Father, laud and honor to the Son,  
laud and honor to the Spirit, ever three and ever one:  
one in might and one in glory while unending ages run!**

## **Call To Confession**

### **Prayer of Confession (unison)**

Dionysius of Alexandria

**God, good beyond all that is good, fair beyond all that is fair,  
in you is calmness, peace, and concord.**

**Heal the dissensions that divide us from one another  
and bring us back to a unity of love**

**bearing some likeness to your divine nature.**

**Through the embrace of love and the bonds of godly affection  
make us one in the Spirit**

**by your peace which makes all things peaceful.**

**We ask this through the grace, mercy, and tenderness  
of your Son, Jesus Christ our Lord. Amen.**

### **Assurance of Pardon**

One: Hear the good news!

As people born of water and the Spirit  
we have died to the old life, and a new life has begun.

God's grace is poured out upon us day by day.

Come to the water and remember your baptism.

Be thankful, and live as one who has been raised to new life.

**Many: Thanks be to God!**

### **Prayer for Illumination**

### **Scripture Reading**

**Acts 3:1-8; 14:1-22**

### **Sermon**

### **Celebrating the Saints**

**Offering**

**Invitation to the Offering**

**Prayer of Thanksgiving (unison)**

**God of righteousness**

**You have saved us from the worst the world can do  
and have promised to redeem the whole creation when Christ comes again.  
In faith and hope, we offer our gifts of money and self,  
that we may be part of what you are doing in the world even now  
as we watch for Christ's coming in glory. Amen**

**Sacrament of the Lord's Supper**

**Invitation to the Lord's Table**

**Great Prayer of Thanksgiving**

**Words of Institution**

**Prayer After Communion (unison)**

**O God, send us out from our Lord's table  
to answer his summons into new life  
and to follow him with joy and gladness.  
Set our feet in his holy way,  
that our lives may be signs of his life  
and all we do may show forth his love. Amen.**

**Hymn**

**"My Hope is Built on Nothing Less"**

**GtG #353**

**1 My hope is built on nothing less than Jesus' blood and righteousness;  
I dare not trust the sweetest frame, but wholly lean on Jesus' name.**

**On Christ, the solid Rock, I stand; all other ground is sinking sand;  
all other ground is sinking sand.**

**2 When darkness seems to hide his face, I rest on his unchanging grace;  
in every high and stormy gale, my anchor holds within the veil.**

**On Christ, the solid Rock, I stand; all other ground is sinking sand;  
all other ground is sinking sand.**

**3 His oath, his covenant, his blood support me in the whelming flood;  
when all around my soul gives way, he then is all my hope and stay.**

**On Christ, the solid Rock, I stand; all other ground is sinking sand;  
all other ground is sinking sand.**

**4 When he shall come with trumpet sound, O may I then in him be found,  
dressed in his righteousness alone, faultless to stand before the throne.**

**On Christ, the solid Rock, I stand; all other ground is sinking sand;  
all other ground is sinking sand.**

## **Benediction**

### **Offering Note:**

*You may contribute to the offering by sending a check, payable to the Presbytery, to Presbytery of West Virginia, P.O. Box 11720, Charleston, WV 25339, or online through the “Donate” button at [www.wvpresbytery.org](http://www.wvpresbytery.org), just below the address on the left of the page. Please include the notation “meeting offering” however you contribute.*

### **Worship Leaders**

Music Leader: Jayson Keeton, Music Director & Organist, First Presbyterian Church, Charleston

Liturgists: Erica Layton, Commissioned Pastor, First Presbyterian Church, Colcord, and Terry Layton, Commissioned Pastor, Marsh Fork United Presbyterian Church

Preacher: Jim Musgrave, Commissioned Pastor, First Presbyterian Church, Logan

Celebrants: Julie Olt, Pastor, Old Stone Presbyterian Church, and Schuyler Olt, Pastor, First Presbyterian Church, Oak Hill

Necrology Report: Dawn Adamy, Moderator of the Presbytery of WV, and Maureen Wright, Transitional General Presbytery and Stated Clerk of the Presbytery of WV

**Resources:** Most of today’s liturgy is reprinted by permission from the Book of Common Worship, ©2018 Westminster John Knox Press. All rights reserved. The Invitation to the Offering and Prayer of Thanks are reprinted by permission of Westminster John Knox Press from Feasting on the Word® Worship Companion. Copyright 2012.





