The Gathering of the Presbytery of Donegal
March 2026 Presbytery Gathering

Online Zoom Option - March 3, 2026, at 9:00 am

9:00 a.m.	**Call to Order & Opening Prayer & Remarks**	Robert Bronkema, Moderator
	Intro. of New Teaching Elders, Visiting Teaching Elders & First-Time Ruling Elders	
	Proposed Consent Agenda	Erin Cox-Holmes, Transitional Stated Clerk
9:15 a.m.	**Presbytery Business**	
	Welcoming the Newly Examined	Ken Hickman
	• Rev. Andrew Hostetter	
	• Rev. Tom Summers	
	Presbytery Conversations	Erin Cox-Holmes
	Racial Justice Task Group	Peter Guman
	Administration Committee	Betty Angelini
	Discerning Gifts & Passions Committee	Matt Drumheller
	• Election of Co-Vice Moderators	
	Connecting Our Ministry Commission	Alex Becker
	• Authorization to Commission Eric Chase as Commissioned Ruling Elder Pastor	
10:25 p.m.	**New Business**	
10:35 p.m.	**Adjournment with Prayer**	

Presbytery Gatherings 2026

- Tuesday, May 12, 2026 – Donegal Presbyterian Church, Mount Joy, at 9:30 am
- Tuesday, September 22, 2026 - Eastminster Presbyterian Church, York, at 9:30 am
- Tuesday, November 17, 2026 – The First Presbyterian Church of Phoenixville, at 9:30 am

Reminders for the Gathering:

- Please access materials for the gathering online at www.donegalpby.org
- All new business items must be submitted to the Transitional Stated Clerk by 10:25 a.m.

Consent Agenda

1. **Roll of the Gathering:** That the roll of the gathering of the Presbytery be constituted by those who have signed the registration sheets.
2. **Minutes:** That we approve the minutes of the November 2025 gathering of the Presbytery.
3. **Docket:** That we approve the docket as presented for our order of business.
4. **Committees & Commissions:** That we approve the actions taken by the following committees and commissions as listed in their reports.
    a. Connecting Our Ministry Commission
    b. Leader Team
    c. Stated Clerk
    d. Minute Review Report
    e. Racial Justice Task Group
    f. Administration Committee

Witness to the Resurrection Report
February 24, 2026

Church Name	Name of Elder	Date of Ordination	Date of Death	Brief Bio
Bethany, Lancaster	Hazel Nauffts	Unknown	01/08/25	
Bethany, Lancaster	James Grossman	Unknown	02/09/25	
Bethany, Lancaster	Larry Doyle	Unknown	03/10/25	
Central	Melissa Weldon Matheson	01/09/83	06/28/25	Melissa deeply valued her faith. As a member of Central for almost 50 years, she held many roles, including Clerk of Session, Ruling Elder, Mission Committee member, and Working Guild member. She was an active leader in Presbyterian Women of the Presbytery of Donegal. Melissa is still remembered with gratitude for serving the presbytery as a transitional administrative assistant during a time of change. Her quiet and beautiful efficiency was an inspiration for us all.
Covenant	Paul E. Hurley, Jr.	01/31/99	10/03/25	Paul was an outstanding Elder at Covenant. His keen wisdom and communication skills made the sessions he was a part of very productive. He was well-liked by many and attracted by his style of leadership. He was a role model to many who followed after him.
Covenant	Frank Lammey	01/20/80	01/09/25	Frank served as an Elder at Covenant in several classes. He was the Church Treasurer for many years. Frank had a wit about the way he communicated with people. He was the lead Elder on the Stewardship and Finance Committees. Frank had a passion for mission. He and his wife, Joyce, were involved in starting mission trips to Mexico. This ministry continues today. Frank led Bible Studies and was a part of the Promise Keepers at Covenant. His leadership will be missed.
Covenant	Edna Reese	01/31/93	03/08/25	Edna was an outstanding elder who contributed a lot to the Covenant Church. Her pleasant smiles an special way of greeting people always made everyone feel welcome and a part of the community. She added a lot of value to the Hospitality Ministry at Covenant with her vast experience in the food service business. Edna was loved by the entire Church Family.
Donegal	Marjorie Ann McLaren Keen	Unknown	01/10/25	Marj Keen was a faithful servant, contributing to the life and ministries of both the Donegal and First-Parksburg Churches. She was ordained as a Ruling Elder at the Parksburg First United Presbyterian Church, serving for a time as Clerk of Session.
First, Strasburg	David L. Witmer	01/26/25	02/02/25	David was one of five brothers. Beginning life as sharecroppers, the Witmer clan of parents and five boys lived on six farms. In that time, the boys participated in the normal activities of farm labor. One amusing story comes from the task of picking tomatoes for a neighboring farmer. Brother Jim was the indisputably fastest picker. The brothers used their earnings to buy their first bicycle. David had many achievements in public education, where he served for over 45 years as a teacher, guidance counselor, principal, and superintendent of schools. His career in education started as a teacher at Conestoga Valley Junior High School in Leola, PA. After earning a Master's degree in guidance counseling, David joined the staff at Reynolds Junior High School in Lancaster. His tenure at Reynolds also included the positions of assistant principal and principal. He moved to the central office of the School District of Lancaster to become the Director of Personnel. After earning a Doctorate from Walden University, Dr. Witmer became the Superintendent of Schools in Pine Grove, Mifflinburg, and Bristol Township, all in Pennsylvania. Dr. Witmer's goal in changing school districts was to experience various sized school systems. While this goal was achieved, he later expressed the opinion that bigger is not always better. A member of First Presbyterian Church in Strasburg since his move in 2015. In the intervening years, he was a frequent supporter of the church's Food Bank, and in 2024 began using his "auction" skills to purchase clothing for Bergstrasse Clothing Closet in Ephrata and the Ten-fold emergency homeless shelter in Lancaster. David was ordained exactly one week prior to his passing. He was excited to have this new aspect of Christian service in his life...God had other plans. There are several expressions that David felt were important. 1) I thank God for good health throughout most of my life. 2) I thank God for our great medical services today, which I have received. 3) One should work hard while one can. 4) Always be early and never late. 5) "Every saint has a past, and every sinner has a future" (heard on Dolly Parton's Christmas special of 2022).
First, Strasburg	Clark Taylor	12/30/84	04/19/25	Clark went to be with the Lord on Saturday, April 19th, 2025. He was the son of the late Paul and Thelma (Wilson) Taylor of Red Lion, PA, and was the husband of the late Mary L. (Gingerich) Taylor. He graduated from Red Lion High School in 1952 and Millersville State Teachers College in 1956. He went on to earn his Master's degree from the University of Delaware. Clark served with the U.S. Army in the Signal Division of the Communication Service Branch as a cryptographer in Germany from 1957 to 1959 and then with the Pennsylvania National Guard until 1961. He taught mathematics at Ephrata High School for 12 years and returned to Millersville State College/University in 1968 to teach mathematics for 26 years. Clark was an active member of First Presbyterian Church of Strasburg, where he served as an elder and was on various committees. He and his wife volunteered with Meals on Wheels for many years. He was an avid gardener, hunter, and fisherman, and enjoyed traveling and playing cards. Clark is survived by his two children, Scott E. Taylor and his wife Denise (Cogan Station, PA), and Cynthia E. Taylor (Lancaster), a sister, Amelia McSherry of Red Lion, and his four grandchildren and two great-grandchildren, who were the apple of his eye.
First, Strasburg	Janice A. Bowers	01/12/97	12/20/25	Janice passed away on Saturday, December 20, 2025, at her residence, surrounded by her loving family. She was the widow of Lloyd I. Bowers, Jr., who died April 1, 1995. Born in Van Buren, IN, she was the daughter of the late Charles R. and Lotta Jean Hudson Dawson. Janice was an active member of First Presbyterian Church of Strasburg, where she served as a session member, deacon, and in the Sarah Circle. She had previously been a member of Leacock Presbyterian Church, where she served as a Sunday school teacher. She retired from Conestoga Valley School District, where she was employed as a secretary for 20-plus years. Surviving her are 4 children, Michael (Janis) Miller, Cynthia Workman, Mitchel (Kelley) Miller, Susan (Stephen) Straley; and her 10 grandchildren, and 23 great-grandchildren who affectionately referred to her as Mimi, Mo, and Great Grandma Bowers.
Chester	Kay S. Leto	Unknown	11/01/25	Was ordained at another church, so we don't know her ordination date. There is no record that she served as a Ruling Elder at First West Chester.
Chester	George O. Thompson	Unknown	12/10/25	Was ordained at another church, which is why we don't know his ordination date. His wife confirmed that he was never a Ruling Elder at First West Chester.
First, West Chester	Marilyn L. Buckler	01/28/01	08/15/25	
First, West Chester	Jerry P. Lewis	Unknown	07/28/24	Was ordained at another church, which is why we don't know his ordination date. He was installed at our Session in January of 2007. He had moved out of the area prior to his passing, hence the delay in notification.
Highland	Harold Kinsey	Unknown	10/31/25	
Highland	Suzanne McCarty	Unknown	10/03/25	
Highland	John Gooding	Unknown	09/07/25	
Highland	Marjorie Carpenter	Unknown	05/16/25	
Highland	C. Nathaniel Netscher	Unknown	04/30/25	

