

Fall 2021 Stated Meeting Docket Appendices

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Presbytery of St. Augustine

| | 8/31/2021 Actual | 2021 Budget | 2022 Asking Budget |
|--|---------------------|----------------|-----------------------|
| REVENUE | | | |
| 4110 Unified Giving | 218,867 | 365,000 | 400,000 |
| 4311 Investment Earnings | 17,357 | 102 | 25,000 |
| 4315 Other Income | 2,713 | 2,700 | 2,700 |
| 4316 Management Fees | 22,000 | 31,000 | 26,000 |
| 4330 Synod Office Partnership | 8,658 | 13,000 | 13,000 |
| 4420 Comm. Development Fund Income | 10,000 | 15,000 | 7,000 |
| TOTAL REVENUES | 279,595 | 426,802 | 473,700 |
| EXPENSE | | | |
| Current and Emerging Ministries | | | |
| 5015 Regional Gatherings | - | 1,000 | 1,000 |
| 5017 Mission Insite | - | 2,436 | 2,436 |
| 5018 New Ministry Initiatives | 39 | 1,345 | |
| 5022 Crisis Response Training/Expenses | - | 250 | 1,500 |
| 5024 Administrative Commission Expense | - | 250 | 250 |
| 5025 Translation Services | - | 90 | 100 |
| 5026 Income - Armistead Fund | (8,978) | (8,000) | (8,000) |
| <u>Youth Outreach</u> | | | |
| 5036 Youth Ministry Professionals | - | 1,000 | 1,000 |
| 5037 Youth Triennium | 4,000 | 6,000 | 6,000 |
| 5038 Congregational Partnerships/Scholarships f | - | 1,200 | 1,200 |
| 5039 Youth Ministry Team | - | 500 | 500 |
| <u>Disaster Preparation & Assistance</u> | | | |
| 5048 Florida PDA Network | 10,466 | 10,500 | 10,500 |
| Total Current & Emerging Min. | 5,527 | 16,571 | 16,486 |
| Call Commission | | | |
| 5410 Candidate Financial Support | 2,700 | 5,000 | 5,000 |
| 5412 Board of Pensions Shared Grants | 2,500 | 5,000 | 5,000 |
| 5415 Ministry Assessments | 400 | 1,000 | 1,000 |
| 5420 Consultations and Final Assessments | - | 500 | 500 |
| 5422 Inquirer/Candidate Counseling | - | 300 | 400 |
| 5425 Training, Supplies & Manuals | - | 100 | 100 |
| Total Call Commission | 5,600 | 11,900 | 12,000 |
| Leadership Development & Strategic Issues | | | |
| 5510 Pastoral Support Groups | - | 500 | - |
| 5515 | | | |
| 5525 Life Renewed Counseling Center | 3,600 | 5,400 | 5,400 |
| 5535 Counseling Assistance | 2,670 | 5,000 | 5,000 |
| 5540 Counseling Endowment Income | (10,600) | (15,900) | (10,400) |
| 5610 Officer Training | - | 1,500 | 1,500 |
| 5615 Training Events | - | - | 1,500 |
| 5620 Strategic Issues | | | 1,000 |
| Total Leadership Dev. & Strategic Iss. | (4,330) | (3,500) | 4,000 |
| Highlands Regional Ministry Center | | | |
| 5701 Contributions | (7,340) | (10,000) | (10,000) |
| 5705 Usage Income | (32,160) | (42,000) | (45,000) |
| 5710 Building Repair | 203 | 5,000 | 6,500 |
| 5712 Fire Alarm Expense | 1,509 | 1,500 | 1,500 |

| | | | | |
|--|----------------------------|----------------|----------------|----------|
| 5715 | Utilities | 13,181 | 21,000 | 21,000 |
| 5720 | Insurance | 7,817 | 10,108 | 12,000 |
| 5740 | Building Major Repair Fund | 8,458 | 12,700 | 14,000 |
| 5745 | Property Taxes | 5,677 | | |
| Total Highlands Regional Ministry | | (2,655) | (1,692) | - |

Personnel

| | | | | |
|---|--------------------------------------|----------------|----------------|----------------|
| <u>Office Manager 1 FTE</u> | | | | |
| 6010 | Salary | 26,006 | 40,000 | 40,000 |
| 6015 | Benefits Package | 4,867 | 9,241 | 9,241 |
| 6020 | FICA | 1,973 | 3,060 | 3,060 |
| | Total Office Manager | 32,846 | 52,301 | 52,301 |
| <u>Communication Coordinator .75 FTE</u> | | | | |
| 6110 | Salary | 23,226 | 37,560 | 38,687 |
| 6120 | FICA | 1,760 | 2,873 | 2,960 |
| | Total Communication Coordinator | 24,986 | 40,433 | 41,647 |
| <u>Summer Staff at MPCC</u> | | | | |
| 6210 | Salaries | 21,285 | 27,500 | 22,295 |
| 6215 | FICA | 1,719 | 2,000 | 1,706 |
| | Payroll Processing Fees | 244 | 500 | |
| | Total Presbytery SS at MPCC | 23,248 | 30,000 | 24,001 |
| <u>Stated Clerk .5 FTE</u> | | | | |
| 6310 | Salary | 12,150 | 24,300 | - |
| 6315 | Housing | 16,371 | 20,000 | 45,629 |
| 6320 | SECA | 3,272 | 3,389 | 3,491 |
| 6325 | Auto and Professional Expenses | 211 | 2,500 | 3,100 |
| 6330 | Continuing Education | 700 | 1,000 | 1,000 |
| | Total Stated Clerk | 32,704 | 51,189 | 53,220 |
| <u>Area Relationship Coordinators .25 FTE</u> | | | | |
| <u>Adding 2 additional ARC's for a total of 6</u> | | | | |
| 6410 | Salaries | 13,014 | 19,400 | 26,302 |
| 6415 | Housing | - | 6,600 | - |
| 6417 | SECA | 306 | - | - |
| 6425 | Expenses – Mileage, Travel, Meals | 142 | 2,000 | 2,000 |
| | Total Area Relationship Coordinators | 13,462 | 28,000 | 28,302 |
| 6550 | Personnel Adjustments | 1,780 | 4,655 | 4,795 |
| <u>Ministry and Mission Coordinator 1 FTE</u> | | | | |
| 6555 | Salary | 21,177 | 30,100 | 40,300 |
| 6560 | Housing | 28,000 | 42,000 | 34,000 |
| 6565 | Benefits Package | 19,957 | 26,677 | 27,491 |
| 6570 | SECA | 3,736 | 5,516 | 5,684 |
| 6575 | Auto and Professional Expenses | 2,391 | 3,500 | 4,100 |
| 6580 | Continuing Education | 1,130 | 1,000 | 1,500 |
| | Total M&M Coordinator | 76,391 | 108,793 | 113,075 |
| Total Personnel | | 205,417 | 315,371 | 317,340 |

Administration & Finance

| | | | | |
|------|--------------------------------------|--------|--------|--------|
| 6610 | Minutes, Annual Reports, Dues/Subs. | 149 | 400 | 400 |
| 6620 | Meeting Expenses | 95 | 1,000 | 1,000 |
| 6810 | OGA and Mid-Council Meetings Expense | - | 500 | 6,000 |
| 6815 | General Assembly Unified | 11,489 | 17,000 | 17,000 |
| 6825 | Per Capita paid, not collected | 2,673 | | 2,673 |
| 6830 | Synod of South Atlantic Mission | 6,543 | 9,815 | 9,800 |
| 6835 | Synod of South Atlantic Per Capita | 12,123 | 18,185 | 18,000 |
| 6915 | Committee/Commission Meals | - | 2,500 | 1,250 |
| 6935 | General Operating Expenses | 61 | 1,800 | 1,800 |

| | | | | |
|------|---|----------------|-----------------|----------------|
| 6940 | Legal Expenses | 61 | 2,000 | 2,000 |
| 6945 | Permanent Judicial Commission | 1,310 | 200 | 1,500 |
| 6955 | Mileage Reimbursement | - | 300 | 300 |
| 6960 | Moderator's Expenses | - | 1,000 | 1,000 |
| 7010 | Audit | 10,350 | 10,000 | 10,000 |
| 7012 | Bank and Credit Card Fees | 24 | 100 | 100 |
| 7015 | Building-Major Repair Fund | 1,667 | 2,500 | 2,500 |
| 7020 | Building Maintenance | 906 | 1,000 | 1,000 |
| | <u>Communications</u> | | | |
| 7030 | New Communication Initiatives | - | 500 | - |
| 7031 | Conference Calls | 51 | 200 | - |
| 7035 | Computer Tech Support/Software | 6,090 | 10,500 | 10,500 |
| 7040 | Copy Machine | 2,779 | 4,500 | 4,500 |
| 7045 | Utilities | 2,326 | 3,500 | 4,000 |
| 7050 | Grounds | 960 | 1,500 | 1,500 |
| 7055 | Insurance | 8,329 | 6,502 | 9,800 |
| 7070 | Janitorial | 1,053 | 1,400 | 2,500 |
| 7090 | Office Supplies | 1,347 | 2,400 | 2,700 |
| 7095 | Payroll Processing | 1,883 | 2,250 | 2,700 |
| 7110 | Postage | 440 | 600 | 800 |
| 7120 | Telephone & Internet | 5,246 | 6,000 | 8,500 |
| | Total Administration & Finance | 77,955 | 108,152 | 123,823 |
| | Total Expenses | 287,514 | 446,802 | 473,649 |
| | Surplus (Deficit) | (7,919) | (20,000) | 51 |

Appendix B

NEW MINISTER INFORMATION

Statement of Faith

Bryant Anderson

When I was confirmed in sixth grade, I memorized the first question and answer of the Heidelberg Catechism, which says in part, “What is your only comfort in life and in death? That I am not my own, but belong—body and soul, in life and in death—to my faithful Savior, Jesus Christ.”

