

APPENDIX G

New Minister Information

Rev. Joy W. Laughridge

Joy Laughridge
Statement of Faith 2018

I do not remember a time in my life when I did not know that the Author of all Creation was the God revealed in the Bible. I do not remember a time in my life when I did not know that God is good and that God is love. From the time I was young, I knew that God was the One who held the world in hand and that no one was wiser or more powerful than God. As I have grown older, these concrete convictions about God have remained in tact, but age, and education, and life experience have both pushed and allowed me to also embrace and affirm the mysterious nature and ways of the Almighty God who is revealed in Christ and present with me in the person of the Holy Spirit.

While affirming that God is mysterious, I cling to faith that God is knowable through the written word in Scripture and most clearly through Jesus, the Living Word. Everything that we must know about God in order to live in right relationship with God has been written down in the Bible under the inspiration of the Holy Spirit, and it is the Holy Spirit who illuminates these words and confirms in my heart that they are true. Everything that needed to be done in order for humankind to live in a joyful and right relationship with God has been accomplished through Jesus in his life, death on the cross, and resurrection to life. My faith in Jesus was nurtured from the time I was young through Scripture and the community of faith, and I trust in Christ daily for my salvation. Later in life as a young adult, I understood for the first time in a real way that I was not good enough or able to earn my own salvation and I abandoned myself even more wholeheartedly to the grace of God in Christ which saves me. At that time my relationship with God changed. The focus of my life shifted from trying to be good to please God to depending on God's grace and living in joyful gratitude.

As I don't remember a time when I didn't know God, neither do I remember a time when I was not part of the local church. I have been a student of the Bible and engaged in the worship life of the church since childhood. I was baptized as an elementary age girl, but had my own children baptized as infants as an expression of my faith that God chose them before they had even thought about choosing God. As I have gotten older and come to understand the meaning and the spiritual realities behind the Sacraments of Baptism and the Lord's Supper, my faith has been nurtured by these signs that Christ gave to us that are enacted by the Holy Spirit to confirm Jesus's work and promises. The church needs all of the gifts God has given to her- the word, the Sacraments, and the spiritual gifts given to each member – to enable us through the power of the Holy Spirit to build and further God's kingdom as Jesus calls us to do. This is our purpose and work, to make Christ known and to build his kingdom, until he comes to finally consummate that kingdom to the glory of God.

Rev. Joy W. Laughridge
Biographical Statement

When I tell my story, I always feel compelled to begin before the beginning because the person I am has been shaped by family members who came before me. My love for the Lord, my love for the church, my passion for mission, and my commitment to serving others were all nurtured in a family that demonstrated and dedicated themselves to these things in their own lives. My maternal grandparents were missionaries for 15 years in Cameroon and then returned to the states where my grandfather was the organizing pastor of a United Presbyterian church that he served until his retirement. My paternal grandparents served under the mission board of the United Methodist church in the Congo. They spent their adult lives there, retiring when I was in Jr. High. My own parents were very "mission-minded," and growing up I watched as my parents welcomed missionaries into our home, gave generously to support them, and carried out their own ministries as they volunteered in the church and served the least. As a child, in response to God's activity in my life, I asked questions, and it was my parents who helped me make a first profession of personal faith as a child. I am deeply grateful for my family legacy, and I pray to be able to carry it on and pass it to my own children.

I first sensed a call to ministry as a high school student and my first response was to sign up for an intense, 8 week mission trip to Guatemala. With a commitment to pursuing some type of ministry I decided to attend a Christian college and during those years I began testing and using my gifts in different ways. I was mentored and encouraged by professors who were actively engaged in ministry themselves. They helped me grow through new ministry experiences and affirmed my gifts. After college I spent a year serving and learning as a youth ministry intern at University Covenant Church in Davis, CA. The following year I began studies at Fuller Theological Seminary. During seminary I experienced a "second conversion" that was extremely significant. It was a new and deeper understanding of both my own desperate need for grace and mercy and the truth that God had actually lavished both on me *while* I was yet a sinner. Though I'd had a relationship with God for years, I began to experience a new quality of freedom and joy because of Jesus and found a new capacity to give grace to others.

After completing my MDiv. in 2003, I returned to my native state of North Carolina where I fulfilled my CPM's internship requirements serving for 1 year in a large church and 9 months in a small church. These were rich experiences and an important part of my preparation for ministry. In 2005 I moved to Florida after receiving my first call. As the Associate Pastor for Nurture, my primary responsibilities were working with youth and developing the Christian Education ministry and programs. In 2012, after having my second child, I had the opportunity to accept a new call to a part-time Associate position also in the Presbytery of Tampa Bay. The position became full-time after 3 years. In this position my focus has been on outreach, mission, and small group ministry.

In recent years, I have sensed that God has been leading and working to prepare me for a new season of ministry. I began a D. Min program in 2016, and I've had a growing desire to lead a church in the role of solo pastor or head of staff. Late this year, it became clear that things were changing in my present call. Financial shortfalls led to the decision to eliminate my position. In anticipation of these changes, I began searching, and almost immediately, God directed me to

Lakewood Presbyterian Church. In a very clear way, the Lord has confirmed this call, and I look forward to the ministry that is just ahead.


REPORT OF TERMS OF CALL
Presbytery of St. Augustine
2018

Minister/Certified Educator Rev. Joy Woodcock Laughridge Telephone 813-777-4040
 Church or employing entity Lakewood Presbyterian Church

Terms of Call:	2017	2018
A. Personal Compensation		
1. Annual cash salary	_____	<u>\$41,000</u>
2. Housing allowance (if no manse)	_____	<u>\$23,000</u>
3. Utilities allowance (if applicable)	_____	_____
4. Medical supplement (if any)	_____	_____
5. OPTIONAL SECA tax reimbursement (above required 50%)	_____	_____
6. Deferred income	_____	_____
7. Other income (specify _____)	_____	_____
8. Manse amount (30% of total of lines 1-7)	_____	_____
9. Total effective salary	_____	<u>\$64,000</u>
B. Expenses		
10. Reimbursable professional expenses		
a. auto expenses	_____	<u>\$3,000</u>
(OR provision of auto w/ full expenses)	_____	_____
b. book allowance	_____	_____
c. other reimbursable expenses Dental, Life, Dep Life	_____	<u>\$1,387</u>
11. Continuing education allowance	_____	<u>\$4,000</u>
12. Total expenses	_____	<u>\$8,387</u>
C. Required benefits*		
13. Major medical (25% of line 9)	_____	<u>\$16,000</u>
14. Pension/D&D (12% of line 9)	_____	<u>\$ 7,680</u>
15. REQUIRED 50% SECA Reimbursement	_____	<u>\$ 4,896</u>
16. Total Benefits	_____	<u>\$28,576</u>
TOTAL PACKAGE	_____	<u>\$100,963</u>
D. Vacation and Leave		
Vacation	_____ (weeks)	<u>4</u> (weeks)
Study leave	_____ (weeks)	<u>2</u> (weeks)
Parental leave	_____ (weeks)	<u>6</u> (weeks)

Additional Terms (may use separate page)


 PNC Chair or Clerk of Session


 Pastor/Associate Pastor/Certified Educator
 Designated Pastor Interim Pastor/Stated Supply

*Section C is required by our minimum terms of call for installed positions; SECA is provided for many of our contract positions as well. BOP benefits – if provided for contract positions – are subject to different calculations.

Please return by February 17, 2018 by email to: Sandra Hedrick, Stated Clerk (Sandra@staugpres.org), Presbytery of St. Augustine, 1937 University Blvd. West, Jacksonville, FL 32217