



ALL
SAINTS
CHURCH

2021 Consistory Winter Retreat
under construction



OUTLINE AND AGENDA

Retreat Schedule

- Please arrive promptly at 3:00 pm at the Strawbridge home
- 3:00 pm - Worship and Prayer time
- 3:30 pm - Exhortation
- 4:00-5:30 pm - Financial Policy, Vision, and Goals Discussion (see next pages)
- 5:30 pm - Constitutional Changes
- Informal Discussion
- 6:00-7:45 pm Dinner - Surf soup, Prime Rib, Chocolate Pots de Creme
- We will be finished by about 8:00 pm

Purposes

- Unity in the Spirit and friendship
- Inspiration from another CREC Leader (Pastor Bill Smith, Carbondale, IL)
- Review of the year's ministry
- Planning and renewal of vision

Objectives

- Consider financial policy (re: investing and risk for assets)
- Review and edit church organizing documents (Constitution, other official documents)
- Set congregational priorities for this year

WORSHIP AND PRAYER TIME

Opening Prayer

Let us pray: **Lord, Help me, without distraction, in body and mind, to appear before Thee. Teach me to pray to Thee. Strengthen me in my belief. Grant me burning love for Thee. Sanctify, Lord, all my thoughts, my feelings and acts. Amen.**

Call to Praise (Psalm 92)

It is good to give thanks to the LORD And to sing praises to Your name, O Most High;
To declare Your lovingkindness in the morning And Your faithfulness by night,
With the ten-stringed lute and with the harp, With resounding music upon the lyre.
For You, O LORD, have made me glad by what You have done, I will sing for joy at the works of Your hands. (Psalm 92:1-4)

Hymn: *How Firm a Foundation*, next page

How Firm a Foundation

1 Capo 1: G C G D

1. How firm a foundation, ye saints of the Lord,
2. "Fear not, I am with thee, O be not dismayed,
3. *"When through fier - y tri - als thy path - way shall lie,*
4. *"When through the deep wa - ters I call thee to go,*
5. "E'en down to old age all My peo - ple shall prove
6. "The soul that on Je - sus hath leaned for re - pose,

5 G C G Em G D G

Is laid for your faith in His ex - cell - ent Word!
For I am thy God and will still give thee aid.
My grace, all suf - fi - cient, shall be thy sup - ply;
The riv - ers of sor - row shall not o - ver - flow;
My sov - ereign, e - ter - nal, un - change - a - ble love;
I will not, I will not de - sert to its foes;

9 Em C G D

What more can He say than to you He hath said,
I'll strength - en thee, help thee, and cause thee to stand,
The flame shall not hurt thee; I on - ly de - sign
For I will be with thee, thy trou - bles to bless,
And when hoar - y hairs shall their tem - ples a - dorn,
That soul, though all hell should en - deav - or to shake,

13 G C G Em G D G

To you who, for re - fuge, to Je - sus hath fled.
Up - held by my right - eous, om - ni - po - tent hand.
Thy dross to con - sume, and thy gold to re - fine.
And sanc - ti - fy to thee thy deep - est dis - tress.
Like lambs they shall still in My bos - om be borne.
I'll nev - er, no nev - er, no nev - er for - sake."

Confession of Sin + Absolution

Unison: Most merciful God, we confess that we have sinned against you in thought, word, and deed, by what we have done, and by what we have left undone. We have not loved you with our whole heart; we have not loved our neighbors as ourselves. We are truly sorry and we humbly repent. For the sake of your Son Jesus Christ, have mercy on us and forgive us; that we may delight in your will, and walk in your ways, to the glory of your Name. Amen.

The Lesson - 2 Samuel 5:1-4

2 Samuel 5:1-4 - Then all the tribes of Israel came to David at Hebron and said, "Behold, we are your bone and your flesh. 2 "Previously, when Saul was king over us, you were the one who led Israel out and in. And the LORD said to you, 'You will shepherd My people Israel, and you will be a ruler over Israel.'" 3 So all the elders of Israel came to the king at Hebron, and King David made a covenant with them before the LORD at Hebron; then they anointed David king over Israel. 4 David was thirty years old when he became king, and he reigned forty years.