In the decades since, through all the iterations of my faith and the challenges of my life, I always seem to circle back to these words, and they remain sufficient to capture the essence of my faith: I belong to God, and to my faithful Savior, Jesus Christ.

The Triune God—who created in love and seeks to bring about the loving redemption of the world and all that is in it—is a God of embrace. God embraced humanity—bearers of God’s own image—from the very beginning, despite our stubborn inclination to exploit neighbor and nature. God embraced a covenant people through Abraham, that all the peoples of the earth might come to know God’s blessing. God embraced the outcast and downtrodden through the voices of the prophets. And despite their frequent failure, God embraced the people of Israel, tirelessly calling them back to covenant faithfulness.

Nowhere is God’s embrace demonstrated more clearly or more powerfully than in Jesus of Nazareth, the Word of God made flesh. In his ministry, Jesus proclaimed the kingdom of God: God’s new reality breaking into our own, the remaking of our hearts and the redemption of this world. In Christ, the embrace of God is no longer limited to a chosen people; it is extended to the lost and the least, to the outcast and the sinner, to you and to me. In his death and resurrection, Jesus turned our most basic assumptions about strength and weakness upside-down, exposing the bankruptcy of human power and revealing the power of God, which looks for all the world like weakness. In Christ we are rescued from our dependence on our own strength and assured of God’s embrace.

God’s embrace is not just a big, warm hug; it has a purpose. Those called by God to be disciples of Jesus Christ are given unique gifts and are empowered by the Holy Spirit to extend God’s embrace to the world by loving our neighbor, by showing compassion, by working for peace, by advocating for justice, and by proclaiming the good news of God’s kingdom. We gather together as the church in order to keep alive the movement begun by Jesus. As scripture is read and proclaimed, we are enriched and challenged. As Baptism and the Lord’s Supper are celebrated, we are sealed by God’s Spirit, renewed in our commitment, and strengthened for the life of faith. As one, we are sent out into the world with God’s blessing to be the body of Christ.

The answer to the first question of the Heidelberg Catechism concludes, “Because I belong to him, Christ assures me of eternal life and makes me wholeheartedly willing and ready from now on to live for him.” I belong to Christ. Grateful for God’s embrace in Christ, I strive to do my small part to further the work of God’s kingdom in the world.

Journey of Faith

Bryant Anderson

I am the son of a pastor, which made ministry either the most or the least likely vocation for me to pursue, depending upon at which point of my journey I was asked.

My faith developed in a linear fashion under the nurture of Community Presbyterian in Ventura, California—Sunday school, summer camp, VBS, youth group, and dear church people all played an important role in planting seeds and tending them. I idolized my dad and would have gladly followed in his footsteps.

When I was twelve years-old, we moved from Southern California to West Michigan, where we sojourned four years in the Reformed Church in America. While I enjoyed church, school, YoungLife, sports, and most everything else as a relatively clueless teen, my father's pastorate unravelled quickly and painfully, leaving him (and my mother) deeply wounded and angry. I understood little at the time, but I was perceptive enough to learn that the church is sometimes cruelest to those who love it most. I decided I would never make the mistake of becoming a pastor.

We relocated to Southwest Florida just before the start of my eleventh grade year. Friendships did not come easily, but I grew close with a handful of classmates who were deeply committed Christians belonging to a variety of different churches. We led the Fellowship of Christian Athletes program at school together, I sampled their youth groups (in addition to helping lead my own), I helped start YoungLife in our county, and through it all the confidence of my convictions grew. I came to believe that the world needed me to be a pastor, because the world needed my answers to life's most important questions.

At the University of Florida, I gravitated toward a high-energy, on-campus student church that amplified my firm, black-and-white convictions. Meanwhile, my academic interests were transitioning away from philosophy and toward religion. I found the academic study of religion fascinating, though as a result of those studies my rock-solid worldview was beginning to wobble. I consulted my pastor about the possibility of pursuing a major in religion, and he warned against it, saying it would challenge my faith. So I left that church and majored in religion.

But my former pastor had been right—my faith was indeed challenged. At first I tried to incorporate what I was learning into the faith I had brought to college with me, but this was exhausting and unproductive. Eventually, I was forced to let everything go, to deconstruct the faith of my childhood, to rediscover Jesus and his gospel, and to rebuild from the ground up. It was in the midst of this humbling process of struggle and discovery that I felt God calling me to ministry—I wanted to help others see their faith with new eyes the way that I had.

While I was in seminary, my parents divorced and a (manufactured) controversy erupted in our church. Witnessing the ugly side of the church yet again—this time in the midst of deep personal pain—brought me very close to abandoning my pursuit of ordination and seeking an entirely new vocational path. Had

it not been for the support and encouragement of my wife, the strength of friendships established in seminary, and a good deal of counseling, I doubt very much that I would be in ministry today.

My first years in ministry were immensely fulfilling. I served as an associate pastor of a large congregation with two other pastors on staff. They both had much more experience than I did, and they walked patiently alongside me as I found my footing as a pastor. My eight years as a solo pastor have also been fulfilling, but in different ways. The work of preaching is a joyful burden, a labor that I find to be both challenging and richly rewarding. But I have missed the teamwork and collegiality of a larger staff and have felt God calling me to a place where I can serve alongside others again.

I feel confident that God's call is leading me to Palms, where I am eager to continue the challenging and wonderful work of ministry alongside so many other faithful servants of God's kingdom.

REPORT OF TERMS OF CALL
Presbytery of St. Augustine
2021

*Complete the fillable fields
below, print, sign and return
via email or mail.*

Pastor / Certified Educator Bryant M Anderson **Telephone** _____

Church or employing entity Palms Presbyterian Church

| Terms of Call | 2020 | 2021 |
|--|-------|-----------|
| A. Personal Compensation | | |
| 1. Annual cash salary | _____ | \$65,000 |
| 2. Housing allowance (if no manse) | _____ | \$55,000 |
| 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 | NA | \$120,000 |
| B. Expenses | | |
| 10. Reimbursable professional expenses | | |
| a. Auto expenses | _____ | _____ |
| (OR provision of auto w/full expenses) | _____ | _____ |
| b. Book allowance | _____ | _____ |
| c. Other reimbursable expenses | _____ | \$7,000 |
| 11. Continuing education allowance | _____ | \$2,000 |
| 12. Total Expenses | NA | \$9,000 |
| C. Required Benefits* (click here for Board of Pensions Calculator) | | |
| 13. Major medical (27% of line 9) | _____ | \$32,400 |
| 14. Pension / Disability (10% of line 9) | _____ | \$12,000 |
| 15. REQUIRED 50% SECA Reimbursement | _____ | \$9,180 |
| 16. Total Benefits | NA | \$53,580 |
| TOTAL PACKAGE | NA | \$182,580 |

D. Vacation and Leave

| | | |
|----------------|----|---------|
| Vacation | NA | 4 weeks |
| Study Leave | NA | 2 weeks |
| Parental Leave | NA | _____ |

Additional Terms (may use separate page) See separate page for description of other reimbursable expenses

PNC Chair or Clerk of Session

CAROLYN W. ETTLINGER

Pastor/Associate Pastor / Certified Educator / CRE

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. BOP benefits – if provided for contract positions – may be subject to different calculations. Please check with a tax advisor for tax advice.