Witness to the Resurrection Report
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Highland	John Charles Wylie	Unknown	03/01/25	
Highland	Mary Wilhemina Dutka	Unknown	02/04/25	
Highland	Barbara Holran	Unknown	01/08/25	
Highland	Peter Delmore Faber	Unknown	12/27/24	
Highland	Nancy K. Schlegel	Unknown	12/18/24	
New Harmony	Larry Glenn Strayer	12/20/20	03/18/25	Larry Strayer was a cherished member of New Harmony Presbyterian Church, whose faith and dedication touched everyone around him. He served with humility and grace as a trustee and was honored to be ordained as an elder in 2023. Larry poured his heart into leading the Congregational Life Committee, finding joy in planning activities that brought people together and strengthened the bonds of community. His kindness, commitment, and warm spirit will be remembered by all who had the privilege of knowing him.
Nottingham	John E. Paxson, Sr	01/08/89	01/09/25	John was a man of faith, serving as Elder in multiple Presbyterian Churches he attended throughout his life.
Oxford	P. Dorothea Murray	01/12/69	01/04/25	
Oxford	Joseph Bauer, Jr.	02/12/12	02/27/25	
Oxford	Jacqueline (Jackie) Caleb	01/13/02	05/01/25	
Paoli	Dorothy (Dottie) Spencer	01/01/90	02/13/25	Fomer Clerk of Session
Paoli	Dorothy (Dottie) Riggs	01/01/95	02/08/25	
Slate Ridge	Paul R. Butler	02/04/68	05/09/25	Paul (Buddy) Butler, 91 years of age at his death on May 9, 2025, was a man of faith and service. Paul Joined Slate Ridge Presbyterian Church on March 30, 1947, at the age of 13. He served Slate Ridge in many capacities that included being an Elder on Session for several terms. He was ordained and installed as an elder on February 4, 1968. Paul was an Army veteran, a teacher for a short period of time, but spent most of his working career employed by the Federal government. Paul was a devoted husband, father, and grandfather. For many years, he was also devoted to caring for his beloved wife, Tillie, until her death in 2024. His family and church knew the joy experienced when he and Tillie were reunited in their eternal home.
Trinity	Donald R. Oakes	01/01/02	08/30/25	Donald Roger Oakes, beloved husband of Pamela for 60 years, passed away peacefully at the age of 84. Born in Philadelphia, PA, on September 15, 1940. He was the son of James Henry Oakes and Margaret Sumner Oakes. After graduating from Temple University with a degree in TV and Communications, Don participated in the WCAU Channel 10 show Pixanne. He was known as Don the Newsboy. While working for 41 years at The American Institute for Property and Casualty Underwriters, Don's responsibilities began in marketing, and then he became the Director of Examinations and coordinated the annual graduation ceremonies. He earned his master's degree in insurance and his PhD in finance, also at Temple. He had the privilege of serving as an Elder and on Pastor Search Committees and finance committees at First Presbyterian Church in West Chester, PA, and Trinity Presbyterian Church in Berwyn, PA. Don was known for his quiet strength and his quick wit. He especially loved kidding with those he liked.
Trinity	Lois Woolford	02/04/79	03/04/25	Born March 1, 1930, in Evanston, IL, Lois grew up in Lansdale and graduated from Lansdowne High School in 1948. She earned her bachelor's degree from Penn State University. She and Allan lived in Berwyn, Chester County, PA, for forty-four years before moving to Meadowood in 2005. She and her husband, Allan Woolford, celebrated their 73rd wedding anniversary on June 16th of last year. Lois taught reading at Melmark School and then kindergarten at Trinity Nursery School in King of Prussia for 25 years. She was an active member of Trinity Presbyterian Church of Berwyn, Tri Delta Sorority, P.E.O. Chapter I, the Berwyn Garden Club, and a longtime volunteer at Paoli Hospital. She was also a volunteer and enthusiastic participant at many of Meadowood's events and activities over the years. Lois is remembered by everyone who knew her for her warmth and contagious smile. She was an avid gardener and loved to cook and entertain. Lois summered in Ocean City with Allan, where she loved hosting family and friends, especially her grandchildren.
Wayside	Marion Burrell Fritz	01/30/77	02/27/25	Born November 20, 1933 in Greenville, Pennsylvania. Former officer in the Salvation Army, Presbyterian Deacon & Stephen Minister. Ordained a Ruling Elder at First United Presbyterian Church, Barrington, NJ, January 30, 1977. "Promoted to Glory" February 27, 2025.
West Grove	Glee K. Mark	Unknown	04/05/25	Glee grew up in Pittsburgh, PA. After high school, she earned her LPN certification and later her RN degree. She spent her working years at Crozer Keystone Health Systems, retiring after more than 40 years. She was a faithful church attendee, having served as a deacon and elder, with her most recent membership at West Grove Presbyterian. She served as Ruling Elder from January 2025 to April 2025 and served on Human Resources and Mission Committees. She is survived by her children, several grandchildren, and her devoted feline companion, Patches.
Westminster, West Chester	Carol Jo (CJ) Heald	Unknown	11/05/25	CJ and her husband Dick came to Westminster later in life having been ordained and served as elder at Kennett Presbyterian Church. She volunteered on numerous committees and was a friend to many in Westminster.
Westminster,	Harry Musser	Unknown	08/01/25	Harry came to Westminster later in life having been ordained and serving as elder in another congregation.
Westminster, West Chester	Bob Sumner	01/01/68	10/04/25	Bob was a dentist in West Chester and served Westminster in many ways. Through his career he annually took medical mission trips to poor, underserved areas of the world. He pulled together a group to plan, fund raise and build a medical clinic in Honduras that has grown and thrived to this day. He served on the Committee that planned and moved Westminster from the borough to Westtown Township and built the beautiful cherry wood cross that graces our Sanctuary. He built many other pieces of fine wood furniture around the church.
West Chester	Jane Wylie	01/01/79	07/20/25	Jane served faithfully on Session in the late 1970s and early 1980s, then remained a faithful member of the congregation volunteering in many ways over the years up to late in life.
Westminster, West Chester	Brian Miller	01/28/24	02/03/25	Brian came to Westminster as a widower, but met and married his second wife Ellen - a Deacon at Westminster. Brian enthusiastically joined Session in 2024. He served faithfully on the Outreach Committee even as his battle with cancer was being waged. He attended his final Session meeting on Dec. 17, 2024 informing us he was trying some final, new treatment.
Wrightsville	Darvin Shelley	02/22/76	02/14/25	Darvin had a long career of service to the Eastern York School Board and to Wrightsville Presbyterian Church. Darvin to great pride in the church. He worked tirelessly behind the scenes taking care of the church building.

