



**WE ARE THE PRESBYTERY
OF WESTERN COLORADO**

Pressing News

Holiday 2017

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"THE MOUSE THAT ROARED"

By John Thompson and Cathy Hamerick

***This Mouse must give up one of the Mouse ways of seeing things
in order that he may grow.***

--Hyemeyohsts Storm

There is an American Indian tale of a mouse who heard a roaring in his ears and set out to discover what it was. He encountered many animals who helped him on his way. Finally, the mouse had a chance to offer help to another. He gave away his eyes to help two other animals.

Without his sight, defenseless, he waited for the end. Soon he heard the sound eagles make when they dive for their prey. The next thing the mouse knew, he was flying. He could see all the splendor around him. Then he heard a voice say, "You have a new name. You are Eagle."

Like the mouse, we also feel something inside us we'd like to explore. That secret, like all others, has its answer hidden deep within us, yet right under our very nose. Often, we merely have to give up our eyes and see in a different way. When we do this, we are rewarded with a new kind of vision, one that lets us discover our true potential.

Fresh Expressions: What Should we Know About It?

New ideas, visions, perspectives or paradigms are very difficult for most of us to accept, never mind welcome with open minds. We are so terribly comfortable in "...the way we have always done things..." Our churches are currently celebrating "The Reformation". Martin Luther, though maybe not fully intending the consequences of his "posting" of his 95 Theses, introduced ideas that, at the time, were nothing short of

(Continued on page 2)

(Continued from page 1)

radical. Our churches would not be what they are today, but for Martin Luther!

PCUSA has defined New Worshipping Community as: **Fresh Expressions**

Brief Definition <https://www.presbyterianmission.org/ministries/1001-2/about-1001/the-definition/>

- **New**
 - Seeking to make and form new disciples of Jesus Christ
 - Taking on varied forms of church for our changing culture
- **Worshipping**
 - Gathered by the Spirit to meet Jesus Christ in Word and Sacrament
 - Sent by the Spirit to join God's mission for the transformation of the world
- **Community**
 - Practicing mutual care and accountability
 - Developing sustainability in leadership and finances

What is Fresh Expressions? Go to: freshexpressions.org/about

Watch a two minute video explaining.

<https://www.presbyterianmission.org/ministries/1001-2/about-1001/the-definition/>

PCUSA is encouraging Pastors and churches to learn about “**Permission Giving Worshipping Communities**”.

This program through PCUSA has many of the earmarks of what our Presbytery, WCP, is engaged in now with our “Transformational Church Consultation”, spearheaded by Stan Wood, consultant to WCP.

Around the world, Christians are stepping out in faith and beginning *fresh expressions of church*, new or different forms of church for a changing culture. Each fresh expression of church is unique, and designed for their particular context. They can be rural or suburban, in public spaces, housing projects and college dormitories. Some are aimed at specific groups, ranging from “Messy Church” for families with children to “Amore Groups” led by married couples. There is biker church, cowboy church, church for artists, church at or after work; the sky’s the limit. **Each is an adventure in bringing the power of the Gospel to people who might never experience Christian community and the transformational and self-giving love of Jesus.**

Four guiding principles tie fresh expressions together. Each one is:

- **Missional** – Joining God’s mission by going to those not currently served by any church
- **Contextual** – Grounded in the language and culture of the people in and for their particular context
- **Formational** – Focused on discipling people in the way of Jesus
- **Ecclesial** – Forming local, tangible Christian communities that are able to step out as church in their own right

Go to [PCUSA.com/New Worshipping Communities.org](http://PCUSA.com/New_Worshipping_Communities.org) **for more information.**

Check out Leadership Conference: From the Steeple to the Street (the church rediscovering its identity in mission) March 16-17, 2018

THIS WORKSHOP WILL HELP YOU UNDERSTAND....

- That conflict need not be bad, but is an opportunity for growth
- The Biblical basis for conflict transformation
- Your own style of responding to conflict
- The communication skills necessary to resolve conflict peacefully
- Strategies for preventing destructive conflict in the church family
- A model for working at congregational decision-making in a win/win manner
- Personal Style Profile Assessment explanation

CONFLICT TRANSFORMATION SKILLS WORKSHOP

**SATURDAY,
FEBRUARY 24, 2018
9 AM - 4:30 PM**

COST: \$20
(includes lunch)

Workshop addresses the nature and the role of conflict in the local church as well as helps individuals understand and improve their own style of response to conflict.