**Flyers &  
Information**

# *"Pastoral Care with the Dying and their Loved Ones"*

with

## Rev. Kathryn Willoughby Weed

### Saturday, March 1, 2025

### 9:00 AM – 12:00 PM

### on ZOOM



**Course Description:** Practical information on illness, dying, and death for pastors ministering to the dying and their loved ones. Covered topics:

- pastoral, spiritual, and physical issues surrounding the dying process
- treatment issues and facilitation of medical-ethical decision making
- grief, including helpful and unhelpful responses
- grief ministry and self-care
- resources for further study

**Leader:** A native of Atlanta, Rev. Kathryn Willoughby Weed has called West Virginia home for thirty years. Board certified through the Association of Professional Chaplains, she served as staff chaplain at Saint Francis and Thomas Memorial hospitals. Kathy currently serves as Associate for Ministry to Older Adults with the Presbytery of West Virginia and is a board member of Presbyterian Homes, a low-income housing ministry in Charleston.

Registration deadline: **Friday, February 21** Cost: **\$20**, due with registration

To register and pay online, go to [www.wvpresbytery.org](http://www.wvpresbytery.org).

To pay by check, complete the form below and return it with a check to:

Presbytery of West Virginia, c/o Susan Sharp Campbell, 683 Dwyer Lane, Lewisburg, WV 24901.

**Questions?** Contact Susan Sharp Campbell at [susan\\_sharp\\_campbell@hotmail.com](mailto:susan_sharp_campbell@hotmail.com) or 304-667-9428.

\* \* \* \* \*

Name \_\_\_\_\_ Phone \_\_\_\_\_

Church \_\_\_\_\_ Email \_\_\_\_\_





Presbytery of West Virginia's  
**Festival of Faith**  
***Journeying with Our Creator***

Saturday, March 22, 2025  
First Presbyterian Church, Charleston  
9:00 a.m. – 3:45 p.m.

**Keynote: “Journey to Serve:  
The State of the Church from our C.A.R. Window”**  
(Communication, Alignment with God’s Will, Relationships)

WITH

**CECE ARMSTRONG AND TONY LARSON**

Co-Moderators of the 226<sup>th</sup> General Assembly of the PC(U.S.A.)



**Festival of Faith Workshops**

- ❖ Discerning Purpose
- ❖ Stewardship Navigator
- ❖ Hiking the Camino – a Spiritual Walk
- ❖ The Justice of the Gospel: Preaching and Teaching Jesus’ Focus on Social Justice
- ❖ Church Mission Without a Budget!
- ❖ A New Vision for the Presbytery – What, When & How
- ❖ Connecting through Play
- ❖ Advance Directives: What are They and Why We Need Them
- ❖ Insight and Attitudes toward the Changing Campus Ministry Landscape
- ❖ Treasurer and Finance Workshop
- ❖ Addressing Natural Disasters in Rural West Virginia: What WVMAW Can Do
- ❖ Being Ready for a Planned Gift. Right Sized, Planned Giving.
- ❖ Introduction to “Healthy Congregations” Workshops
- ❖ Capturing Creation with Paint
- ❖ Let’s Take a Hike

Complete workshop and registration information can be found at [www.wvpresbytery.org](http://www.wvpresbytery.org).

# Presbyterian Youth Triennium 2025



- WHO:** YOUTH, currently in grades 8-12  
YOUNG ADULTS, ages 19-23 (as participants or work crew)  
ADULT ADVISORS, at least 25 years old
- WHERE:** Kentucky International Convention Center, Louisville, KY  
Lodging will be at nearby Triennium-designated hotels.
- WHEN:** Monday, July 28-Thurseday, July 31  
(There will be a mandatory meeting for all participants traveling with the presbytery delegation in late May, early June. Every attempt will be made to find a date all can attend.)
- THEME:** "As If We Were Dreaming," Psalm 126:1
- COST:** The cost per youth and young adult is \$375.  
This cost, which is supplemented by the Rachel McClintic funds, includes housing, meals, t-shirts, program costs, and transportation.  
Churches are encouraged to assist with the registration costs.

**Registration Deadline:** March 31, 2025

Information and registration forms can be found at [www.wvpresbytery.org](http://www.wvpresbytery.org) and from church leaders. A registration form also follows this flyer.