The Psalm - *Psalm 149*

Psalm 149



Sing to the Lord / a new song;*
his praise in the assembly of / the godly!
2 Let Israel be glad in his / Maker;*
let the children of Zion rejoice / in their King!
3 Let them praise his name / with dancing;*
making melody to him with tambourine / and lyre!
4 For the Lord takes pleasure in his / people;*
he adorns the humble with / salvation.
5 Let the godly exult / in glory;*
let them sing for joy / on their beds.
6 Let the high praises of God be / in their throats*
and two-edged swords / in their hands,
7 to execute vengeance on / the nations*
and punishments on / the peoples,
8 to bind their / kings with chains*
and their nobles with fet / ters of iron,
9 to execute on them the judgment / written!*

This is honor for all his godly ones. / Praise the Lord!

The Gospel - John 10:11-15

John 10:11-15 - "I am the good shepherd; the good shepherd lays down His life for the sheep. 12 "He who is a hired hand, and not a shepherd, who is not the owner of the sheep, sees the wolf coming, and leaves the sheep and flees, and the wolf snatches them and scatters them. 13 "He flees because he is a hired hand and is not concerned about the sheep. 14 "I am the good shepherd, and I know My own and My own know Me, 15 even as the Father knows Me and I know the Father; and I lay down My life for the sheep.

Homily - Reverend Bill Smith

Prayer for the Congregation and Kingdom

Prayers for All Saints (based on the Westminster Larger Catechism Q. 191)

In the second petition (which is, Thy kingdom come), acknowledging ourselves and all mankind to be by nature under the dominion of sin and Satan,

We pray, that the kingdom of sin and Satan may be destroyed, the gospel propagated throughout the world, the Jews called, and the fulness of the Gentiles brought in:

[open prayer time]

We pray that the church might be furnished with all gospel officers and ordinances, **purged from corruption, countenanced and maintained by the civil magistrate:**

[open prayer time]

We pray that the ordinances of Christ may be purely dispensed, **and made effectual to the converting of those that are yet in their sins, and the confirming, comforting, and building up of those that are already converted:**

[open prayer time]

We pray that Christ would rule in our hearts here, **and hasten the time of his second coming, and our reigning with him forever: and that he would be pleased so to exercise the kingdom of his power in all the world, as may best conduce to these ends.**

[open prayer time]

MEETING AGENDA

- I. Review - significant developments since the 2020 Consistory Retreat (not in any order)
 - A. Surviving COVID-19 (so far)
 - B. 501c3 Recognition (as an Association, not a Corporation)
 - C. Financial Report as of 01/31/21
 - I. Total financial assets of \$388,795.88
 - a) As of December 31, 2019: \$305,840
 - b) As of December 31, 2018: \$252,193
 - D. Membership Report (for Augustine Presbytery, updated):
 1. 45 households (41 member, 4 committed) consisting of 177 individuals.
 2. New visiting families (as of the last few weeks)
 3. 5 baptisms (5 covenant children) in 2020
 4. One formal disciplinary action this past year (Esther Northup)
 - E. Officer Report
 1. Loss of three officers transferring to other Reformed congregations: Kyle Wenger (D), Duane Miller (E), Ty Fischer (E)
 2. Several nominees for office (session is interviewing for approval)
 - F. Online resources
 1. Attractive and informative website
 2. Video channel on Youtube with Sunday school instruction, audio devotionals
 3. Over 900 Audio recordings of All Saints online
 4. Soundcloud music channel for live music (hymns, fellowship meals)
 5. All Saints site hosts most of the Cantus Christi audio and PDF hymnal, as well as scores of others
 6. Livestream of services (via Zoom)
 7. Digital Church Directory - website and app (Instant Church Directory)
 - G. Employees
 1. Administrative Assistant (Michelle Suereth)
 2. Choral Activities Director (Debi Long)
 - a) Adult Choir, Children's Choir
 - b) Music Camp (canceled in 2020 due to Covid-19, planned for July 2021)
 - H. Building Report
 1. Salem Hellers Relationship - continues to be good
 - I. Special Events, Fellowship, and Ministries
 1. Oktoberfest
 - a) This was our fourth year having it, with many outsiders, and some new members/attenders due to this outreach
 2. Koinonia - fellowship meal, psalm sing, choirs
 - a) Typically 5 weeks in spring (March/April) and fall (October/November)
 - b) Four in spring 2020 were canceled due to Covid-19; One in fall cancelled due to illness
 - c) New beginning 2/24/2021 (chili!)
 3. Fellowship Meals