Conflict is a normal part of life, even in the church. Understanding this can help church members realize that they should not be surprised or ashamed when they experience conflict in their faith communities. What is important is how the conflicts that inevitably arise are dealt with in the church. The Conflict Transformation Skills Workshop teaches some basic skills that will help participants manage conflicts within their congregation in a healthier manner.

The goal of the workshop is prevention. We want participants to gain the understanding and the skills needed to prevent destructive conflicts. We also want participants to see how church conflict can be transformed into an opportunity to learn something new about God's will for their church.

The Lombard Mennonite Peace Center (LMPC) is a non-profit ministry whose mission is to "proclaim Christ's good news, the gospel of peace and justice—and to be active in the sacred ministry of reconciliation." This workshop is one of the ways that LMPC pursues its mission.

"All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation."

2 Corinthians 5:18

Host Church:
First Presbyterian Church
Grand Junction, CO
3940 27 1/2 Road
970-242-1923
www.firstpresgj.org

WHO WILL BENEFIT

- Pastors and church staff, elders, deacons, all congregation members and leaders
- Anyone interested in improving their ability to handle conflict effectively, whether in the church, home, workplace, or the community

WORKSHOP LEADER

Bill Blank is Associate Director of Lombard Mennonite Peace Center (LMPC) in Lombard, IL. He is an ordained minister in the Mennonite Church and has served as a pastor and interim pastor. He has participated in the Postgraduate Program in *Bowen Family Systems Theory and Its Applications* at the Bowen Center for the Study of the Family in Washington D.C. He has experience as a mediator, trainer and church consultant as well as providing coaching for pastors and church leaders.

REGISTRATION

The registration fee is \$20. Fee includes training manual, Personal Style Profile Assessment, lunch, and refreshment breaks.

Registration may be submitted by mailing the form or bringing it to First Presbyterian Church (3940 27 1/2 Rd., GJ, CO 81506).

Remember to pick up and fill out the questionnaire before the workshop!

WORKSHOP SCHEDULE

Saturday, February 24, 2018

8:30 - 9:00 am	Registration
9:00 - 10:15 am	Introduction: The Nature and Role of Conflict Conflict in the New Testament: Finding Renewal in Conflict
10:15 - 10:30 am	Break
10:30 - 12:00 pm	Discovering Your <u>Personal Style Profile</u> for Communication in Groups Interpreting Your Personal Style Profile: Your Unique Strengths and Potential Excesses
* VERY IMPORTANT YOU GET THIS AND FILL OUT AHEAD OF TIME	
12:00 - 1:00 pm	Lunch
1:00 - 2:30 pm	Interpersonal Peacemaking Skills: How to be Effective When People are Angry
2:30 - 2:45 pm	Break
2:45 - 4:30 pm	Congregational Conflict: Understanding Conflict in Groups and How to Manage It

Registration Form Conflict Transformation Skills Workshop

**First Presbyterian Church, GJ, CO
Saturday, February 24, 2018
Cost: \$20 (includes lunch)**

To register, please fill out this form and return along with payment to:

First Presbyterian Church
3940 27 1/2 Road
Grand Junction, CO 81506

Make your check payable to:
First Presbyterian Church or FPC
with "Conflict Workshop" on memo line

NAME _____

ADDRESS _____

CITY _____

STATE _____ ZIP _____

PHONE _____

EMAIL _____

_____ I have enclosed \$20

_____ I picked up a questionnaire to complete

_____ Please send me questionnaire

Questions? Contact FPC at 970-242-1923

What others are saying about the Conflict Transformational Skills Workshop



Alisa and John Thompson

...remarkable conference...way beyond our expectations...eye opening for our marital relationship, as well as interpersonal relationships...have highly recommended...definitely in our plans to attend the next conference in Junction @ First Pres...FUN

Tom Hanson

"I'm always up for something that's going to help me grow in self-awareness as a leader, pastor, and human being. I'm especially grateful when it's led well and introduces me to a tool I'm not aware of. Brian Blank does just that. What I experienced in Montrose in September of 2016 left me immediately wishing more folks from our church had attended. Since every person and every church faces conflict, it sure would be nice if we were more self-aware of our tendencies in such situations, and strategies to lean into difficult situations with more honesty and courage. Having a bunch of folks go through it together also gives us a common language while facing the inevitable misunderstandings, hard conversations, and sticky wickets we find ourselves in pretty regularly. I hope many from our Presbytery participate, taking advantage of this cluster event."