March 3, 2026, Report to the Presbytery
Connecting Our Ministry Commission (COM) Report for the Consent Agenda

Commission members are Fran Carr, Alex Becker (Chair), Jim Ryland, Ann Osborne, Jennifer Clark, Stephanie Borger, David Powers, Diane DeSieno, and Steve Fritz. Erin Cox-Holmes, Matt Randolph, and Sarah Kneier are ex officio.

COM APPROVED THE FOLLOWING ACTIONS
APPROVED PASTORAL CALLS, POSITIONS:

Church	Position	Person	COM FIT	Terms of Call	Appointed Moderator	Start Date
Highland	Installed Associate Pastor	Rev. Matthew Drumheller	Yes	Yes	No	2/22/25
Honey Brook	Temporary Co-Pastor	Rev. Bruce Druckenmiller	Yes	Yes	Yes	1/1/2026-3/31/2026
Honey Brook	Temporary Co-Pastor	Narda Druckenmiller	Yes	Yes	No	1/1/2026-3/31/2026
Nottingham	Temporary	Rev. Tom Summers	Yes	Yes	Yes	1/1/2026

- Approved the Administrative Commission to install **Rev. Matthew Drumheller** to the position of Associate Pastor on February 22, 2026 at Highland Presbyterian Church consisting of: Rev. Claire George-Drumheller, Rev. Matt Randolph, Rev. Allison Beaulieu, Rev. Ridgley Beckett, Rev. Maggie Niles, Rev. Bob Bronkema, Rev. Dr. Erin Cox-Holmes, Rev. Sarah Anne Kneier, Ruling Elder Randy Schrecengost, Ruling Elder Betty Price, and Ruling Elder Kristen Bransby.
- Approved the dissolution of the Administrative Commission authorized to install **Rev. Matthew Drumheller** at Highland Presbyterian Church, in that it reports Rev. Drumheller answered all Constitutional questions in the affirmative and was duly installed as Associate Pastor of Highland Presbyterian Church on February 22, 2026.

CONCURRED WITH THE FIT BETWEEN PERSON AND POSITION CONVERSATIONS:

Person	Church	Position	Date
Pastors Bruce & Narda Druckenmiller	Honey Brook	Temporary	12/10/2025
Ruling Elder Eric Chase	TBD	CRE	2/26/2026

APPROVED PLACEMENT ON THE PULPIT SUPPLY LIST: NONE
RENEWAL OF THE FOLLOWING PASTORAL RELATIONSHIPS: NONE
COMMISSIONED RULING ELDER EXAMINATIONS, COMMISSIONS, APPOINTMENTS: NONE
CONCLUSION OF PASTORAL CALLS, POSITIONS:

Person	Church	Position	Effective Date
Rev. Edward Baugh	Honey Brook	Transitional	1/1/2026

TRANSITIONS

The following Teaching Elders entered the Church Triumphant: NONE

The following Teaching Elders have been removed from the Rolls: NONE

APPROVED THE FOLLOWING HEALTHY BOUNDARY COVENANT: NONE

VALIDATED MINISTRIES, MEMBERS AT LARGE, AND RETIRED:

Approved the following as Validated Minister Members of the presbytery, Members-at-Large, and Retired:

Validated Ministers

Name	Position	Ministry
Rev. David Hall	Validated Minister	Aumônier de l'EEAM
Rev. Aaron Cope	Validated Minister	Chaplain, SpiritTrust Lutheran
Rev. David Dickey	Validated Minister	Pastoral Counselor
Rev. Simeon Harrar	Validated Minister	Chaplain, Rosslyn Academy Secondary School
Rev. Tracey Marx	Validated Minister	Home Hospice Chaplain, Choices Healthcare
Rev. Gabby Wiley	Validated Minister	Chaplain, Penn Medicine LGH

Member at Large Ministers

Name	Position
Rev. Robert Griffin	Member at Large
Rev. Doug Friant	Member at Large
Rev. Kyle Gott	Member at Large
Rev. Bob Birch	Member at Large
Rev. Tim Black	Member at Large
Rev. Craig Wiley	Member at Large
Rev. Willie Keaton	Member at Large

Retired

Name	Effective Date
Rev. Ann Osborne	7/31/2026
Rev. Kristine Hileman	2/28/2026

APPROVAL TO LABOR WITHIN THE BOUNDS: NONE

ACTIONS TO TRANSFER TEACHING ELDERS TO/FROM OTHER PRESBYTERIES:

Name	Status	To/From Presbytery/Body	Effective Date
Rev. Bruce Druckenmiller	Temporary Co-Pastor	Dual Status with the United Church of Christ	1/1/2026-3/31/2026
Rev. Andrew Hostetter	ML	From Carlisle Presbytery	11/13/2025
Rev. Tom Summers	ML	From the Presbyterian Church of Canada	11/13/2025
Rev. Johnson Kamau	ML	To Carlisle Presbytery	11/13/2025

APPOINTMENT OF INDIVIDUALS, GROUPS, OR TEAMS TO WORK WITH CONGREGATIONS:

Name	Congregation	Effective Date
Ruling Elder Stephanie Borger	Moderator of Slateville	1/22/2026
Rev. Matt Randolph	Moderator of Pine Grove	1/22/2026
Rev. Pamela Leach	Moderator of Hopewell	3/1/2026
Ruling Elder Stephanie Borger	Moderator of Westminster, York	3/1/2026
COM Team	Trinity, Berwyn	2/26/2026

UPDATE ON COM'S WORK ON POLICIES, PROCESSES, OR GUIDELINES:

- Approved an Anti-Harassment Policy for the Presbytery and an Anti-Harassment Policy template for congregations.
- Approved adding the Presbytery of Donegal's Congregational Facilitator, Rev. Matt Randolph, to COM's emergency response team.
- ~~Approved an update to the Pulpit Supply Policy, instructing pulpit supply preachers to refrain from commenting on other congregations during leadership of public worship.~~
- Approved the plan to follow up with Boundary Training non-responders by offering a make-up session paid by them, and that communication will include the Clerk of Session of their church, and also outline possible consequences and alternatives for Boundary Training completion for those in Validated Ministry.

OTHER:

- Approved the Ministry Discernment Profile (MDP) for a Transitional/Interim Pastor at The First Presbyterian Church of York.
- Approved the Ministry Discernment Profile (MDP) for an Associate Pastor for Westminster Presbyterian Church, West Chester.
- Approved the plan to host a luncheon to remember Minister Members who entered the Church Triumphant in 2025 after the February Presbytery Gathering, with presbytery leadership present, and the families of the deceased invited to attend.
- Approved the 2026 sabbatical proposal for the Rev. Dr. Erin Cox-Holmes, Presbytery of Donegal Executive Presbyter/Transitional Stated Clerk, for the following periods: Part 1: April 19 - May 9; Part 2: July 5 - August 17; Part3: October 17 - November 15.
- Approved a team to meet with leaders of Trinity, Berwyn, on arrangements for homebound communion during the summer 2026 sabbatical of the pastor.