- a) Epiphany Feast, Saint Patrick's Day (canceled in 2020 Covid-19), Pentecost Celebration, Summer Mid-Week Fellowship, Summer Fellowship Meal, Reformation Day Celebration, Twelfth Night Ball
 4. Financial Peace University, 9 weeks in fall of 2020 (H. Suereth)
 - a) Four families went through program
 5. Red Bag Ministry (D. Miller)
 - a) Several ASC families helped out and handed out bags to Leola apartments. Is this something where we can be more intentional? Possibility invite Leola residents to Christmas Eve service or church?
 6. Young Ladies Gatherings, monthly (S. Harris)
 7. Play dates, Creek stomps, weekly in summer
 8. Archery fellowship events for families after church (2 times)
 9. Baby Quilt Sewing, monthly (S. Long)
 10. Page and Vine Literary Society, monthly (S. Strawbridge)
- J. Instructional/Teaching
1. Catechism (during Koinonia) - Pre-K through Grade 8 (H. Suereth)
 2. Children's Sunday school
 - a) PreK - Grade one (J. Graves)
 - b) Grades 2-4 - Exploring the Bible David Murray (M. Suereth, M. Kanoff)
 - c) Grades 5-8 - John Frame Study (H. Suereth)
 3. Adult and Teen Sunday School, Audio Devotionals, Misc Teaching
 - a) Dominion: Elevating the Common Man (J. Kaus)
 - b) Gender and Identity and Biblical Anthropology and Genesis (G. Dennis)
 - c) Inter-testamental History (G. Strawbridge)
 - d) Meeting Jesus in the Desert, devotional (G. Dennis)
 - e) Bearing Fruit, devotional (G. Dennis)
 - f) Art and Idolatry, TED Talk (G. Strawbridge)
 - g) 40 Days in the Psalms - Lenten Devotional (G. Strawbridge)
 - h) Winter Conference - Mercy Ministries (R. Lusk)
 4. Women's Studies and Events
 - a) Bible study, Thursday mornings, September - May (D. Long, S. Dennis)
 - (1) Psalm Study, Daniel Study
 - b) Winter study, Tuesday night, bi-weekly (C. Balch)
 - (1) A Time for Confidence (S. Nichols)
 - c) Special events with guest speakers
 - (1) Women's Retreat, Spring, (D. Long, intentionality, mentorship)
 - (2) Fall Fete Dinner (S. Hadfield, missions)
 5. Men's Studies and Events
 - a) Movies on Tap (J. Kaus)
 - b) Weekly Men's Meeting/Prayer, summer (H. Suereth)
 - c) Men Advance, summer (G. Strawbridge, Genesis 1-3)
- K. Sermon Series (January 2020-February 2021)
1. Gregg Strawbridge
 - a) Selected Psalms (51, 121, 31, 139)
 - b) Exposition of Philemon
 - c) Lectionary Texts in Mark, John, Matthew

- d) Why the Four Gospels? (2 parts)
- 2. Guest Speakers
 - a) Chris Wiley
 - b) Jared McNabb
 - c) Jon Herr
 - d) Michael Shover
 - e) Moses King
 - f) Graham Dennis (elder)
 - g) Herb Suereth (ministerial student)
 - h) Rich Lusk (Mercy and Productivity: Winter Conference 2020)

II. Ministry, Vision, and Goals Discussion

A. Governing Documents Review

- 1. Constitutional Revision: Appendix 1
- 2. Investment Policy Revision: Appendix 2

B. Vision statement

- 1. Our vision is to grow in love and to reach out in love because we worship the loving God of the Bible - Father, Son, and Holy Spirit. We gather to renew our relationship with Him and one another in the Biblical pattern of historic Christian liturgy. In this we affirm God's promises to us and our children and are commissioned to live Christ-centered lives in the world.