Brian Caselles

I attended in 2016 and thought it was a great resource for the church, especially for the price. They offered a lot of great tools for conflict resolution for churches and beyond. I certainly recommend it!

Beth Gilleece

After taking Conflict resolution workshops in the Business world –this workshop which focuses on how we each deal with conflict was uplifting and educational!! I so enjoyed the entertaining way it was presented it didn't feel like just another workshop. This workshop is helpful for not only our church settings but also our personal lives. I am looking forward to attending in Grand Junction and sharing this information with my daughter as she will attend with me. Come Join us!



Mary Hammond Atkinson

My favorite part of the workshop was learning more about each of our own individual styles of conflict. Was entertaining and informative all at the same time, and brings about a lot of insight as to why/how we function the way we do.

MISTAKES CHURCHES MAKE DURING AN INTERIM MINISTRY

After thirty years of service, the pastor of Community Pine Church retired. For the majority of members, he was the only church pastor they had ever experienced. Lay leaders quickly formed a search committee to get started on finding an interim pastor. Any step that might delay them seemed a waste of precious time. They feared the months between pastors could deplete resources and members' energy. After some discussion, the committee produced a vague document about the congregation and the kind of leader they were seeking.

Avoiding the Familiar Missteps

The transition time between a departing pastor and a regularly called and installed permanent pastor presents an extraordinary opening for possible transformation. Too many churches miss this infrequent opportunity because of confusion or haste.

Fuzzy expectations. Lay leaders in a rush to put the word out tend to skip the essential first step of discussing their expectations for the interim minister. What are the duties they want the interim to perform? What responsibilities are the highest priorities? After reaching an agreement on these questions, the committee draws up a contract or covenant, which specifies some of the following duties: preaching, administering baptism and communion, conducting funerals and weddings, performing administrative duties, supervising other church staff, contributing to church communications (bulletins, newsletters, and social media), and providing pastoral care.

Process matters. A bad process for hiring an interim pastor leads to a bad decision. Process is not about what happens, but how decisions are made. In panic mode, members circumvent thoughtful conversations with other members and key denominational contacts. Planning for the next step in the congregation's future takes prayer, wisdom, and buy-in from all stakeholders.

Big fights over small issues. Long-time members may hold strong preferences about worship style and church programs. However, insisting on carrying over certain

traditions takes the focus away from the church's central mission and theology. Beware of the "fight and flee syndrome" where a few members stir up a controversy but leave the church instead of seeing it through. Rather than advocating for what "we want," church leaders need a longer-term perspective that points to what is best for the congregation's future.

Delaying controversial decisions. Members so value stability and calm that they put off any action that may generate conflict. For example, the interim period is the best time to deal with problem staff. That way the new pastor begins with a fresh start, unburdened by cleaning up past problems.

Deciding if the interim can be a candidate for permanent pastor. Possibly no other issue proves to be a bigger obstacle. Some denominations prohibit an interim from becoming the regularly called, permanent pastor. Other denominations have loosened the restriction and advise congregations on a case-by-case basis. Regardless, the initial contract or covenant should clearly state whether the interim pastoral position is open for a permanent call or closed to a permanent call. The terms of



PRODUCTIVE MEETING, FOLKS!...
NOW...ON TO THE NEXT STEP!

call should also indicate the beginning date and ending date and whether the contract can be renewed (for an example, see Letter of Agreement for Interim Pastor by the Church of the Brethren¹). If this matter is not settled in advance, the congregation spends too much energy on the issue. Invariably, conflict ensues because some members have formed a personal attachment with the pastor already on the scene while others do not see the interim pastor as a good match for the congregation.

The Traditional vs. Intentional Approach

Two different broad strategies capture the congregation's leadership choices during an interim period.

Traditional approach. In the traditional approach, the church searches for someone to keep the doors open and help the congregation tread water. The interim minister's role is seen as providing stability and keeping all programs and ministries running. The goal in this approach is not to move the church in any particular direction. A local retired pastor may be asked to provide this type of leadership to prevent the church from losing momentum. Certainly an experienced pastor, serving as an interim, can maintain and enhance the church's ministry.