March 3, 2026, Report to the Presbytery
Connecting Our Ministry (COM) Report for Presbytery Approval

COM Items for Action:

The Connecting Our Ministry Commission moves that the presbytery approve authorizing COM to commission Ruling Elder Eric Chase as the Commissioned Ruling Elder (CRE) Pastor for a congregation in the presbytery when the appointment process is complete. This includes permission for Ruling Elder Chase to administer the sacraments of Baptism and Communion, moderate meetings of the session and congregation, and to be granted voice and vote at all Presbytery Gatherings. Authorization to officiate marriages in the Commonwealth of Pennsylvania will be approved upon provision of certification in Prepare/Enrich facilitation. A mentor will be appointed as required by the Book of Order.

This requires a majority vote of the presbytery, per Book of Order G-2.1001:

When the presbytery, in consultation with the session or other responsible committee, determines that its strategy for mission requires it, the presbytery may authorize a ruling elder to be commissioned to limited pastoral service as assigned by the presbytery. A ruling elder so designated may be commissioned to serve in a validated ministry of the presbytery. Presbytery, in its commission, may authorize the ruling elder to moderate the session of the congregation to which he or she is commissioned, to administer the Sacraments, and to officiate at marriages where permitted by state law. This commission shall also specify the term of service, which shall not exceed three years but shall be renewable. The presbytery shall review the commission at least annually.

G-2.1004 Supervision

The ruling elder commissioned under the terms of G-2.1001 shall work under the supervision of the presbytery. The presbytery may at any time withdraw the commission for reasons it deems good and sufficient. A minister of the Word and Sacrament shall be assigned as a mentor and supervisor.

The Presbytery of DONEGAL

Anti-Harassment Policy

I. Introduction

The Presbytery of Donegal is committed to providing a safe and welcoming environment for all members, visitors, staff, and volunteers. We believe that all people are created in the image of God and deserve to be treated with dignity and respect. This policy reflects our commitment to fostering a community of love, forgiveness, and reconciliation in the name of Jesus Christ.

II. Definition of Harassment

Harassment is defined as unwanted behavior that demeans, threatens, or humiliates another person. Harassment includes, but is not limited to, words and actions based upon an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, as well as any other legally protected characteristic. Harassment includes, but is not limited to:

1. Verbal harassment: Comments that are offensive or unwelcome such as cursing, innuendoes, insults, jokes, mocking, name-calling, slurs, threats, epithets, negative stereotyping and or yelling, including comments with regards to a person's nationality, origin, race, color, religion, gender, sexual orientation, age, body, medical conditions, disability, appearance.
2. Nonverbal harassment: Displaying or distributing written or graphic material, making gestures, or engaging in behavior that ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect towards another, including when the above is done for reasons of nationality, origin, race, color, religion, gender, sexual orientation, age, body, medical conditions, disability, or appearance.
3. Physical harassment: Unwanted touching, physical assaults, or interference with movement.
4. Sexual harassment: Behavior characterized by the making of unwelcome and inappropriate sexual remarks, physical advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature. Sexual harassment may take many different forms, including but not limited to Verbal, nonverbal, and physical sexual harassment.
5. Electronic harassment: Using email, social media, text messages, blogs, online games, forums, instant messaging, mobile phone pictures, or other electronic means to harass, intimidate, or bully.
6. Retaliation: Any hardship, loss, benefit, or penalty imposed on any person in response to filing or responding to a bona fide complaint or discrimination or harassment.

III. Prohibited Behaviors

1. The following behaviors are expressly prohibited within our Presbytery:
   - Any form of harassment as defined above
   - Retaliation against individuals who report harassment or participate in investigations
   - Knowingly making false accusations of harassment

IV. Reporting Procedures

1. Any person who experiences or witnesses harassment within the Presbytery should report it promptly to one of the following:
   - Executive Presbyter of Donegal Presbytery
   - Stated Clerk of Donegal Presbytery
   - Connecting Our Ministry Commission Chair (COM)
2. Reports should be made in writing when possible, but may be made in writing or verbally. While anonymous reports will be accepted, they may be more difficult to investigate fully.
3. When a report is received, the person receiving the report should share it with the Executive Presbyter of Donegal Presbytery, and/or the Stated Clerk of Donegal Presbytery, as appropriate.
4. All reports will be taken seriously, and further information will be investigated by a Harassment Response Team, to be appointed by **Executive Presbyter /Stated Clerk and/or the Chair of COM.**
5. The Harassment Response Team will gather all available information, including interviews and reports as appropriate.
6. In cases where both sexual harassment and harassing behaviors that are not sexual harassment have been reported as part of the same situation, those responsible for appointing a response team will take both situations into account in determining the best response in accordance with both the Harassment Policy and the Sexual Misconduct Prevention and Response Policy.
7. The Harassment Response Team will refer their report and recommendations to the appropriate group, usually **Executive Presbyter/Stated Clerk, and COM** Outcomes might include:
   - Dismissal of the complaint
   - Counseling or mediation
   - For employees: Initiation of disciplinary processes defined in the Presbytery of Donegal Employee Handbook. For presbytery leaders: Requests for resignation from positions of leadership.
   - Referral to the COM for further action as indicated
   - Referral to the COM for cases involving Ministers of Word and Sacrament, Commissioned Ruling Elders, and Certified Church Educators
   - Filing of an allegation of offense with the Stated Clerk of the Presbytery for those under the jurisdiction of the presbytery.
8. If an allegation is filed in accordance with the Church Discipline procedures defined in the PC(USA) Book of Order, all further action will be governed by the Church Discipline Process.

V. Confidentiality

1. All reports and investigations will be handled with confidentiality, while still ensuring a thorough investigation and appropriate action.
2. The Presbytery is committed to providing a safe space for those who have been subjected to harassment. Confidentiality and safeguards against retaliation will be implemented in all circumstances, including the right of victims to refuse the invitation to explain the circumstances, to decline to file a written statement of the alleged offense, or to decline to be interviewed or otherwise participate.
3. Written statements of alleged offense involving rape or sexual assault, or sexual abuse of children under the age of eighteen, or one who allegedly lacks the mental capacity to consent, shall be additionally reported to civil authorities, as governed by the Sexual Misconduct Prevention and Response Policy.

VI. Education and Prevention

The Presbytery commits to:

1. Providing regular training on this policy and harassment prevention for all staff, volunteers, and Presbytery leaders
2. Educating the Presbytery about this policy and our commitment to a harassment-free environment

VII. Pastoral Care

We recognize that instances of harassment can be traumatic for all involved. Pastoral care and support will be made available to those affected by harassment, including the complainant, alleged victims, the accused, and the broader congregation, as needed.

VIII. Policy Review

This policy will be reviewed annually by the Presbytery and updated as necessary to ensure its effectiveness and compliance with current laws and the policies of the Presbyterian Church (USA).