Please return by **March 3, 2021** by email to Sandra Hedrick, Stated Clerk (Sandra@staugpres.org) OR
By mail: Presbytery of St. Augustine, 1937 University Boulevard W., Jacksonville, FL 32217

Bryant M. Anderson

Terms of Call, page two, draft dated May 30

Description: other reimbursable expenses totaling: \$7,000

\$1,500 is for reimbursement of out-of-pocket medical expenses (like a medical flexible plan)

\$5,500 is for a percent of cell phone, mileage, meals and in any other expense in execution of pastor/head of staff duties

Description of continuing education totaling: \$2,000

For tuition, books, seminars, etc. that enlighten or enhance the pastor head of staff's knowledge base

Moving expenses – Palms will pay for all moving costs related to relocation

Sunelle Stander Lays Faith Statement

I believe in the Triune God: The Creator, Jesus Christ and the Holy Spirit. I believe that God is the creator and sustainer of all things and that God creates all human beings as equal and in God's image, despite the divides that humans create between one another. I believe that all people are both wonderfully made and at the same time sinful, being influenced and shaped by oppressive forces from the day that we are born. Despite our sinfulness and inability to break free from the influence of these oppressive forces, God's grace sustains us, and envelopes us in love.

I believe that God makes Godself known in the midst of trauma and suffering and that beautiful transformation and growth can happen in the midst of it. As such, I believe that Jesus Christ not only died for our sins and for the sake of our salvation, but also that through Christ's resurrection Christ made life and hope possible, even in death.

I believe that Jesus Christ is both fully human and fully God. I believe that it is through the Scripture and in the Person and life of Jesus that God made Godself known to us. I believe that God is a God of the poor and the oppressed and that God calls us to work towards a world of equality for all. I believe that God chose to come live in the muck, tears, sweat and mess of our world to show us what true relationship and love mean. I believe that our mission does not only include a movement towards other persons, but to the whole of creation and that it is our collective responsibility to care for the earth.

I believe that the relationship between the three Persons of the Trinity overflows with love to graciously include the whole of creation in the life and being of God. I believe that God is almighty and therefore does not need us for God's mission to the world, but that God nevertheless graciously includes us and invites us to participate in God's mission. I believe that while the kingdom of God has not yet been fully realized, glimpses of it are visible. I believe that the Holy Spirit equips each person with unique gifts. I believe in the priesthood of all believers and that our individual gifts should be used collectively to make God's love and grace visible. I believe that we need community in general and a faith community in particular to hold us accountable, to support us, love us and to help us to grow in our faith.

I believe that God wants us to flourish – as individuals and collectively as a human race. I believe that it is only when we become aware of the overflowing, overwhelming grace and love of God as communicated to us in the sacraments of baptism and communion that we are able to flourish and become who we are intended to be in Christ. I believe that no good deed can get us closer to the love of God and that no bad deed can move us further away from the grace of God. I believe that good deeds don't win us favor with God, but rather that when we truly experience the love and grace of God we are moved to love more fiercely and as a result good deeds follow. God's love and grace transform us and change us.

Sunelle Stander Lays

Faith Journey

I was raised as a pastor's child in the Dutch Reformed Church in South Africa and was baptized and confirmed at the church where my father pastored.

During early childhood the content of my faith was mostly based on my parents' faiths. As a teenager, I was exposed to a more evangelical style of worship and theology through a friend. This led me to critical reflection on my own faith and to explore alternative approaches to theology and worship. While this period in my life was marked with many questions, confusion and struggle, it was a starting point to form a personal faith that was less dependent on the content of my parents' (or anyone else's) faiths.

My initial motivation to pursue theological studies was motivated by a quest to find certain, unambiguous answers and to gain theological knowledge that would enable me to distinguish "ultimate truths" amongst differing opinions and beliefs. I quickly realized, however, that my studies would lead to more questions and uncertainties than answers. It created in me an appreciation for a sense of not knowing and for the tension that exists both in theology and life. I came to a deep awareness of my dependence on God and a realization that the nature of God is far too big for me to ever fully understand. Through experiences of loss (the loss of both of my grandparents) and struggle, I was able to bring these realizations into conversation with daily life and practically experience glimpses of what the ever-present reality of God's love, grace and hope truly means.

During my first year as a pastor, I had the opportunity to attend the Global Institute of Theology in Costa Rica, hosted by the World Communion of Reformed Churches. Here, I was exposed to and gained an appreciation for feminist theology. This led me to a painful time in my life, when I became increasingly aware of the ways that myself and others are affected by patriarchy and oppression. While painful, it graciously also became a time of beautiful self-discovery and growth. I pursued a Master's degree of Theology in Gender, Health and Sexuality and gained a new appreciation for God's identification with the poor and oppressed. The cross and Jesus' broken body and suffering took on new meaning for me, and I found a sense of comfort and relief in the cross and in the person of Jesus. Discoveries of my own pain gave me access to a new dimension of relationship with Christ. Jesus felt more accessible to me than ever before – grace within my pain and confusion.

During my Clinical Pastoral Education residency and time as a hospital chaplain I also gained a deeper appreciation for Jesus' resurrected body as a source of hope and freedom. I was able to embrace my identity as a recipient of God's salvation, acceptance and love and to live into this identity as a free woman of God. Coming from a Reformed background and a background often focused on cerebral knowledge, I learned of new ways to experience God in the moment and to see the presence of God clearer in relationships and those that I serve. I was not only able to see God in new ways in others, but also in myself. I gained experiential knowledge of God's presence, grace and hope in my life and through relationship with others. As a chaplain, I witnessed degrees of suffering and death that can easily leave one feeling paralyzed. Woven through suffering and struggle, however, are experiences of God's grace and the comfort that it brings. I feel privileged and eternally grateful to be a witness to this in my every day life and look forward to God's call in a congregational context.

Susan Takis' Statement of Faith

I believe in God, the creator of all that is, who is both immanent in the world and transcends all that we can know of the world. I believe that God is active in history, and that God is sovereign over creation, but has elected to endow humanity with free will. In this freedom, humanity rebels against God. Yet God reaches out, and in grace, pulls humanity close again.

I believe God's unique self-revelation came in the person of Jesus of Nazareth, fully human, fully divine. In the birth, life, ministry, death and resurrection of Jesus, God's purposes are most fully revealed. In Jesus, the world sees the bodily incarnation of the full power of God's love for the world. I believe that in Christ, God entered history, and in Christ's love, we are freed so that we may participate in God's plan to reconcile the earth. I believe that Christ submitted himself on a cross for our salvation, and I believe that salvation comes only through Him and His grace. Through this event, the Kingdom of God was inaugurated on earth, radically different in purpose from any earthly kingdom, and will be finally realized at Christ's promised return.

I believe that God has set God's Spirit into the world as our sustainer and sanctifier. It is through the Spirit that God's continued real presence with us is known and felt. The Spirit calls each of us into a community of faith, and is an empowering force for our participation within that community. The Spirit is unlimited in its ability to operate in the world both in and through persons and relationships. The Holy Spirit, through the sacraments of Baptism and the Lord's Supper, strengthens and nourishes our faith.

I believe that the church, the body of Christ, is the community of faith that is called to live out faith in daily action. We are called to share the Good News of Jesus Christ with others, to continue Christ's activity on earth, and to share Christ's salvific ways with the world. As members of Christ's body, we are called to witness faithfully to God, to trust in the authoritative witness of Scripture with Christ as its center, to interpret Scripture to the best of our limited ability through the work of the Holy Spirit, to rightly administer sacraments which bind us together with believers in all times and places, to preach, teach, and hear the Word, and to witness to the coming of the Kingdom.

Amen.

Susan Takis' Journey of Faith

I am a baptized child of God. I begin with that statement, for indeed that is my core identity, the internal anchor out of which everything else about who I am or what I do stems. My parents brought me forth to receive the waters of new life in baptism when I was three months old. I was raised in the church of my baptism, Rock Spring Presbyterian Church in Atlanta, Ga., and many of my earliest and happiest memories include Rock Spring, for my family was very active there during my childhood. Many dedicated Sunday school teachers, pastors, and friends taught me the foundations of the Christian faith throughout my childhood and teen years. As a child of that congregation, I will always hold a special place in my heart for the many RSPC saints that guided my early spiritual formation.

I did not attend church often during my college, graduate school and early years of my career as a theatrical lighting designer. I was busy "taking the world by storm" as a young designer, and enjoyed over twenty years working in professional theatre all over the country. It was about midway through that time period in my life that I came to realize that God had not only given me the gifts that I was blessed to have and use as a lighting designer, but also that God had been with me every step of the way through times that were full of life and activity, and also in those dark moments of the soul when life seemed so overwhelming. It was then that I truly began to understand what it meant to live as a baptized child of God, and it was then that I began to embrace that identity as the only identity that truly ever matters in my life.