Intentional approach. Congregations making this strategic decision see this in-between time as a transitional window. They ask for someone with an adaptive leadership style who will serve for a designated period to resolve conflict, create space for grief or anger some members may feel from losing their previous pastor, and assist with efforts to identify future goals and priorities. This approach emphasizes transformation and renewal rather than continuity. The biblical role model for this approach is John the Baptist, who God called to prepare the way for the one who would follow him.²

Traits of an Effective Interim Pastor

Interim pastors share the same characteristics as other effective pastors. However, many interim pastors have special training and experience serving as an interim in other churches. Many interim pastors feel called to do interim ministry as their unique, long-term call. Flexibility and listening skills are essential because every congregation presents one-of-a-kind ministry challenges.

As the search committee screens candidates, look for:

- Years of experience as a pastor
- Specialized training for interim pastors³
- History of service (number of churches and years at each one)

- Excellent references
- Evidence of life-long learning
- Current on ministry approaches

Above all, a pastor's leadership style has to match the congregation's needs. In reality, in most churches, members hold different views on leadership. Some want a transformational leader, a pastor who would bring new ideas and create a common vision. Other members want an inspiring leader, a pastor who would encourage lay leaders' gifts and share leadership with them. Another faction feels most comfortable with a servant leader, a pastor who puts the needs of others first and takes care of current members. Do the majority of members prefer a lay-directed congregation where lay leaders come up with most initiatives and make most of the major decisions? Or do the majority of members feel more comfortable with a pastor-directed congregation where the pastor makes most of the decisions? Or do most members want to share leadership with a pastor where a pastor inspires and encourages members to make decisions and take action?

Interim Ministry Blessings

As a congregation prepares for new leadership, the pause yields many benefits. The church can hit the "re-boot" or "re-start" and find unexpected renewal and energy. Members become more responsible for the church's ministry and claim its mission as their own.

The conventional view was that there was no way to fail as an interim pastor. If the interim pastor performed poorly, then that pastor just made the next pastor look better! If the interim pastor's leadership was excellent, then the new pastor gained a better foundation to build on for the future. However, this perspective fails to account for the extensive damage an ineffective interim leader can do. The first rule of wise leadership is "do no harm." A second principle is also important: "Ministry is never about the minister; it is always about the gospel the minister proclaims."⁴

1. <http://www.brethren.org/ministryoffice/documents/interim-ministry-resource.pdf>.

2. Ibid.

3. For example, training by the Interim Ministry Network (<https://imnedu.org/>) and many denominations. See also Transitional Ministry Education Consortium, <https://www.transitionalministryeducation.net/>.

4. Daniel O. Aleshire, *Earthen Vessels: Hopeful Reflections on the Work and Future of Theological Schools* (Grand Rapids, MI: Eerdmans, 2008), xi.

DOES OUR PASTOR NEED A JOB DESCRIPTION?

"I love our pastor and his family, but I don't know if I can sit through another one of his sermons!" Other members made similar remarks that eventually reached the ears of Paul, chair of the personnel committee, who was asked to call a meeting to deal with members' growing frustration. Paul felt nervous about setting up an unexpected meeting with the pastor because the personnel committee typically meets only once a year. However, the committee had never discussed with the pastor their expectations about sermon preparation vs. other priorities and time commitments.

What Are Our Expectations?

Serving a church without a written job description is like embarking on a long trip without a road map. Too many churches have no evaluation process in place for the pastor. Additionally, there is often not a personnel committee (or staff-parish relations or pastoral relations committee) or, if there is one, it meets only "as needed."

Why does the congregation need a committee that deals with clergy/staff and member relationships? Simply put: the church cannot succeed unless the pastor also succeeds. The committee's central role is to clarify expectations on both sides. If communication lines are down, the result is confusion, disappointment, and possibly conflict. The committee helps the pastor, lay leaders, and members do a better job in their ministries. Regular communication adds years of effective tenure to the pastor's ministry with the church. Additionally, the regular interaction contributes to the pastor's overall ministry satisfaction and the pastor learns things about the church that he or she would never learn otherwise.

How to Create a Job Description

Perhaps lay leaders resist developing a pastoral job description because they falsely believe that all pastors are alike: interchangeable parts in the larger church system. Or maybe they feel that as members they do not know as much about the specifics as clergy would

know. However, the goal is for lay leaders and the pastor to work together to design a position portrait that fits the unique values and priorities of their church. In the church context, a pastoral job description serves as a shared vision for the congregation's ministries. It gives details to the covenant that both members and the pastor hope to fulfill. In crafting this covenant, ask the pastor to provide answers to the following eight questions.