[Name of Congregation] Anti-Harassment Policy

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Harassment is defined as unwanted behavior that demeans, threatens, offends, or humiliates another person. Harassment includes but is not limited to words and actions based upon an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic. Harassment includes, but is not limited to:

1. Verbal harassment: comments that are offensive or unwelcome such as cursing, innuendoes, insults, jokes, mocking, name-calling, slurs, threats, epithets, negative stereotyping and or yelling, including comments with regards to a person's nationality, origin, race, color, religion, gender, sexual orientation, age, body, medical conditions, disability, appearance.
2. Nonverbal harassment: Displaying or distributing written or graphic material, making gestures, or engaging in behavior that ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect towards another, including when the above is done for reasons of nationality, origin, race, color, religion, gender, sexual orientation, age, body, medical conditions, disability, or appearance.
3. Physical harassment: Unwanted touching, physical assaults, or interference with movement.
4. Sexual harassment: behavior characterized by the making of unwelcome and inappropriate sexual remarks, physical advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature. Sexual harassment may take many different forms, including but not limited to Verbal, nonverbal, and physical sexual harassment.
5. Electronic harassment: Using email, social media, text messages, blogs, online games, forums, instant messaging, mobile phone pictures, or other electronic means to harass, intimidate, or bully.
6. Retaliation: any hardship, loss, benefit, or penalty imposed on any person in response to filing or responding to a bona fide complaint or discrimination or harassment.

III. Prohibited Behaviors

1. The following behaviors are expressly prohibited within our congregation:
    - Any form of harassment as defined above
    - Retaliation against individuals who report harassment or participate in investigations
    - Knowingly making false accusations of harassment

IV. **Reporting Procedures**

1. Any person who experiences or witnesses harassment within the congregation should report it promptly to one of the following:
   - A Pastor
   - A member of the Session
   - **(If applicable, the chair of the [Personnel Committee])**
   - Presbytery
2. Reports should be made in writing when possible, but may be made in writing or verbally. While anonymous reports will be accepted, they may be more difficult to investigate fully.
3. All reports will be taken seriously. When a report of harassment is made, the [Personnel Committee / Session / other appropriate group] will appoint a Harassment Response team to investigate.
4. The Harassment Response Team will gather all available information, including interviews and reports as appropriate.
5. In cases where both sexual harassment and harassing behaviors that are not sexual harassment have been reported as part of the same situation, those responsible for appointing a response team will take both situations into account in determining the best response in accordance with both the Harassment Policy and the Sexual Misconduct Prevention and Response Policy.
6. The Harassment Response Team will refer their report and recommendations to the appropriate group, usually the Personnel Committee in cases involving employees or the Session in other situations. Outcomes might include:
   - Dismissal of the complaint
   - Counseling or mediation
   - For employees: initiation of disciplinary processes defined in the church Employee Handbook. For church leaders: requests for resignation from positions of leadership.
   - Referral to the Session for further action as indicated
   - Referral to the Presbytery for cases involving Ministers of Word and Sacrament, Commissioned Ruling Elders, and Certified Church Educators
   - Filing of an allegation of offense with the clerk of session for those under the jurisdiction of the congregation, and with the Stated Clerk of the presbytery for those under the jurisdiction of the presbytery.
7. If an allegation is filed in accordance with the Church Discipline procedures defined in the PC(USA) Book of Order, all further action will be governed by the Church Discipline Process.
8. In all cases, a Pastor or the Session may contact the Presbytery for support and assistance.

V. Confidentiality

1. All reports and investigations will be handled with as much confidentiality as possible, while still allowing for a thorough investigation and appropriate action.

2. The Session is committed to providing a safe space for those who have been subjected to harassment. Confidentiality and safeguards against retaliation will be implemented in all circumstances, including the right of victims to refuse the invitation to explain the circumstances, to decline to file a written statement of the alleged offense, or to decline to be interviewed or otherwise participate.
3. Written statements of alleged offense involving rape or sexual assault, or sexual abuse of children under the age of eighteen, or one who allegedly lacks the mental capacity to consent, shall be additionally reported to civil authorities, as governed by the Sexual Misconduct Prevention and Response Policy.

VI. Education and Prevention

[Name of Congregation] commits to:

1. Providing regular training on this policy and harassment prevention for all staff, volunteers, and church leaders
2. Educating the congregation about this policy and our commitment to a harassment-free environment

VII. Pastoral Care

We recognize that instances of harassment can be traumatic for all involved. Pastoral care and support will be made available to those affected by harassment, including the complainant, alleged victims, the accused, and the broader congregation, as needed.

VIII. Policy Review

This policy will be reviewed annually by the Session and updated as necessary to ensure its effectiveness and compliance with current laws and the policies of the Presbyterian Church (USA).

Approved by the Session of [Name of Congregation] on [Date]

_____

Clerk of Session

_____

Moderator of Session

Leader Team
Report to the Presbytery of Donegal – March 3, 2026

Leader Team Members: Betty Angelini, Stephanie Borger, Robert Bronkema, Claire George-Drumheller (Moderator), Ellie Grove, Doug Hagler, Jesse North, Matthew Randolph, and Jim Shuler. **Staff/Elected Officers Serving Ex Officio**: Erin Cox-Holmes, Sarah Kneier, and Chrissy Wells.

The Leader Team of the Presbytery of Donegal met in a hybrid format (some members via Zoom and others at the Presbytery Office) on December 2, 2025; January 6, 2026; and February 3, 3026.

VISION, STRATEGY, AND PLANNING:

- Re-scheduled the annual Leadership Summit for February 3, 2026, due to inclement weather.
- Debriefed the Leadership Summit of presbytery committees/commissions, facilitated by Laurie Ferguson, which included a review of the Presbytery's Mission Priorities for 2026 and beyond, and congregational participation in Per Capita and Mission contributions. Funding development goals identified at the Leadership Summit include creating a Stewardship Team, developing a narrative version of the Presbytery budget, and deepening connections with congregational leaders.
- Planned the presbytery's 2026 Leader Development Day, featuring workshops for Clerks of Session, Ruling Elders, Deacons, and Pastors, which will be held virtually on Sunday, March 8, on Zoom.

STEWARDSHIP AND FUNDING:

- Assigned Leader Team representatives to meet with Sessions to discuss 2026 Per Capita and Mission pledges.
- Invited Synod of the Trinity Executive Forrest Claassen to meet with the Leader Team and discuss the Synod's Fit for the Future Grant.

PRESBYTERY GATHERINGS:

- Debriefed the November Presbytery Gathering, including the workshops and the gratitude for the hospitality of Trinity Presbyterian Church.
- Approved the docket for the February 24, 2026, Presbytery Gathering at The First Presbyterian Church of Strasburg, with the presbytery staff and moderator authorized to update the docket as needed. The gathering will feature:
    - Worship including Reaffirmation of Baptismal Vows and Witness to the Resurrection, with preaching by Executive Presbyter/Transitional Stated Clerk Rev. Dr. Erin Cox-Holmes.

    - Learning Community time focused on disaster response and preparedness, led by Ruling Elder Mike Wills.
    - Review of presbytery policies.
    - A post-gathering memorial luncheon for the families of Minister Members who entered the Church Triumphant in 2025.
- Rescheduled the February Presbytery Gathering to the predetermined snow date of Tuesday, March 3, due to inclement weather.

REPORTS FROM OTHER COMMITTEES OR GROUPS:

- Concurred with the proposal from the Coaching and Equipping Team of the Executive Presbyter/Transitional Stated Clerk for a 14-week sabbatical in 2026.

POLICIES AND PROCEDURES: NONE
NOMINATIONS: NONE

ACTIONS NOT CLEARLY ASSIGNED TO ANOTHER GROUP:

- Approved the updated Healthy Boundary Covenant with the Rev. Dr. Michael Wilson.
- Approved the celebration of communion by the Presbytery of Donegal's Presbyterian Women at their gatherings for the year 2026.

ACTIONS APPROVED ON BEHALF OF THE PRESBYTERY BETWEEN PRESBYTERY GATHERINGS (Per Presbytery of Donegal Manual Section Four): NONE

Transitional Stated Clerk's Report

Rev. Dr. Erin Cox-Holmes

March 3, 2026

Reports:

CONGRATULATIONS AND KUDOS!