I left New York, where I had been living for much of my career, and returned to Atlanta to continue designing, but also to be closer to my family. It was then that I returned to the church of my childhood, Rock Spring, and immediately became very involved in the life of the church. In 1995 I was ordained as an elder and it was during those years as an active elder, through the whisperings of the Spirit, and many conversations with my pastor, that I began to embrace my spiritual yearnings, deepen my spiritual walk, and discern my call to parish ministry. Seminary followed, and my life was changed forever. I was ordained to the ministry of Word and Sacrament in 2004. Since my ordination, I have had the honor of sharing in ministry with several faithful congregations: South Jacksonville, Orange Park, Middleburg, and First Presbyterian of Wildwood. Each call has been unique and in each setting I have learned so much from the congregations I have served. I have never regretted following God's call into the ministry, and the path has been amazing! Has it been without pain and heartache at times? Of course not, but in those times God has been right there, holding, cajoling, healing, and loving me.

In my personal faith and in my calling as one of the spiritual leaders in a congregation, and as I continue to experience my core theological beliefs manifest themselves in practical and real ways, I try to model my own profound gladness in God as I interact with others. The clarity of this gladness continues to deepen over the years. We are all part of a larger vision - God's vision - and day by day we can do nothing but offer ourselves to God to be part of that vision.

I believe that my calling in ministry is to help others find pathways through their faith in Jesus Christ to live life fully and without fear, and to trust in the loving presence of a God much larger than any of us. Whether that pathway is opened through a conversation, a sermon, a visit, a handshake, an adult education opportunity, or a weekend spiritual retreat, it is always and only through the leading of the Holy Spirit that any of us can begin to see the path. My call to ministry and my personal theological growth and journey of faith is shaped by the knowledge that I trust in a path that is not always clear, placed before each of us by a God whose clarity knows no bounds. Thanks be to God!

And so now, a new adventure begins with the amazing people of the First Presbyterian Church of Green Cove Springs. From our first conversation over Zoom, and in all of our subsequent conversations, I have felt God's Spirit at work. I truly believe God has put us together to share in ministry in Green Cove Springs for a time such as this. The congregation's deep love of mission, faithfulness to authentic worship and discipleship, and yearning to continue their spiritual journey with intention align well with my particular passions and gifts for ministry. I am excited to see where the Spirit will lead us all in the coming years. And I thank God each day for opening both their hearts and mine to recognize and embrace this call to a new journey.

Soli Deo Gloria!

REPORT OF TERMS OF CALL
Presbytery of St. Augustine
2021

Church or employing entity First Presbyterian Church of Green Cove Springs, Florida

| Terms of Call | 2020 | 2021 |
|---|------|---------------------|
| A. Personal Compensation | | |
| 1. Annual cash salary | | \$34,000.00 |
| 2. Housing allowance (if no manse) | | 30,000.00 |
| 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 | NA | \$64,000.00 |
| B. Expenses | | |
| 10. Reimbursable professional expenses | | |
| a. Auto expenses (OR provision of auto w/full expenses) | | Actual @ \$.56/Mile |
| b. Book allowance | | |
| c. Other reimbursable expenses | | 1,250.00 |
| 11. Continuing education allowance | | 1,000.00 |
| 12. Total Expenses | NA | 2,250.00 |
| C. Required Benefits* (click here for Board of Pensions Calculator) | | |
| 13. Major medical (27% of line 9) | | 17,280.00 |
| 14. Pension / Disability (10% of line 9) | | 6,400.00 |
| 15. REQUIRED 50% SECA Reimbursement | | 4,896.00 |
| 16. Total Benefits | | 28,576.00 |
| TOTAL PACKAGE | | \$94,826.00 |
| D. Vacation and Leave | | |
| Vacation | NA | 6 weeks |
| Study Leave | | 2 weeks |
| Parental Leave | | NA |
| Additional Terms (may use separate page) \$450.00 Dental Ins.; 1 additional week away for service to the larger church | | |

PNC Chair or Clerk of Session

Pastor/Associate Pastor / Certified Educator / CRE
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. BOP benefits – if provided for contract positions – may be subject to different calculations. Please check with a tax advisor for tax advice.**

Please return by **March 3, 2021** by email to Sandra Hedrick, Stated Clerk (Sandra@staugpres.org) OR
By mail: Presbytery of St. Augustine, 1937 University Boulevard W., Jacksonville, FL 32217

STATEMENT OF FAITH by The Reverend John Huff, a teaching elder (minister of Word and Sacrament) a member of the Presbytery of Blackhawk granted the status of Honorable Retirement beginning the Thirty first day of December, 2020.

I believe in one Creator God (often referred to as Father) and God who came and shared human life in the person of Jesus the Christ and in God's Holy Spirit that always seeks to be with us in community where two or more are gathered together.

I believe that God is the Father of everyone (not just some) and that God cries when any of his children live in ways that hurt, destroy, kill the good gift of life. Rather than giving up on us, God seeks ways to help us find the way to live as we were created to live.

I believe that in Jesus, God has revealed to us that there is nothing that can separate us from God's Love and God even finds and calls ordinary and harmful people to come together as His Church (the new Body of Christ) to share the Good News loving God and people well.

I believe that Christian Community is essential and enables healing, reconciling, loving, living a life that is so Good it has no end.

God's Word is Jesus! The Bible is best when we seek to discover what is being shared as God's Word and not just a reflection of what everyone thought at the time it was written

The sacraments of Baptism and the Lord's Supper are celebrations of the church with God's presence when promises of commitment to Christian nurture and discipleship are made and enabling us to discover God's presence with us.

STATEMENT OF JOURNEY OF FAITH by The Reverend John Huff, a teaching elder (minister of Word and Sacrament) a member of the Presbytery of Blackhawk granted the status of Honorable Retirement beginning the Thirty first day of December, 2020.

I grew up in a Presbyterian family. My Mother was a Sunday School teacher and my dad was an Elder at the First Presbyterian Church in Falls Church, Virginia. From the beginning of my memory, I always felt of myself as part of the Christian Church. I confirmed my Baptism as a child when I was 12 years old. I went to a Presbyterian College (Davis and Elkins, Elkins, West Virginia) and to seminary at Pittsburgh Theological Seminary. I have always thought that even though I was born into the Presbyterian Church, it was the church community that I would choose to belong. I served the United Presbyterian Church of Romeoville, Illinois as Pastor for 53 years and served on Blackhawk Presbytery staff 18 years including service as Stated Clerk. I was privileged to be the Moderator of the Synod of Lincoln Trails for six years and past Moderator of the Presbytery of Blackhawk.

I continue to discover God's presence in the human community and take seriously the call of God to be in partnership with God's Spirit and people in working together to meet the challenges of daily life. My favorite Bible verses are from Revelation 21 and 22 (knowing that we are moving toward that time when all of God's children live a life so good, it has no end).

Statement of Faith – September 2021

Adrian (Ed) Tenhor

1. Theology - I believe in the “Presence,” the presence of the eternal One, One who is the Real, all else, just matter, atoms, molecules. When I was young I did not understand “physical” and “spiritual,” until I saw a chancel drama of CS. Lewis’s “The Great Divorce,” suggesting that the “real” for us, the “physical” world of matter is not really all that real, but a kind of “Matrix” construct world, and, the “spiritual” world is not really “spiritual,” but that which is actually the “real,” therefore for me, the presence of God is that which is real, the universe, a construct, or creation. And, a great divorce or separation exists between the two. The Presence, God, takes the initiative and enters into history, quietly, surreptitiously, “God was in Christ, reconciling the world,” as the Apostle might say it.

Who is this Presence? The greatest Power in all of the universe. God is love. We are gifted with an ability to love, a tiny bit of that power, and told to use it to change the world. We don’t. We are gifted with faith, trusting in what God has done en Christo and that we can do anything if we only believed that we could. Try it. Really trust in the Presence and really believe you can do a particular project.

All-knowing? Yes, I was sure God knew my human condition, the estrangement, the enormous distance, the separation, the divorce. The good news is that the Eternal One overcomes this huge separation and reconciles.

It was explained to me when I was sixteen years old in a new member class that God is “Omnipresent, Omnipotent, and Omniscient,” everywhere present, all-powerful, all-knowing. I didn’t really understand it then, though I remembered it. Now I know. The Presence is the ultimate reality, the Ground of our Being, as Paul Tillich would say. (I heard him speak at Drew Seminary lecture series one time when I was still a college student at Drew).

2. Christology - Did God come in any other form to reveal divinity than in Messiah? I have not found any. But God has not told us everything. God is free to come secretly and in an incognito way to humans any way God pleases. We do not control the universe; God does. Something new happened in history. This new reality was

historical fact. The reality was God's presence in a broken world in Jesus the Christ and the new reality was stirring in men and women. They were new creations. This new reality continues in the lives of men and women today. The reality was not words in a book, as powerful as the written Word may be. It was a living Word, a Word made flesh, a human life. That human life is historical fact, though missed by most. Jesus was who he was and is who he is. It is true that the early followers were stopped in their tracks when crucifixion came. But just a few days later, Presence was experienced and continued to be experienced. It was real Presence! So powerful was it that the movement, though stopped for a moment, suddenly surged ahead, and continues to this day, healing (salvation) men and women around the world!