C. Discipling the Nations

- 1. Harvesting the fruit of our congregational teachers
- 2. Marketing to our broader community
- 3. The best of the best educationally
- 4. Funding Discipling the Nations

III. Discussion Questions

- 1. *Brainstorm - what are some proposals for emphases or actions in 2021?*
- 2. *What are the best emphases for 2021?*

Appendix I: Constitutional Review: Proposed Updates (The updates/revisions are bold)

PROPOSED CHANGES TO THE ALL SAINTS CONSTITUTION

(changes are indicated in bold)

ORIGINAL

Pastors: Elders who are Ministers of the Word

The Church has historically recognized an ordained class of stewards serving the household of God (Titus 1:7). In the New Testament, the ministry is led by a combination of specially equipped ministers and mature men. The New Testament speaks of “servants” or “ministers” of the Church (*diakonos*) such as Paul, Timothy, Epaphras, and Tychicus (Phil. 1:1; Col. 1:7). While the New Testament uses the term “elder” synonymously with “bishop” and “pastor” to refer a class of officers (Acts 20:17-28), there are distinctions in the “ruling” and “teaching” ministry of such officers (1 Tim. 5:17-18; 2 Tim. 3:17-4:2). We distinguish between “ruling elders” and those lawfully ordained to be Ministers of the Word. These are commonly called, “pastors.” Ministers of the Word represent the Lord in proclaiming His will in the public preaching of the Word and in leading in the administration of the sacraments (baptism and communion). The title of “pastor” is recognized in our church to specify persons who have such a calling to the work of the ministry and have been recognized by the Session and the congregation to serve in this capacity. Pastors and “ruling elders” co-labor together in shepherding the flock (1 Pet. 5:2-4). Yet, pastors and elders differ in respect to personal calling, labor in ministry, and remuneration. Each elder has the same formal authority (as in voting on the Session) in the church as each pastor.

Ministers of the Word

The Church has historically recognized an ordained class of stewards serving the household of God (Titus 1:7)...[NO CHANGES TILL THE LAST SENTENCE] ~~Each elder has the same formal authority (as in voting on the Session) in the church as each pastor.~~ **All Saints recognizes three forms of pastoral calling: Pastor, Associate Pastor, and Assistant Pastor. The titles for these callings may vary within the three forms of pastoral calling (e.g., Shepherding Pastor, Executive Pastor, Senior Pastor). Those called as Pastors and Associate Pastors are called by the unanimous vote of Session, a 3/4's vote of the electors, and are members of Session. Those called as Assistant Pastors are called by the unanimous action of Session and not called by the congregation, nor are they voting members of Session. Assistant Pastors serve at the discretion of Session and may be dismissed by the unanimous vote of Session. Assistant Pastors or Associate Pastors may be called to any other pastoral calling by a unanimous recommendation of Session and a 3/4's vote of the electors. Pastors, Associate Pastors, and ruling elders have the same formal authority in voting on Session. Ministers in training and not yet ordained are named, "Curates."**

[CONFORMING LANGUAGE IN OTHER SECTIONS INDICATED IN BOLD]

Calling and Ordination of Pastors

Pastors and Associate Pastors called to minister to All Saints Church must be unanimously called by the Session and affirmed by the electors by a 3/4's majority vote. Each pastor called to labor in the congregation must also be subject to follow the ordination and examination procedures of the Communion of Reformed Evangelical Churches. The terms of **any** pastoral

call, including compensation, vacation time, ministerial expenses, etc., shall determined by the Session and reviewed annually.