1. With deep appreciation for all of our hard-working Clerks of Session, I am delighted to report that **ALL of our congregations have successfully submitted their statistical reports**, and we are finished well ahead of the General Assembly deadline. Special Thanks to Executive Administrative Assistant Chrissy Wells and Presbytery Associate/Associate Stated Clerk Sarah Kneier for their persistence and patience in shepherding this effort.
2. **Most of our pastors/clerks of sessions have also submitted the annual compensation review report for pastors**. Congratulations again! While submitting reports is cumbersome, the comparative data is essential for sessions looking for benchmarks on just compensation, and provides oversight protection for ministers and churches. Thanks again. If yours is still outstanding, please finish it up!

ADDITIONAL REPORTS

3. **All sessions of congregations are required to have the following policies:** a sexual misconduct policy, a harassment policy, a child, youth, and adults with vulnerabilities protection policy, and an antiracism policy. In addition, each session must have Articles of Incorporation, bylaws, a Manual of Administrative Operations, and a family leave policy. The sessions of our presbytery are in various phases of this work. The Presbytery Leader Team, the Connecting Our Ministry Commission, the Administration Committee, and the Racial Justice Task Group have committed to consultation with each session as to their progress in adopting these policies in the coming year. The goal is to facilitate each session to be completed with adopted policies by the end of 2026.
4. **Boundary Training** is required to be completed within the first year of beginning service for Teaching Elders who are in pastorates, Validated Ministries of the Presbytery, Teaching Elders on the Presbytery of Donegal Pulpit Supply list, Inquirers, Candidates, Commissioned Ruling Elders, and Certified Christian Educators. Those who have completed COM-sponsored Level 2 Boundary Training will be given the choice of either completing an additional Level 2 Boundary Training or taking an online Boundary Training certification through a COM-approved vendor. Teaching Elders in a Validated Ministry will have individual reviews with COM if a waiver from presbytery Boundary Training is requested due to alternate training provided by their workplace. Those who do not comply with the Book of Order mandated training may be placed on leave of absence by COM until the training has been completed.
5. **Clearance/Background Check Renewal** is required in Pennsylvania every five years for paid staff, including ministers. The Connecting Our Ministry Commission is in communication with Teaching Elders and Commissioned Ruling Elders who need to update their clearances for 2026. If clearances have not been submitted, the COM may place pastors on leave until the clearances are in hand. In addition, we recommend checking your congregation's ministry volunteer dates for renewal, as requirements for volunteers are different.

Report on Minute Review
March 3, 2026

This is the Minute Review report concerning reading the 2024 session minutes. Current status as of March 3, 2026.

2024 Minutes Approved:

- Avondale
- Bethany, Mendenhall
- Cedar Grove
- Central
- Centre
- Chanceford
- Chestnut Level
- Columbia
- Covenant
- Doe Run
- Donegal
- Eastminster
- First, Lancaster
- First, Phoenixville
- First, Strasburg
- First, West Chester
- First, York
- Highland
- Honey Brook
- Hopewell
- Kreutz Creek
- Latta Memorial
- Leacock
- Middle Octorara
- New Harmony
- Nottingham
- Oxford
- Paoli
- Pine Grove
- Shiloh
- Slate Ridge
- Slateville
- Stewartstown
- St. John's
- Toughkenamon
- Trinity
- Unionville
- Wayside
- West Grove
- Westminster, West Chester
- Westminster, York
- Wrightsville

Minutes in Process or Not Yet Reviewed or Complete:

- Bethany, Lancaster
- Iglesia Renacer
- Penningtonville
- Second, West Chester

Racial Justice Task Group
Report to the Presbytery – March 3, 2026

The Racial Justice Task Group met online via Zoom on December 9, 2025; January 13, 2026; and February 10, 2026. The Racial Justice Task Group continues to focus its work on the goals for 2025-2026 outlined at the April planning retreat, and various working groups assigned to specific goals met as needed from November through February.

COMPLETED PROJECTS

- Hosted a presbytery trip with 70 participants to view and discuss the traveling Smithsonian exhibit *The Bias Inside Us*, which was on display at the Chester County History Center.
- Led three Congregational Antiracism Policy Workshops for session members, pastors, clerks of session, and other congregational leaders. Over 100 congregational leaders representing 39 churches participated.

UPCOMING EVENTS & OPPORTUNITIES

- Everyone is invited to attend the next **Curious Conversation** on **Sunday, March 15,** at Highland Presbyterian Church. An orientation for those new to the "Curious Conversation" method will be offered at 2:00 PM, and the conversation will begin at 2:30 PM. Learn more and register HERE, or go to donegalpby.org and scroll down to "Upcoming Events."
- The **Congregational Antiracism Policy Support (CAPS) Team** is eager to continue helping each congregation create and implement an Antiracism Policy that makes sense in their unique context. CAPS Team members are available to meet with your Session and/or other congregational leaders, host a Curious Conversation exploring racial justice at your church, recommend learning resources for your congregation, or offer consultation on your Antiracism Policy in other ways. Contact Stephanie Borger at stephanie@donegalpby.org or 717-392-4035 to discuss how we can best support your congregation in complying with the new *Book of Order* requirement.
- A **follow-up Congregational Antiracism Policy Workshop** will be held **on Wednesday, May 20, from 7:00-9:00 PM on Zoom**. All session members, pastors, clerks of session, and other congregational leaders are invited.
- If you would like to be involved in the work of the Racial Justice Task Group, contact Stephanie Borger at stephanie@donegalpby.org or 717-392-4035.

"For he himself is our peace, who has made the two groups one and has destroyed the barrier, the dividing wall of hostility." --Ephesians 2:14



The Presbytery of DONEGAL

CURIOUS CONVERSATIONS

Sunday, March 15, 2026

2:00 PM - Orientation to the Curious Conversation Model
2:30 PM - Conversation Begins

Highland Presbyterian Church
500 East Roseville Road, Lancaster, PA 17601

March Topic: Unconscious Bias
(rescheduled from January due to snow)

To register, scan the QR code, or go to donegalpby.org and scroll down to "Upcoming Events."

In our polarized world, having healthy dialogue about contentious issues can feel impossible.

Rev. Dr. Stephen McKinney-Whitaker, pastor of Derry Presbyterian Church in Hershey, PA has developed a model for approaching these hard conversations. Based on seeking to understand others' perspectives — even when we passionately disagree — these Curious Conversations are an opportunity to practice listening, asking genuine questions, staying in the room with difference, and humanizing our ideological opponents. The gathering is not to debate or change minds, but to be curious and seek understanding. You are welcome to come listen, share, and ask curious questions.

Discerning Gifts and Passions Committee
Report to the Presbytery of Donegal — March 3, 2026

The Discerning Gifts and Passions Committee (DG&P) is charged with helping our Ruling Elders, Teaching Elders, and congregation members to identify their gifts and passions and discern how they can be used to serve God in this presbytery. With gratitude to all who responded prayerfully in considering upcoming service, the Discerning Gifts and Passions Committee presents the following slate of nominees.

FOR ELECTION:

- **Co-Vice Moderators for 2026 – Rev. Karen Bachman & Rev. Pamela Leach**

FOR ELECTION: MEMBERS OF COMMITTEES/COMMISSIONS:

COMMITTEE OR COMMISSION	NAME OF PERSON TO BE ELECTED	CLASS
Presbytery Leader Team	Rev. Karen Bachman	2026
Presbytery Leader Team	Rev. Pamela Leach	2026

OPPORTUNITIES FOR SERVICE IN DONEGAL PRESBYTERY

The Discerning Gifts and Passions Committee is always eager to connect people to ministry opportunities in the Presbytery of Donegal! To learn about presbytery leadership opportunities, please see the presbytery's Manual of Administrative Operations. The section on committees and groups begins on page 41: www.donegalpby.org/info-resources/documents-forms/presbytery-of-donegal-manual/

Please note that those serving on presbytery commissions must be either Teaching Elders (also known as Ministers of Word and Sacrament) or Ruling Elders. Other positions are open to anyone in your congregation with suitable gifts, skills, and passions.