3. Pneumatology – The Holy Spirit in the Church is the Presence of God leading, guiding, gifting the Church. I had always hoped that the Church would be more open to the movement of the Spirit, as open as they are to saying that “we never did it this way before.”

4. Anthropology – I like to use the lifeguard image of the Church involved in God's rescue (saving) plan, throwing out the lifeline to a world drowning in its estrangement. It never takes me long to convince people that we have lost our way. The concept of sin as I have found it is more than many Christians say it is, “naughty acts” the 7 Deadly sins, or breaking the 10 Commandments. Sin is racism, sexism, ageism, hatreds of all kinds, self-righteousness, perhaps tyranny, slavery, exploitation of workers, children, women, war, evil? Humanity does need help.

5. Soteriology – I do have to mention the powerful image of the cross. I like to suggest the four words for each of the four points of the cross, Worship at the top of the cross, Word at the foot of the cross, Work (ministry/service), and Witness as the arms of the cross. The Church then should be “cross-shaped,” worship and praise, study and living the Word, serving and witness. God does the saving, we do the praising, studying, serving, and witnessing.

6. Ecclesiology – The nature and mission of the church is not to try and fill the church with people trying to escape the world, but to equip the church to minister in the world. The Church does have a healing ministry to nurture and it does have a mission to the world. Part of the nurture task of the church is the sharing of the two sacraments of the church, baptism and the Lord's supper. The Reformer Zwingli wanted communion once a year, just a memorial feast for the People of God. Historically the Reformed Churches said it should be more often, perhaps quarterly, not for any biblical reason, and then later decide on monthly. John Calvin wanted communion weekly and there are some Presbyterian churches that I have attended that have one of their services each Sunday celebrating a weekly breaking of the bread and sharing of the cup. The Christ was "spiritually" present for Calvin, which, defining God as Spirit, being the One who is the most real, suggests our ecumenical differences are not all that different. The Church's mission task as suggested by a President of the World Council of Churches, "One beggar telling another beggar where to find bread." Liberal, conservative, or radical, all have a part in God's "Life-Guard Program." Churches could grow in a healthy way if they just discover how to become more relevant to a broken and hurting world.

7. Eschatology – People hear that we are "living in the last day" and ask me what I think of concerning the topic of "end times". I usually say something like "yes, it will be soon, I think about 5 billion years from now," the point being, no one knows, it is God's decision, and, with God, 5 billion is a split second.

Spiritual Journey – September, 2021

Adrian (Ed) Tenhor

I joined my home church in New Jersey at 16 years of age by confession of faith, becoming president of our young people's group at 17. A definite, identifiable experience, a "providential constellation of factors" (Paul Tillich), which changed all of my directionless future plans at the age of 18 when a sudden machine shop eye injury changed everything. Those high school plans to enlist in the Service ended. A search for something more in life began. God did not cause this intervention, but seems to have used it to get my attention, to make me think and search, and quite suddenly, awake in me the possibility of a pastoral ministry direction. With that definite call to ministry, I applied to college, Drew University, B.A., and later New Brunswick Theological Seminary of the Reformed Church, B.D., followed a number of years later with Wagner College, M.A., and New York Theological Seminary, D.Min. It felt like I was being moved by the Spirit in seeking direction for my life and so I decided that I would continue to look for that kind of guidance.

I worked as a lifeguard through my college years and even beyond. One year I was a head lifeguard and one of the other guards was none other than Richard Mouw, later to become President of Fuller Theological Seminary in California. We watched the splashing in the water, but certainly also had many a theological discussion from the lifeguard stands. There were rescues, but no drownings during our watch. During my first year at seminary, I was assigned to work a weekend assignment with the Church on the Heights in Hackensack. I worked there for three years with opportunities to preach and lead the large youth groups. It was there that I worked with the young people to build a diorama on the Dead Sea Scrolls and I still do lectures on the Dead Sea Scrolls to this day.

The first contact that I had with Presbyterians was during seminary when we had a few visiting professors from Princeton Seminary teaching courses at the Reformed Church in America's New Brunswick Theological Seminary on Rutgers campus, Dr. Piper for Old Testament and Dr. Beeners for Homiletics. Dr. Beeners took us to Princeton's new sound-studio where we could see ourselves on videotape with every possible nervous twitch and incomprehensible gesture showing.

In June 1963 I graduated from seminary and in that same month, was ordained a minister of the Reformed Church in America by the judicatory called the Classis of the Palisades, Reformed Church in America, installed at the same time as Pastor of the Faith-Van Vorst Reformed Church of Jersey City, and married June 29th, a week later, beginning the first of my three urban congregations. It was also the beginning of many, many opportunities for ministry. This was an enormous opportunity to be open to the movement of the Spirit and to put my faith into action. I did not want to be just a preacher communicating what I interpreted as truth. I wanted to have that faith result in change taking place. We rented a storefront calling it "The Open Door," three blocks from the church. (Revelation 3:8), not a door to escape difficulties, but a door open to sharing good news and to do good. I formed a basketball team, a summer day camp, a sewing class taught by my wife, and a daycare center at the Church. Our Sunday School grew from 5 children to 36 children, mostly from the Black Community.

I visited one of my best friends from childhood days in the county jail, incarcerated for petty theft as a heroin addict, later dying at 36). Some pastors started thinking about how we could change the system and stop the vicious cycle of recidivism. I was elected President of the Jersey City Council of Churches two or three years after seminary and we pushed to be relevant. We decided to rent a storefront and begin an anti-recidivism program to work with recently released felons from prisons, to try and keep them from returning to incarceration. I was amazed to see the strength that many churches working together could have to make a change in people's lives, helped by our half-way house, inner-city storefront, and job development program.

We worked with the Black Panther young adults. The head of the Black Panthers would borrow our church bus to bring young people to meetings. He invited another pastor friend, Bob Castle, my wife Janet, and me to his wedding. We were the only non-Blacks there! On the dais at a city hall ceremony, the Mayor next to me whispered that he did not like the people that I was working with. I wanted to say that Jesus invited me to work with his people, with "publicans and sinners." Two years later that hypocrite Mayor Whelan was sentenced to eight years in prison for political corruption! And he didn't "like the people that I worked with!"

I was called to the Nardin Park Church in Detroit, a mostly Black congregation of the Reformed Church, and found out very soon that two elders of the church had young adult children using heroin. I felt moved by the Spirit and rented a storefront a block from the church and opened a clinic. A busy heart surgeon at Harper Hospital, also a friend and church elder/son of a missionary was willing to sign the FDA forms and so we began the first of two methadone clinics dispensing three cents worth of medication a day that kept a heroin addict from stealing for a \$40.00 a day heroin habit. The City Health Department came on board to fund all the expenses and also funded a second clinic that I opened in far Northwest Detroit. Myself and our Black co-pastor directed both clinics. I also opened a daycare center at this church.

In 1974 I was interviewed and called by the Classis of Brooklyn of the Reformed Church to be a new development pastor in a new apartment complex in Brooklyn, NY. We started the church in a first-floor apartment. It grew and we took out a wall and made it larger. Our church facilities at first were this apartment and then we rented facilities in the New Community Center. The manse for my wife and children was a third-floor three-bedroom apartment. Taking an elevator to the manse after work was unusual. We started reaching out to the devastated nearby neighborhood of East New York and, with 50 other churches set a goal of building 5,000 new homes!

The Presbyterian Church USA and seven other denominations loaned us a large amount of money (8 million), to help build the first 3800 Nehemiah Homes in Brooklyn. We sold the homes to inner-city families and paid back the money. (My role there was to raise a million dollars from the Roman Catholic Archdiocese and \$20,000.00 seed money, which I did within a few weeks).

I felt moved by the Spirit to do a "tent-making ministry." With a small urban congregation of people all living close together with 5,800 others in 46 buildings, 11, 17, and 20 floors, I wanted to do a ministry to build more homes, but also to help reach our budget with our rented facilities in the Community Center, and so I requested that I get a secular position and be paid by an agency, CASC, as their Director of Housing, and would work with the congregation on weekends. With a local developer, we did six senior housing complexes and a building for the homeless in Staten island.