1. Describe in two or three sentences the purpose of your position: what goals that relate to the church's overall mission can be accomplished through your responsibilities?
2. List and describe three activities that require the largest percentage of your time. What percentage of your time do you estimate each of those activities consumes?
3. List and describe other activities that take up less of your time (occasionally, monthly, or annually).
4. What are your top priorities; what activities do you feel are most important?



"WHEN ASKED TO LIST PROBLEM AREAS THAT TAKE UP MOST OF HIS TIME, THE PASTOR LISTED 3... AND MISPELLED HAROLD'S NAME TWICE."

5. Among your responsibilities, which roles and goals give you the most satisfaction?
6. Over what decisions do you have direct authority?
7. If applicable, list and describe any responsibilities for supervising the work of or guiding other employees, church volunteers, or committees.
8. What special knowledge or skills are needed in your position?¹

Once the pastor gives his or her responses to the committee, hold a meeting where the pastor and lay committee members discuss and clarify the answers. The committee leadership then drafts a description to be reviewed with the pastor for clarification or correction. Next, the governing board receives the position description and examines whether the wording captures the congregation's understanding of the pastor's role.² Eventually, the entire congregation should be given the opportunity to look at the description and make comments and suggestions.

Responsibilities of the Personnel Committee

The work of facilitating optimal pastor/member relationships should be a top priority for any church. If these relationships aren't right, everything else in the church's ministry will suffer. A thoughtfully constructed framework for each meeting is essential; otherwise, discussion can emphasize the negative and offer no constructive action steps.

In terms of best practices, the committee meets six times a year and at regularly scheduled times. Comprise this committee of duly elected lay members plus the senior pastor. Apply three-year term limits to elected lay members to protect people from burnout and to avoid the appearance that only a few people in the congregation make all the decisions.

Although committee members get the opportunity to identify areas of conflict or disappointment, a regular meeting also allows the pastor, who attends all meetings, to express opinions about how well the governing board is fulfilling its responsibilities to him or her. A key function of the committee is to offer oversight and promptly respond to any matter related to misconduct (such as sexual harassment, mental health issues, alcohol/drug use, or financial misuse). Their charge is to act in accordance with denominational rules and state/national laws.

Every committee member must attend and participate at every meeting. The chair's role involves facilitating conversation around several questions:

- What one or two good things do you see happening in our church?
- What one congregational challenge do you feel our committee may want to consider discussing?

After each committee member has voiced his or her views, the committee chair identifies one or two items for further discussion. As the chair proceeds down the list, he or she guides the discussion for each issue toward a constructive, consensus-based solution. Next, the chair asks members to review any issues from their last meeting. Then, the chair closes the meeting with prayer. Do not allow any committee member to bring up a new concern toward the end of the meeting when there is not sufficient time for a full discussion of the matter, but remind the member to bring up the concern at the beginning of the next meeting.

Describing the Role for a Future Pastor

When the congregation is moving toward filling a vacancy, an up-to-date clergy job description is even more critical. The position portrait keeps the hiring/search committee focused on the pastoral skills and abilities that are most central to the congregation's ministry. Because this description uses behavior and performance as criteria, it helps a search committee explore what candidates have actually done. Past performance is the best predictor of future behavior.³

Giving Support and Solutions

When Paul convened the personnel committee, he asked each member to list three positive words or phrases to describe the pastor's sermons and then to list phrases suggesting positive changes. After gathering the sheets, Paul read the lists aloud. After discussion, the members supported the pastor's decision to join a local weekly lectionary study group. They also offered support for the several activities the pastor wished to set aside to give him more time for study, prayer, and sermon preparation. Committee members pledged to pray for the pastor and agreed to meet again in two months to assess progress.

1. Additional details in *Church Effectiveness Nuggets: Volume 21*, <https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2021.pdf>.

2. As with all congregational committees, the personnel committee is accountable to the governing board.

3. Rich Birch, "8 Axioms of Church Staff Hiring," <https://churchleaders.com/pastors/pastor-articles/310141-8-axioms-church-staff-hiring-rich-birch.html>.



The Installation of
Rev. Andy Koingsmark as
Associate Pastor of Christ
Presbyterian Church in Telluride

October 1, 2017



Greetings,

The University of Dubuque Theological Seminary is pleased to announce that we will be offering eight online courses for Commissioned Ruling Elders in our CLP/CRE lay ministry program. The spring term is scheduled from **January 29 to May 12, 2018**. We would appreciate it if you would pass on this information within your presbytery/church and advertise it in your newsletter or other publications.