Dismissal and Termination of a Pastoral Call

While All Saints Church encourages her pastor(s) toward a long-term view of the ministry in the providence of God, changes in a pastor's call to a particular church arise for both righteous and sinful reasons. In cases involving moral failures requiring disciplinary proceedings, the disciplinary process for the removal of a **Pastor or Associate Pastor** from the office follows that which is discussed below for all elders. Changes in the calling of a **Pastor or Associate Pastor** so as to be dismissed from service at All Saints Church for reasons other than for disciplinary action (below) are as follows: a) When a **Pastor or Associate Pastor** desires to terminate his tenure in office, he shall duly inform the Session of his desire. b) In the case of the involuntary termination of a pastoral call, a pastor may be recommended for dismissal from service at All Saints Church by a unanimous vote of the Session (excluding said pastor). In such a case, a **Pastor or Associate Pastor** may call for a vote of the electors to sustain his call or not. If the electors sustain his call by a two-thirds majority vote, the elders may either concede to the congregation and withdraw recommendation to terminate the pastor's call or refer the matter to presbytery for binding arbitration.

Appendix 2: Investment Policy

POLICY (relevant sections)

Purpose

The All Saints Church Investment and Financial Management Policy expresses the principles to guide the Consistory of All Saints Church to maintain and grow the financial holdings of All Saints Church.

Financial Stewardship in Scripture

That the Church or a congregation should hold funds and act as a steward is warranted and shown in repeatedly in Scripture. Throughout God's Word, the House of God held resources for the benefit of God's people, to serve their community, and care for the needy (1Chr. 28:11; Neh. 10:38; Mal. 3:10). Jesus illustrates principles of the kingdom with concepts of stewardship, financial risk and growth (Mt. 25:14ff, esp. v 27). The apostles continued to act as stewards for the needs of the poor and the expansion of the mission of the Church (Acts 4:36-37, 6:1; 1Co. 16:1-2; 2Co. 8-9).

Financial Growth Philosophy

All Saints Church seeks to be a good steward of all gifts (human resources and monetary resources). This policy addresses finances. The biblical summary above establishes warrant for holding, maintaining, dispensing, and *growing our finances*. Given inflation, if assets do not grow to some extent, then we are, in fact, losing money. Diversification across asset classes is a core principal of prudent portfolio management. Good stewardship demands that we plan for management and maintenance, as well as growth.

Financial Instruments Approved

This Policy approves all Federal Deposit Insurance Corporation (FDIC) investments, since there is very low risk of loss. This Policy also provides for the case by case approval of a limited portion of long-term funds (e.g., building fund) to be invested in reputable growth funds (such as domestic and international mutual funds), specific stocks, and other investments aimed at capital appreciation (private equity funds, etc.).

Maintenance and Investment Practice

This Policy approves the following practice:

1. For working funds (e.g., checking account, benevolence) we should maintain at least three months of ordinary budgeted expenses to be available in an FDIC checking account.
2. For long term funds (e.g., building fund), we should maintain 75% percent in FDIC insured accounts, such as Certificates of Deposit (CD) or other insured accounts.
3. For long term funds (e.g., building fund), we should maintain 25% percent in investments aimed at capital appreciation and income.

AMENDMENTS

The maintenance of 25% percent in investments aimed at capital appreciation and income will be reviewed annually by Consistory. Only 25% of our total holdings after the annual review may be maintained in investments aimed at capital appreciation and income. Thus, each year at an appointed time of review only 25% may be approved in such investments.

All designated funds must conform to the above policy with the 75/25 proportion of investments (whether general, building fund, benevolence, other projects or donations).

Any non-designated funds may be invested by the approval of Consistory on a case by case basis after at least four months of ordinary budgeted expenses are available in an FDIC checking account.

Investment Objective

The primary investment objective is to earn an average annual real total return of at least 2.5% above inflation per year over the long term, net of cost.