I was then offered a Director of Housing position by Lutheran Social Services of Metropolitan NY, (LSS/MNY), in Brooklyn to rescue the stalled Lutheran Bergen Street Residence and so I opened it as a homeless residence for 58 mentally ill. I completed that and requested they purchase the old 400 room 9 story Nevins Hotel in Boerum Hill near downtown Brooklyn. I raised the 13 million with one visit to Manhattan, guided 2 years of rehab, added a fish tank, an art gallery, and dining hall to complete the Muhlenberg Residence, a beautiful now 201 room residence for low income, homeless, and homeless mentally ill, fully staff with nurses, social workers, and case managers.

Retiring to New Jersey after 20 some years as a part-time pastor at Christ Community we started attending Wright Memorial Presbyterian Church at the Jersey shore in Barnegat, NJ. When the minister learned that I was a retired pastor he started putting me to work doing some teaching, preaching, and leading the singing. I loved it. The Presbyterians made me feel that I was not being “just sent out to pasture as a retired pastor!” We felt that it made sense to become a part of the Presbytery since I was spoken of as “assisting the Pastor.” So, I met with a committee of Monmouth Presbytery and they welcomed me at the next Presbytery meeting.

So, over the years, contacts with Presbyterians, with Presbyterian minister Dr. David Antonson, Pittsburgh, a close friend, and working under Rev. Lee MacCallum at CASC, I retired again, this time to Florida, attending Countryside Presbyterian, Ocala, was invited to preach there, give lectures from time to time, teach their Tuesday Bible class, and lead the singing and do part of the teaching at the summer daily Bible school. Thus, still serving with Presbyterians, it makes sense that I transfer my membership from Monmouth Presbytery in New Jersey to St Augustine Presbytery in Florida.

Appendix C

**Presbytery of St. Augustine
Guidelines for Separation Ethics****Dated October 5, 2021**

Note: This policy is effective on October 5, 2021, and governs pastor transitions that begin after that date. The Call Commission of the Presbytery of St. Augustine will ensure that pastors and sessions in transition are provided with a reminder and copy of the policy. For calls that ended prior to the effective date of the policy, the policy will apply to the full extent possible, subject to exceptions and variations that have already taken place (for example, when a previous pastor already teaches a Sunday school class).

Purpose and Scope

The transition that occurs at the end of a pastor's call to a church is a key milestone giving rise to emotions and adjustments. Over time, members of the church have developed a special relationship with the pastor involving elements of trust, confidence, affection, caring and love. This time of change is governed by ethics that ensure a healthy separation. This will allow the congregation to be free to adjust and make room for a relationship to grow between the new pastor and the community. It will also allow the pastor to adjust and focus on God's new call to the pastor and family.

The following separation guidelines apply to installed pastors, temporary pastors (interim, stated supply, parish associate, etc.) and commissioned ruling elders (CREs) and are particularly important when the pastor continues to reside in the community.

Dissolving the Relationship

The date of dissolution will be shared first with the presbytery, session and staff, and then clearly communicated in writing to the congregation. In the case of an installed pastor, the session will call a congregational meeting to formally approve the dissolution of the call.

The session and pastor will cooperate in attending to all aspects of a "good goodbye," including transition of leadership/administrative duties, return of keys, credit cards, and personal property belonging to the church, and opportunities for fellowship and mutual expressions of appreciation and blessing. The session and pastor will educate the congregation about separation ethics. The departing pastor sets the tone for the imminent and permanent change in the relationship between pastor and parishioners.

The Call Commission believes that an exit interview can be of benefit to the church and the pastor and will conduct an exit interview with the departing pastor if requested by the session or the pastor or if it is initiated by the Call Commission. The Call Commission always encourages an exit interview between the pastor and the session and will provide questions for discussion in that interview.

When a Pastor Leaves a Congregation

When the relationship between a pastor and a church is dissolved, the minister pastor should publicly announce that he or she will no longer be available for pastoral services to the members of that church. The pastor will make it clear that the pastoral relationship and the pastor's involvement in the life of the church will come to an end. Though friendships may be preserved, they will not be confused with the pastoral relationship. Thereafter, the pastor should fulfill his or her announced intention by resolutely declining all requests from members of that church to conduct baptisms, weddings, or funerals, regardless of the location. Counseling, visiting, or calling on members of the church is also not appropriate / not permitted. If a request comes to the pastor, the appropriate response is to decline the request, explain the reason for the response, and to let the successor pastor know that the request was made. The obligation of self-restraint rests more heavily upon the former pastor than on the incumbent. If an exception is made, it will be rare and upon the invitation of the successor pastor or the session through the moderator or clerk of session if there is no pastoral leadership.

It is the departing pastor's responsibility to see that this really happens.

The pastor will not be involved in any way in the selection of a successor pastor, whether a temporary pastor, interim, stated supply, or installed pastor. Due care should be exercised not to influence, by direction or indirection, either by spoken or written word, the selection of the ministerial successor or the successor's ministerial policies. If a pastor visits a former parish, special discretion is required. It would be proper, in such instances, to pay one's respects to one's successor in ministry. Frequent visits to the former parish are to be avoided.

The pastor will not criticize the successor pastor(s), the staff, or the ordained officers/ session of the church. If members contact the pastor to discuss the state of the church, the pastor will decline to discuss the matter. If any concerns exist, they will be discussed with the successor pastor(s) directly or with the Call Commission.

The Departing Pastor's Family

The Call Commission expects the departing pastor's family members to ordinarily honor the same guidelines that apply to the pastor. Former pastors and spouses who remain in the community shall seek congregations other than the congregation of their last active service in which to worship for a period of not less than two years following the start date of the new (not interim) pastor. In the case of an associate pastor or a parish associate, the appropriate time period will be discussed with the head of staff/solo pastor, associate pastors on staff, and the Call Commission.

The departing pastor and his or her immediate family should not be a part of the worshipping or fellowship life of the congregation except upon the initiative and invitation of the interim or installed (or stated supply) pastor. If such an invitation is extended, normally it should not occur until the next installed (or stated supply) pastor has had an opportunity to establish relationships with the congregation. The Call Commission urges sessions and church members not to undermine the intent of this policy.

When One Is Elected "Pastor Emeritus"

When a pastor retires, the congregation may bestow upon him or her the title of Pastor Emeritus. To elect one as pastor or associate pastor emeritus:

- is evidence of a long and loving, mutually caring pastoral relationship.
- is a congregation's way of saying to the church-at-large and to the world that they love this person and are thankful for his or her time with them
- is a gift to the retired pastor which says something special to him or her

However, the pastoral relationship has been dissolved. The relationship of pastor to people has ended, and there is no expectation of the person to be present with the congregation because of the election. All expectations related to the former pastor of a congregation apply to a pastor emeritus.

Additional Guidelines

At least two years following the start date of the new (not interim) pastor, the departing pastor and family may discern that it is appropriate to attend services and events at the church. Prior to that time, attendance (not participation of any kind unless invited to do so by the current pastor) at a wedding or funeral of a church member may occur on rare occasions provided that the pastor first advises the successor pastor (or moderator or clerk

of session if there is no pastoral leadership) and the chair of the Call Commission. In the case of an associate pastor or a parish associate, the appropriate time period will be discussed with the head of staff/solo pastor, associate pastors on staff, and the Call Commission.

The limitations contained in this policy do not prevent an elected officer or member of presbytery staff from attending a presbytery or major public event held at a church such as an ordination, installation, presbytery meeting, presbytery educational event, speaker series, etc.

The limitations of this policy do not prevent a pastor from serving as a Sunday supply preacher at the request of a pastor of the church or, in the case of a church that is without installed, interim or stated supply leadership, at the request of the session.

Guidance and Support

The Call Commission, the Mission and Ministry Coordinator, the Stated Clerk, and the church's Area Relationship Coordinator are all available to assist the pastor, church leadership, and the congregation in following healthy and ethical steps for separation. Representatives from the presbytery will meet with church leadership regarding the process of seeking the next pastor and will walk with the session and search committee through the pastoral transition. If issues arise involving a former pastor, the current pastor is encouraged to speak with the former pastor directly. If issues continue or no resolution is reached, the current pastor may contact the Chair of the Call Commission for assistance and guidance.

When any of these guidelines would place an extraordinary burden on the pastor or pastor's family, only the Call Commission may agree to lift or alter the guidelines. Reasons may include the health of the pastor and/or family, the reason for leaving the call, the relationship of the pastor and family to the church before the call (for example, an honorably retired pastor worshiping at the church serves as a parish associate, and then that service ends), the need for church involvement, and the overall health and welfare of the congregation.

If a time-sensitive exception to the policy is needed, the person or session making the request should contact the Chair of the Call Commission or the Vice-Chair if the Chair is not available). All other exception requests will be considered at a Call Commission meeting.

Finally, the Call Commission recognizes that this policy cannot cover all situations relating to departure of a pastor, and all are invited to reach out to the Chair or Vice Chair of the Call Commission to ask questions and to seek the advice of the Call Commission regarding a particular situation.