The Presbytery's Registrar for this event is Susan Sharp Campbell.  
Please contact her with questions at [susan\\_sharp\\_campbell@hotmail.com](mailto:susan_sharp_campbell@hotmail.com) or 304-667-9428.

More information on this event can be found at <https://presbyterianyouthtriennium.org>.



**YOUTH and YOUNG ADULT REGISTRATION  
FOR 2025 PRESBYTERIAN YOUTH TRIENNIUM**

Please:

1. Use a **BLACK PEN** and write **LEGIBLY**.
2. Complete the following form on both sides (you will need a church leader and parent to sign it), and return it to Presbytery of West Virginia, c/o Susan Sharp Campbell, 683 Dwyer Lane, Lewisburg, WV 24901, no later than Monday, March 31, 2025.
3. With the registration form, send your non-refundable deposit of \$188 (Note: The balance of \$187 is due by Monday, May 5, 2025. Anyone registering is expected to pay the balance if they are unable to attend unless their spot can be filled by another youth of the same gender.
4. When you receive log-in information, fill out a Participant Release Form on the PYT website. As you complete the information below, please remember the **black pen** and make sure that all information is **LEGIBLE**, particularly email addresses.

I. Name \_\_\_\_\_

Complete Address \_\_\_\_\_

Phone (cell) \_\_\_\_\_ (other) \_\_\_\_\_

E-mail: \_\_\_\_\_

Church/City \_\_\_\_\_ t-shirt size \_\_\_\_\_

Male \_\_\_\_\_ Female \_\_\_\_\_ Other \_\_\_\_\_ Birthdate \_\_\_\_\_

Parent Name (for youth) \_\_\_\_\_

Parent phone \_\_\_\_\_; email \_\_\_\_\_

In the space below, please identify any special needs (food, allergies, meds, disabilities):

I agree to abide by the Presbyterian Youth Triennium Community Guidelines and to attend a pre-Triennium gathering of the Presbytery of West Virginia Delegation.

Signed \_\_\_\_\_

(next page)

II. **Church Endorsement** (to be signed by Pastor, Educator, CRE or Clerk of Session - this person should NOT be related to the participant):

\_\_\_\_\_ (name of youth) is an active participant in  
\_\_\_\_\_ Presbyterian Church in \_\_\_\_\_ (town) and I  
endorse him/her as a member of the Presbytery of West Virginia's Delegation to the  
2025 Presbyterian Youth Triennium.

Signed \_\_\_\_\_

Print Name \_\_\_\_\_ Position \_\_\_\_\_

III. **Parental Acknowledgement to be completed for Youth (grades 8-12)**

I support my youth \_\_\_\_\_ as a youth participant to  
the 2025 Presbyterian Youth Triennium and as part of my support promise to pay fees in  
full, assist them in traveling to Charleston on July 28, and encourage their full  
participation in this event. I understand that in the event my youth withdraws from this  
event after May 5, 2025, I am responsible for full payment unless their place can be  
filled by another youth of the same gender. In the event that they fail to live up to the  
Triennium Community Guidelines and are asked to leave the event, I will be responsible  
for their transportation home and any costs associated with it.

Signed \_\_\_\_\_

Name \_\_\_\_\_

\* \* \* \* \*

for office use only

Date registration received \_\_\_\_\_ Deposit received: yes or no

Date balance received \_\_\_\_\_

# The Guys' Weekend

April 25 - 27, 2025

Bluestone Camp & Retreat



Registration and Medical Release forms are available online.

[bluestonecamp.org/guys-weekend](http://bluestonecamp.org/guys-weekend)

The Registration Fee is \$85 per person for 2 nights and 4 meals.  
Dinner for early arrivals on Friday is \$12.

*Please register no later than April 22.*

**Questions??** Call Mark (304) 860-8281 or  
email [mark@bluestonecamp.org](mailto:mark@bluestonecamp.org)

Join us for our 16th Annual Men's Retreat, a weekend of reflection, service, worship, work projects to improve Bluestone, and plenty of laughs!

## Things to Note:

- We would welcome the help of anyone who can come up a day early to get started on work projects.
- Youth are encouraged to attend as long as they are accompanied by an adult.