Suggest yourself or someone else for service in Donegal Presbytery using the online nomination form: https://forms.gle/GbpnMcGbYiNhGF329

If you wish to suggest someone else, please ensure they are interested in the service before submitting their name. The Discerning Gifts and Passions Committee will carefully review your suggestion and will be in touch soon to let you know it has been received. For a printable version of the form, contact the presbytery office at christine@donegalpby.org or 717-392-4035.

Thank you for considering leadership opportunities in the Presbytery of Donegal!

Administration Committee
Report to the Presbytery of Donegal — March 3, 2026

Committee members are Betty Angelini (Chair), Linda Boddy, Diane Burkland, Susan Dunham, Doug Friant, Eric Hoerner, Steve Lytch, and Dan Snyder. Erin Cox-Holmes (Executive Presbyter/Transitional Stated Clerk), Jack Hynd (Treasurer), Sarah Kenier (Presbytery Associate/Associate Stated Clerk), and Christine Wells (Executive Administrative Assistant) are ex officio members.

The Administration Committee of the Presbytery of Donegal met via Zoom on Wednesday, November 19, 2025, and Wednesday, February 4, 2026.

Leadership Summit Review

- Received a summary of the Presbytery's Leadership Summit, which included a review of the Presbytery's Mission Priorities and congregational participation in Per Capita and Mission contributions.

Financial Oversight

- Received the completed funds verification for the 2024 financial year from accounting firm Bertz, Hess & Co., LLP, which noted no significant concerns.
- Received the October and December 2025 financial reports. The Treasurer noted that Per Capita income and expenses are in line with budgeted amounts. Mission income ended the year behind budget, with an anticipated end-of-year shortage of approximately $45,000.
- Transferred $45,000 from the Mission General Reserve Fund held with the Presbyterian Foundation to balance the 2025 Mission fund.
- Approved remitting the remaining budgeted per capita apportionments to the Synod of the Trinity and the PC(USA) General Assembly.
- Authorized a contract with accounting firm Bertz, Hess & Co., LLP, to conduct the financial review for the 2025 financial year, in accordance with the *Book of Order*'s requirements.
- Approved 2026 housing allowances of $47,000 for the Executive Presbyter/Transitional Stated Clerk and $28,000 for the Presbytery Associate/Associate Stated Clerk.
- Approved the adjusted 2026 Presbytery of Donegal budget, reflecting updated staffing and benefit expenses, with a plan to adjust the 2026 budgeted income once an analysis of the presbytery's investments has been completed.
- Outlined the 2027 Presbytery budget development and adoption schedule. The draft of the 2027 budget will come to the Administration Committee in April, with a first read of the 2027 budget at the May Presbytery Gathering and the second read and approval at the September Presbytery Gathering.

- Negotiated a renewal of the presbytery office lease with High Realty for a three-year term beginning March 1, 2026, with the right to terminate after two years with six months' notice.

Fiduciary Support of Congregations

- Received a report that the Presbytery of Donegal Leader Team has established an Administrative Commission to provide the Our Table New Worshipping Community with financial oversight and administrative support. Administration Committee member Susan Dunham is a member of the Our Table Administrative Commission.
- Received an update on court summons to Presbytery of Donegal churches, relative to Boy Scouts of America lawsuits concerning events alleged to have occurred in the 1970s and 1980s. All cases have been dismissed without prejudice.
- Received an update on the Columbia Presbyterian Church/Columbia Dream Center's work with the Lancaster County Redevelopment Authority (LCRA) to identify a suitable location for their homeless ministry. The Columbia Dream Center has also filed an application with the IRS for the formation of an independent non-profit 501 (c) (3) organization.
- Received an update on the Iglesia Renacer congregation's work with the COM Congregational Liaison to develop a comprehensive financial plan that encompasses budgets, funding, and stewardship.

Church Property Matters

- Approved Middle Octorara Presbyterian Church's request to undertake a sanctuary renovation project.
- Approved Trinity Presbyterian Church's pursuit of the sale of their manse, upon approval at a congregational meeting on February 8, 2026.
- Approved concurrence with a Letter of Agreement with Oxford Presbyterian Church for the conveyance of a wireless communications easement and assignment of that certain site lease with option. The agreement with the Oxford Presbyterian Church Session includes the establishment of a restricted fund held by the presbytery, seeded from agreement proceeds, for future care of structure related to wireless communication equipment.
- Received the following church property updates:
    - Stewartstown Presbyterian Church – basement renovation and manse
    - Trinity Presbyterian Church – sidewalk accessibility and possible easement

Investment and Trust Updates

- Received an update on the Fry Family Trust, held with the New Covenant Trust of the Presbyterian Foundation. All four churches that received funds for 2025 provided the presbytery with the required documentation showing how the funds were used. 2026 applications have been submitted, and funds will be distributed in early 2026. The Presbytery

plans to realize the budgeted $25,000 in Fry Family Trust fund administration income for 2026.

- Appointed the team of Betty Angelini, Erin Cox-Holmes, and Doug Friant to work with a pastor preparing an application for a loan from the Warroll Fund, held with the Presbyterian Investment and Loan Program (PILP), to assist with home repairs.
- Established an Investment Sub-Committee for 2026, comprised of Betty Angelini, Erin Cox-Holmes, Doug Friant, Eric Hoerner, Jack Hynd, and Christine Wells.

Coaching and Equipping Process/Staff

- Authorized enrolling the Executive Administrative Assistant in the Defined Benefits Pension Plan with the Board of Pensions for 2026.
- Approved the 2026 sabbatical proposal for Executive Presbyter/Transitional Stated Clerk Rev. Dr. Erin Cox-Holmes, entitled *Lingering in Landscapes, Meandering through Music, Pondering Poetry, Wrangling Words*, presented by her Coaching and Equipping Team, along with their recommendation for a travel grant. Also approved financial resources for minimal staffing support during the sabbatical. Funding provided through operating reserves.

The next Meeting of the Administration Committee will be held online via Zoom on Wednesday, March 4, 2026, at 3 pm.

SABBATICAL PROPOSAL

Rev. Dr. Erin S. Cox-Holmes

Executive Presbyter / Transitional Stated Clerk

February 4, 2026

PURPOSE AND VOCATIONAL CONTEXT

I am requesting approval for a sabbatical in 2026 after more than five decades of vocational commitment to the church and over 35 years in mid-council leadership. I was ordained as a teaching elder in 1988 and have served continuously in pastoral and presbytery leadership since 1991.

My husband, the Rev. Kent Holmes, has likewise spent 62 years in church service as a musician, educator, and pastor. Together, our lives have been shaped by long-term vocational responsibility, cumulative pastoral care, and the shared weight of leadership through seasons of deep personal and institutional challenge.

This sabbatical is requested not as a retreat from responsibility, but as a planned season of renewal intended to sustain faithful leadership into the years ahead.

RATIONALE FOR SABBATICAL AT THIS TIME

In recent years, vocational demands have been intensified by:

- Family health challenges
- The cumulative impact of crisis leadership (including the COVID period)
- Presbytery transitions requiring sustained adaptive leadership

While regular vacation and study leave have been essential and appreciated, they are not sufficient to provide sustained space for renewal to offset the long-term effects of decades of ministry.