Responsibility for Following Guidelines Is Primarily on the Departing Pastor

Following these guidelines is the responsibility of the departing pastor, the session, and the presbytery, but as the one in the professional leadership role, the departing pastor has the primary responsibility for observing ethics and maintaining boundaries. Session members must be sensitive to the congregation's feeling of loss while also demonstrating through their actions the importance of following these guidelines. If the session is open to new possibilities and prepares the congregation for change, the work of the Holy Spirit will be evident in the life of the congregation throughout the transition and beyond.

Appendix D

Presbyterian Women, Presbytery of St. Augustine Moderator's Report September 18, 2021

At the June 12, 2021 meeting of the PWPCT, at MPCC and via ZOOM, the Moderator brought up the idea of holding an In-Person and via ZOOM Gathering of PW of the Presbytery of St. Augustine, on August 28, 2021, at Montgomery Presbyterian Camp and Conference Center. She was delighted with the positive response from the group, and, set about making plans. With the **tireless efforts** from the PW Circle at St. Giles, as well as Palms Presbyterian Church, and of course, the PWPCT, we put together a plan to create and implement the holding of the Gathering as planned.

On August 28, 2021, at MPCC, 113 women trusted God, and, showed up for the Gathering. We heard a beautiful, and very detailed synopsis of the upcoming Bible Study: ***“What My Grandmothers Taught Me: Learning from the Women in Matthew’s Genealogy of Jesus”*** by Merryl Blair, with suggestions for leaders by Magdalena I. Garcia, presented by Rev. Julie Higbee, Associate Pastor, First Presbyterian Church in Fernandina Beach. We collected \$940.00 to divide between FLAPDAN and MPCC. We collected clean-up buckets and supplies for

FLAPDAN. There was singing, crafts, praying, education, lunch, and sistership (my word for fellowship among women). We heard from the representatives of LifeQuest (an Organ Recovery Network), Teen Challenge (an organization in Jacksonville that aids in recovery from addiction for men and women, and not just teens), FLAPDAN (the Florida Presbyterian Disaster Assistance Network), and Days for Girls (a grassroots effort, that provides reusable menstrual products to women in the U.S., as well as around the world). I heard some say, “There was a Holy Spirit here today”, and “This was just like Old Times!” We accepted two new candidates to fill the positions of Treasurer - Sharyn Kraemer, and Vice-Moderator/Planner - Kathy Stanley!!!

Looking toward the future, plans will be made for the Annual Gathering on January 29, 2022, finalizing the BYLAWS for future approval and voting, and the Budget for 2022 will be reviewed and evaluated. The Moderator will continue her role as Moderator/Interim Treasurer, until a Vice-Moderator comes forward for approval, and training. Vacancies within the PWPCT will be addressed, and with God’s help, be filled!

Submitted by Daryl Mullee, Moderator/Interim Treasurer

Appendix E

**Reddick Administrative Commission
Report to Fall Stated Presbytery Meeting**

September 24, 2021

The Reddick Administrative Commission (RAC) was established by action of the Presbytery on July 28th, 2020. RAC has met seven (7) times since its inception and completed a series of tasks including:

- Assuming original jurisdiction
- Closing financial account and creating dedicated account with the Presbytery
- Met with members and elders
- Visited the property and extended an invitation to member to retrieve objects of personal and/or sentimental value
- Invited partners in ministry to remove furniture/furnishings they could use in their ministries
- Had an engineer and real estate agent visit the property

The Reddick Presbyterian Church property consist of a corner lot with two (2) structures: sanctuary and fellowship hall. The sanctuary has been deemed unsafe for occupation by a Florida-registered engineer. The fellowship hall is not in bad shape but not in great shape either. It would need some work/repairs/maybe remodeling. There is no indication and haven't had any inquiries to use the property for further mission or ministry. All of this brings us to today's recommendation.

"That the Presbytery of St. Augustine authorize and direct the Board of Trustees to sell the Reddick Church property for a fair market price, as determined by the Board of Trustees in their reasonable discretion from an appraisal of the property or other appropriate assessment of its market value."

Respectfully

Rev. Ana L. Lugo, Chair, RAC

Appendix F-1

Presbytery of St. Augustine Administrative Commission Proposal for Gracious Dismissal of St. Johns Presbyterian Church

June 23, 2021

Introduction

In May 2016, the Session for St. Johns Presbyterian Church (SJPC) notified the Presbytery of St. Augustine (the Presbytery), of which it is a member, of its desire to be dismissed from the Presbyterian Church (U.S.A.) (PCUSA) to another Reformed body. Thereafter a Crisis Response Team (CRT) was appointed by the Presbytery to hear the concerns of the SJPC congregation and to attempt reconciliation. After months of meetings with various groups and members of SJPC, the CRT concluded that reconciliation was not likely and an Administrative Commission (AC) should be appointed to negotiate terms of SJPC's dismissal. The Committee on Ministry recommended the appointment of an AC to the Presbytery, who appointed the AC with delineated powers and jurisdiction referenced in the Presbytery's policies regarding dismissal.

On May 2018, the AC was appointed, and since that time has endeavored to fulfill its fiduciary responsibilities to the Presbytery, the PCUSA, SJPC, and the members of SJPC who wish to remain in the PCUSA. Toward that end, the AC has met with members of the CRT, the SJPC Session, and SJPC's representatives negotiating the dismissal terms. The AC has reviewed the membership's opinions and input through a 2015 survey of the congregation conducted by SJPC. Separately the AC has diligently reviewed SJPC's financial and property documentation, its minutes from Trustee and Session meetings, and other relevant documents brought to its attention. The AC also separately engaged a property appraiser to value the real property of SJPC and to provide an appraisal report. SJPC has identified the Covenant Order of Evangelical Presbyterians (ECO) as the body to which the church would like to be dismissed.

This proposal for gracious dismissal is the product of the work of the AC and the SJPC Session. Its terms are predicated on the AC's vote for recommended dismissal, which will be made once the results of the Congregational Advisory Vote are known.

I. Congregational Care

During the Discernment Period Regarding Dismissal:

The goal of the Presbytery is to be an agent of pastoral care and reconciliation among its congregations and between congregations and the larger church. The AC's task is to consider the possibility and terms of gracious dismissal from the PCUSA for SJPC. As part of this process, the AC prepared a document which outlines the implications or

changes that will occur in many areas of church life for congregations leaving the PCUSA. This information will be made available to the members of SJPC. Leading up to the dismissal and then until the dismissal is fully implemented, all members on the SJPC rolls shall continue to have full access to the AC representing the presbytery.

At the Time of Dismissal and Beyond:

In an effort to fulfill the obligation of pastoral care for all members of SJPC, the AC will ensure that all members on the rolls of SJPC at the time of dismissal shall be made aware of their options, should they not wish to transfer their membership to ECO. A letter created by the AC and SJPC will be sent to each SJPC member by U.S. Mail or email, and the information will be posted on the Presbytery's and SJPC's websites. In addition to outlining the choices that will be available to all who wish to remain members of the PCUSA, the letter and the website will include specific contact information for direct communication with the Presbytery.

For two weeks following dismissal, SJPC will place a notice in its bulletin providing the same information. The SJPC church office will retain Presbytery contact information and make it available without question to any member who asks. SJPC will respectfully and promptly honor any requests for transfers of membership to any PCUSA congregation. SJPC will honor any requests for members' marriage and baptismal records, in perpetuity.

II. Teaching Elders and Staff

Pastor Jonathan Lovelady (installed and employed teaching elder) has stated that he wishes to remain with the Presbytery and serve SJPC as a validated ministry. The AC defers to the Presbytery's Call Commission regarding this request. The dismissal is independent of and not contingent upon any action of the Call Commission.

SJPC shall provide its staff with any information requested regarding how the proposed dismissal might affect their pay, benefits and terms of employment. Employees will be treated with care and respect as they make decisions about whether to remain employed with the congregation during and after the dismissal process.

III. The Congregation's Advisory Vote

The Presbytery's Policy for Gracious Dismissal authorizes the AC to call an advisory vote, provide a moderator and clerk for the advisory vote, and report the results of the congregation's advisory vote to the Stated Clerk of the Presbytery and other appropriate bodies (Presbytery Policy Dismissing Congregations to Other Reformed Bodies #9, III A 1.). Therefore, the AC has the responsibility for this step in the dismissal process.

The advisory vote will take place on a Sunday, and will be held in a dignified, respectful, non-politicized manner, and in no way should impinge on the integrity of the

regular Sunday worship services.

Once a date is set, notice of the congregational advisory vote (prepared jointly by the AC and representatives of the SJPC session) shall be given from the pulpit each Sunday for two successive weeks prior to the scheduled date, separately mailed, by U.S. Mail or email, by SJPC to every active member of the congregation, and posted on the church's website as well as the web page set up by the AC. The written notices shall include the dismissal proposal to be voted on, and members will be provided with information on how to contact the AC with any questions concerning the proposal or the vote.