OUR TRADITIONAL EIGHT SPRING CLASS OFFERINGS ARE AS FOLLOWS AND REGISTRATION IS OPEN.

- Introduction to Old Testament – Rev. Stephanie Schlimm
- Introduction to New Testament – Kathleen Rupert, MDiv
- Christian Education – Dr. Susan Forshey
- Pastoral Care – Dr. Beth McCaw
- Introduction to Preaching – Dr. Lyle Vander Broek
- Presbyterian Polity – Dr. Gary Eller
- Reformed Theology – Dr. David Congdon
- Reformed Worship & Sacraments – Dr. Richard Shaffer

The tuition rate is \$390.00 per course. As always, current students can register by going online and paying via PayPal at <http://udonline.dbq.edu/mod/page/view.php?id=301859> or by contacting me (CGibbons@dbq.edu or [563-589-3630](tel:563-589-3630) / [1-888-207-8218](tel:1-888-207-8218)), to pay by credit card or check. We would also ask you to pass this email on and encourage anyone you may know with gifts for ministry to consider exploring their call through our CRE lay ministry program. Application, program information and details regarding our *Certificate in Congregational Leadership* can be found at the above link in the green box titled "Quick Links". We review applications on a rolling basis each semester and all new applicants are required to take the Online Learning Course as an introduction to distance education.

Please feel free to call or email me or Dr. Annette Huizenga, Dean of the Seminary (ahuizenga@dbq.edu or [563-589-3858](tel:563-589-3858)), with any questions or comments.

Thanksgiving blessings from UDTS!

Carla

Carla Gibbons

Coordinator of Lay Education
University of Dubuque Theological Seminary
[2000 University Avenue, Dubuque, IA 52001](http://2000.University.Avenue.Dubuque.IA.52001)
[563.589.3630](tel:563.589.3630)
[888.207.8218](tel:888.207.8218)
cgibbons@dbq.edu
deregistration@dbq.edu

"We are each living art . . . created to hang on, stand up, forbear, continue, and encourage others."
--Maya Angelou

United Church of the San Juan's have about 100 hymnals available if any congregation that might want them. "The Presbyterian Hymnal" Hymns, Psalms and Spiritual Songs; copyright 1990.

Charlie Berger
(970) 318-1448
bergermeister44@gmail.com

PRESBYTERY OF WESTERN COLORADO 2018 Budget

Our budget is divided into two categories--**Ecclesiastical** (the funds we use to make decisions about our mission—funded by **per capita**) and **Mission** (the way we do our mission—funded by our **mission giving**). Line item budgets are available upon request.

ECCLESIASTICAL FUND

Income	
Per Capita Funding	74,515.00
Total Budget for Income	<u>74,515.00</u>
Expense	
Administration	7,900.00
Committees/Commissions	6,500.00
Ecclesiastical Staff (Clerk, Treasurer)	32,985.00
Insurance, Taxes, Contingency	8,075.00
Per Capital Passed On	
Synod Per Capita	5,940.00
General Assembly Per Capita	<u>13,118.00</u>
Total Budget for Expenses	<u>74,515.00</u>

MISSION FUND

Income	
Total Congregational Mission Giving	112,913.00
Synod Block Grant	0
Congregational Seed Funding	<u>50,000.00</u>
Total Budget for Income	<u>162,913.00</u>
Expense	
Mission Programs	39,300.00
Mission Staff (Cluster leaders, Administrator)	61,613.00
Congregational Seed Expenses	50,000.00
Total Budget for Expenses	<u>162,913.00</u>
TOTAL PRESBYTERY BUDGET FOR 2017	<u>237,428.00</u>

Please prayerfully join in partnership with other congregations in the Presbytery of Western Colorado to fulfill our mission and ministry.

PLEASE NOTE: All end of year contributions need to be submitted to Presbytery by January 7th in order to be accounted for 2017 Year at GA. Thank you.

Presbytery of Western Colorado
101 N. Uncompahgre Ave. #9
Montrose, CO 81401-3763

970-240-8455
fax 240-1318

Return Service Requested

Merry Christmas from the Presbytery of Western Colorado

Jeff

Thelma

Lou Ray

Beth

Mary

Jan

Keri

Charles