This sabbatical is designed to provide a deeper form of renewal—one that supports emotional resilience, spiritual vitality, and vocational sustainability for the remainder of my active ministry.

SABBATICAL THEME AND INTENT

Theme: Lingering in Landscapes, Meandering through Music, Pondering Poetry, Wrangling Words

The central intention of this alliterative adventure is to create extended, uninterrupted time for restoration through:

- Engagement with natural landscapes
- Sustained immersion in music and the arts
- Practices of play, joy, and attentiveness
- Renewal of relational and spiritual capacity
- Nurturing the soul of the writer

Research on trauma and resilience (e.g., Rick Hanson's *Hardwiring Happiness*) underscores the importance of sustained positive experience in rewiring stress-impacted nervous systems. This sabbatical is structured with that wisdom in mind.

STRUCTURE AND SCHEDULE

The sabbatical will be taken in three discrete segments, allowing for:

- Seasonal considerations to avoid travel in the summer months
- Ongoing participation in key denominational gatherings
- Stewardship of personal and professional responsibilities

Total Sabbatical Time: 14 weeks (Integrated with accrued vacation and study leave per policy)

- Part 1: April 19 – May 9 (3 weeks) Florida — Family-funded travel focused on adventure, play, and relational renewal.
- Part 2: July 5 – August 17 (7 weeks) - Primarily at home, with intentional time away from daily administrative responsibilities. Includes local engagement with the home garden plus public gardens, parks, and music. The sabbatical adventure continues with travel to the British Isles to revisit a honeymoon journey.
- Part 3: October 17 – November 15 (4 weeks) California — Time in formative landscapes of early life, fostering reflection, integration, and closure. This segmented approach allows for both depth of renewal and continuity of leadership commitments.

FINANCIAL STEWARDSHIP

Personal funds will cover portions of travel and living expenses. Any presbytery support would be applied specifically to sabbatical-related travel consistent with the stated theme.

Estimated costs for the international portion (if undertaken): approximately $26,000. Should funding not be available, travel plans will be adjusted accordingly.

EXPECTED OUTCOMES FOR THE PRESBYTERY

Upon return, I anticipate:

- Renewed emotional and spiritual resilience
- Increased capacity for relational leadership
- Greater attentiveness and presence in pastoral and administrative responsibilities
- Sustained vocational joy and effectiveness
- A series of written reflections for publication in presbytery communication channels, as well as other platforms.

This sabbatical represents an investment in long-term leadership health, benefiting not only the individual leader but the wider presbytery and its congregations.

CLOSING REFLECTION

At its heart, this sabbatical is about deepening practices to dwell in joy, beauty, and gratitude—capacities essential for leaders entrusted with the care of others. As a poem by ee cummings puts it, it is a season in which "the ears of my ears" and "the eyes of my eyes" may be opened again.

A STATEMENT OF SUPPORT

from Erin's Coaching & Equipping Team Sabbatical Proposal from Rev. Erin Cox Holmes

"Lingering in Landscapes, Meandering through Music, Pondering Poetry, Wrangling Words."

Rev. Betty Angelini (Chair), Rev. Alex Becker, Rev. Claire George Drumheller,

Rev. Dan Snyder, Rev. Allison Beaulieu, Ruling Elder Elli Grove

Sabbatical Proposal from Rev. Erin Box-Holmes "Lingering in Landscapes, Meandering through Music."

Executive Presbyter and Acting Stated Clerk Erin Cox-Holmes has requested a sabbatical in 2026 for the purpose of rest and renewal. This sabbatical includes the following schedule:

- Part 1: April 19 - May 9 – Florida (3 Weeks)
- Part2: July 5 - August 17 – Mostly home, British Isles (7 Weeks)
- Part3: October 17 - November 15 – California (4 Weeks)

Total Time: 14 Weeks

Available time with 3 months' sabbatical, 1 month vacation, 2 weeks study leave: 18 Weeks. According to the Lilly Foundation, a sabbatical is a three-month time for rest and renewal that helps church leaders "spiritually reconnect with the joy of ministry." Sabbaticals are often taken after seven years of ministry. While sabbaticals often are structured as one 12-week period, they may be broken into smaller sections when appropriate. Sabbaticals for Pastors, Executive Presbyters, and Stated Clerks are becoming more commonly practiced. The Donegal Presbytery last approved a Sabbatical to another employee of the Presbytery in 2023.

Over the past 16 years, Erin has done incredible work to enhance our ministry together, support churches and pastors in need, and fulfill her God-given calling in our midst. She works tirelessly and constantly seeks to serve others. She does work that is emotionally and spiritually difficult, which necessitates periods of rest. Nevertheless, in 16 years, she has not been able to take a sabbatical, which ordinarily would be offered every 7th year. Erin requested the support of her coaching and equipping team in seeking a sabbatical last year, but was unable to pursue that proposal due to extenuating circumstances. Her coaching and equipping team believes that in 2026, it is essential for the Presbytery to uphold the biblical commandment to sabbath rest (Exodus 20) and sabbatical (Leviticus 25) by offering Erin this opportunity.

In order for this sabbatical to meet the goal of providing space and recovery, opportunities for space and recovery are needed! While many people bring an expectation that sabbaticals will always focus on

courses of learning or professional development, this is not always the case. According to Donegal policy, sabbaticals may include learning, adventures, and/or Sabbath rest. It is not required to include all categories.

This sabbatical proposal includes renewal time away, space in the home garden without work interruptions, learning engagement with music, art, and poetry, and travel abroad for spiritual and personal renewal. The planned outcome is a series of written reflection pieces to deepen Erin's gifts as a writer. These aims will feed Erin's soul and allow her to return to the work of the presbytery refreshed and restored. As a colleague and as a fellow human being, this adventure is our hope for her.

The sabbatical that Erin has proposed is also one that makes special considerations for the needs of the Presbytery in 2026. It is broken up into multiple sections that enable her to engage in critical gatherings of Mid-Council Leaders and to return to work at regular intervals to address any challenges or questions that have arisen during her time away. This greatly reduces the burden on staff and other Presbytery leaders. It is noteworthy that two of the three periods for which Erin will be away on sabbatical are not by themselves significantly longer than ordinary vacation leave. In addition, she has already done great work to determine how various needs will be met while she is away, which only strengthens the functioning of the staff and leadership when she returns.

Financial Proposal for Erin Cox Holmes Sabbatical: Approved 1/12/2026 by the Coaching/Equipping Team

Sabbatical Activity Support: $15,000

- Funding from Camp Sale Reserves
- Payable through reimbursement of receipts

Support for Associate Stated Clerk: $500

- Sarah Kneier will primarily consult with the Synod's Acting Stated Clerk Forrest Claassen, who will provide guidance/assistance per his Synod responsibilities; therefore, there will not be a charge
- If action is required to manage judicial process for remedial or disciplinary actions, outside consultants will be utilized and will provide an invoice on an hourly basis at approximately $75/hr. x 4 hrs.
- Funding from Per Capita Reserves

Support for Acting Head of Staff

- Erin and Betty are continuing the discussion regarding a $5,000 fund to implement support for the staff as needed. Relational guidance is the goal. Access by phone or Zoom is acceptable.
- Funding from Camp Sale Reserves

Celebrations $1,000 x 2: $ 2,000

- Onset
- Conclusion
- Funding from Camp Sale Reserves

Read/Study for LT/Admin/COM: $500

- Funding from Camp Sale Reserves

Coverage of Com: $ 0

- Erin will work with Alex Becker to arrange for coverage from within the COM

Total: $23,000

- $22,500 from Camp Sales Reserves
- $500 from Per Capita Reserves