The Youth Council of the Presbytery of West Virginia presents:

# The 2025 SPRING YOUTH RETREAT

(for those in grades 6-12 and their adult advisors)

## "FRIENDSHIP"



## Sunday, April 27, 2025

### Coonskin Park, Charleston

(backup site - Bream Memorial Presbyterian Church, Charleston)

**Focus:** What qualities do you look for in a friend? What makes a friendship last? Why do we need friends? Join us as we explore stories from scripture and pop culture and reflect on what it means to be a friend.

**Leadership:** This retreat will be led by youth and adult members of the presbytery's Youth Council.

Cost per person is \$30, which includes lunch from Jimmy Johns. The registration deadline in Monday, April 14.

Complete information can be found at [www.wvpresbytery.org](http://www.wvpresbytery.org).  
Contact Susan Sharp Campbell, [susan\\_sharp\\_campbell@hotmail.com](mailto:susan_sharp_campbell@hotmail.com) or 304-667-9427  
with any questions or for more information.



# SPRING GETAWAY RETREAT

**MAY 2 - 4 @Bluestone**

**Adults \$85**  
(ages 12 & older)

**Youth \$50**  
(ages 4 - 11)

**Children FREE**  
(ages 3 & under)

Registration deadline is April 30.

**There'll be plenty of good food  
and fellowship... plus**

- † trail hike or craft you can do at your leisure †
- † study track w/weekend chaplain TBA †
- † games, campfires, devotions †
- † plenty of time and space to just simply be †

**Join us for a fun and relaxing  
low key weekend!**

Get Registration and Medical Release Forms  
online at

[bluestonecamp.org/spring-getaway](http://bluestonecamp.org/spring-getaway)



# Summer 2025

## I want to ...

### Come to Camp!

#### Camp Dates:

Week 1: June 15-21

Week 2: June 22-28

Week 3: June 29-July 5

#### Register Online Now!

[bluestonecamp.org](http://bluestonecamp.org)

Scholarships are available!

### Bring the Whole Family!

#### Family Camp:

Camp Kick-Off Retreat:

June 13-15

Summer Send-Off Retreat:

July 4-6

Half-Week options are also available each week of summer camp!

### Work at Camp!

#### Paid Staff Positions:

##### Resident Counselor

High School Graduate  
College Ages 17+

##### CIT Support Staff

High School Jrs & Srs

##### Service Support

Kitchen; Lifeguard

#### Volunteers Welcome Too!

Camp Nurse; Keyleaders; Crafts & More!

### Get Some More Info!

Web: [bluestonecamp.org](http://bluestonecamp.org)

Email: [mark@bluestonecamp.org](mailto:mark@bluestonecamp.org)

Phone: call (304) 397-5050 and  
leave a voicemail

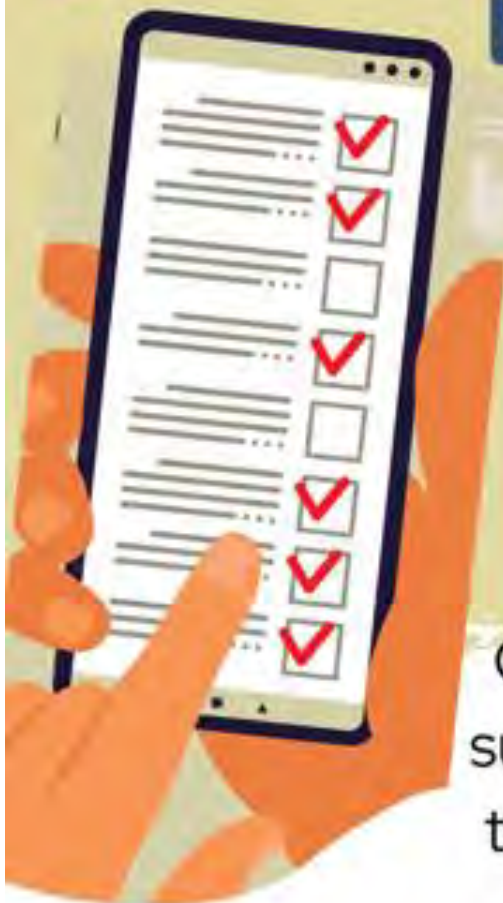
# CHRISTIAN EDUCATION RESOURCES SURVEY

**WE NEED  
YOUR  
FEEDBACK!**



PPC

PRESBYTERIAN  
PUBLISHING  
CORPORATION



<https://bit.ly/PCUSA-CESurvey>

GA curriculum mandate  
survey, give your input on  
the curriculum needs for  
our denomination!