SJPC's customary schedule of worship services shall take place on the morning of the advisory vote. The registration tables will be open from 8:30 to 11:30 a.m. Every member will check in at a registration table to receive an official ballot. The ballot will ask whether the member concurs with the proposal for dismissal and will provide spaces for designating the member's vote as "Yes" or "No." The ballots will be marked "Advisory Vote." Provisional ballots will be issued with a notation thereon for any person requesting a ballot for whom there is a question regarding membership status. All ballots must be returned by 11:30 a.m. A representative of both the AC and SJPC's Session shall be present at the registration tables at all times.

The Clerk of the AC (or his/her designee) and the Clerk of the Session shall be designated as Co-Registrars, whose responsibility shall be to validate the registrations tally and coordinate the counting of the ballots (the AC may appoint additional tellers). The ballots will be collected by members of the AC and brought to a table where they may be counted. Two members of the SJPC Session will be the official observers of the count, and after the votes are tallied, they shall sign as official witnesses to the vote count reached. At the close of the second worship service, an AC Moderator will deliver the results of the advisory vote to the Clerk of the Session. The AC will also deliver the results of the vote to the Stated Clerk of the Presbytery. The AC shall take into account the number of "Yes" and "No" votes as an additional factor in determining whether to recommend dismissal.

IV. Property and Financial Considerations

The AC understands the need for continued financial stability of SJPC to enable the consistent and enhanced activities involved in the care of the congregation, outreach to the community, and mission endeavors. Similarly, it is critical that the Presbytery's responsibilities to member congregations, its missions, and ministries have long-term sustainability.

The AC has conducted its due diligence and engaged in thorough discernment in its assessment of the spiritual and financial considerations relating to the dismissal of SJPC. The AC has also considered the requirements of the property trust clause in the constitution of the PCUSA and its interpretation in decisions of the Permanent Judicial Commission. Based upon this, the AC recommends dismissal of SJPC to ECO on the following financial terms:

SJPC shall pay the Presbytery a lump sum, one-time payment in the amount of \$225,000, with the Presbytery retaining \$112,500 of such funds and contributing the remainder to Life Renewed Counseling Center within thirty (30) days of receiving SJPC's payment and the completion of all other closing items. This contribution shall not affect the Presbytery's 2021 support of the Life Renewed Counseling Center. In exchange for SJPC's payment, SJPC shall receive title to all of its assets, including, but not limited to, all personal property, real property and improvements thereon, free of any lien or claim of the Presbytery or the PCUSA. The Presbytery shall deliver quit claim deeds to SJPC concerning all real property involved at the time of dismissal and will be conveyed at the time the payment is received.

V. Administrative and Additional Considerations

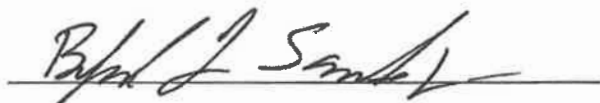
The following additional matters will be addressed in the final dismissal proposal to be submitted to the congregation and the Presbytery.

- A. A representation by the SJPC Session now and at the time of the effective date of dismissal that, after full and thorough inquiry, to the best of its knowledge it has disclosed (1) the existence and extent of all of SJPC's real and personal property holdings and other assets and beneficial interests, endowments, receivables, and investments; and (2) all liabilities of every kind, including contingent liabilities, claims and pending and threatened claims and litigation,
- B. A representation by the SJPC Session, to the best of its knowledge, that no disciplinary matters have been filed with the Session that are presently pending, and that there are no such matters that have been threatened to be filed. The Clerk of Session shall verify that no such matters have been filed as of the date of the Advisory Vote and again on the effective date of dismissal.
- C. Should the Presbytery grant dismissal, an entry shall be placed in the Presbytery minutes describing the action taken regarding dismissal, a date of dismissal shall be set that is a Sunday no more than four weeks following the Presbytery's action, so long as ECO has confirmed that it has received the congregation as of that date and all other conditions have taken place, including a meeting and action of the Presbytery Trustees to authorize execution of the deed by a corporate officer. SJPC shall deliver to the Presbytery on or before that date by wire transfer the financial considerations as agreed upon by the Presbytery and SJPC. At the same time, as described in Part IV above and below in section D, the Presbytery shall execute quitclaim deeds as requested by SJPC. The Stated Clerk of the Presbytery shall then issue a letter of ecclesiastical dismissal of SJPC to ECO, with property, effective upon receipt into the ECO as confirmed by a letter of acknowledgment from the ECO to St. Augustine Presbytery. (Such letter from the ECO may be issued in advance, in anticipation of the dismissal.) Both the Presbytery and SJPC shall agree to work cooperatively to complete any administrative details required either by church polity or state law to affect the dismissal.
- D. Subject to the completion of all the conditions contained herein, the Presbytery shall provide to SJPC legal quitclaim deeds for any and all interests it or the PCUSA may

have in the real property of SJPC or St. Johns Endowment Trust, whether actual, contingent, express or implied, beneficial, or otherwise. SJPC shall record the deeds within ten (10) business days after receipt, at its own cost and shall provide a copy of the recorded deed to the Presbytery. Additionally, the Presbytery shall execute a release of any and all claims it had or has to any and all personal property owned of SJPC and St. Johns Endowment Trust.

- E. SJPC shall retain the name "St. Johns Presbyterian Church," but shall ensure that all references to the PCUSA are removed, and shall make no claim of membership in the PCUSA.
- F. SJPC shall deliver to the Presbytery within ninety (90) days after the effective date of dismissal all organizational documents and minutes (including exhibits and attachments) of the session, deacons, and any other PCUSA bodies within the church for the time period from 1929 until the date of dismissal. Any questions or problems which arise from the completion of this step will be handled by consulting and in conjunction with the Stated Clerk of the Presbytery.
- G. SJPC will amend its Articles of Incorporation and By-Laws and remove any references to the PCUSA and any PCUSA-related provisions. (These steps may be done in advance, in anticipation of the dismissal, provided they are effective only upon dismissal.) To the best of its knowledge, SJPC does not have any PCUSA property and is not party to any license agreements with the PCUSA.
- H. The Presbytery shall be responsible for notification of the General Assembly and any related/affiliated entities, except where SJPC is required to provide the notification directly. The Presbytery shall remove SJPC from its rolls and from its web-site listing as a member church.

**For the Administrative Commission of the Presbytery of St. Augustine
for St. Johns Presbyterian Church**



For the Session of St. Johns Presbyterian Church



Appendix G

William H. Hoff
Retirement Resolution
September 1, 2021

Whereas, William H. Hoff, born of stout German Lutheran stock, as son of William and Ruth Hoff in 1954, second child between three sisters, raised in Ohio till 8, moved to Jacksonville attending public schools and graduating from Terry Parker High School, and learned the value of family, love, and grief when his father died when he was 18; and

Whereas, Bill was brought up in the Lutheran cradle of Protestantism, he was nurtured and challenged in Young Life, mentored by his early leaders Les Comee and Charlie Scott in young adulthood, attended Vanderbilt, majoring in psychology enough to understand when he met Peggy Flinn, a Vanderbilt nursing student, to get married in only 5 months, for no reason other than they both knew a good thing when they saw it and that God had, by grace, brought them together; and

Whereas, Bill, still movingly involved in Young Life after graduation, became a YL staff member in 1976 in Chicago while working on a Masters in Youth Ministry from North Park Theological Seminary, and learning from YL leader Cliff Anderson who became his third beloved mentor in faith and life; and

Whereas upon graduation from seminary he became Area Director for YL in Miami/Dade County from 1978-82, then, after he and Peggy joined a PCUS congregation bringing their their first son Bill to Baptism, saw the light of God's mysterious providence and heard the call to return to seminary at Columbia (CTS) in Atlanta for a M. Div. degree as Peggy worked on her MSN at Emory; and

Whereas, ordained in the PCUSA and Young Life still deeply imbedded in his soul, Bill stayed in Atlanta until 1988 working as YL Area Director and Regional Trainer while siring two more sons, Matt and Brian; and

Whereas, he returned to Jacksonville to become YL Area Director from 1988 through 1991, while also given David (son 4), the Hoff family became part of an intentional Christian community in Riverside, still thriving after 50 years; and

Whereas in 1992 Bill felt called to transition from his para-church work into parish ministry when he began his association with many of the PCUSA congregations in Jacksonville starting as interim associate pastor at Palms Presbyterian from 1992-1994 -

- then at South Jacksonville in from 1994-1996 while earning his third master's degree in Mental Health Counseling from UNF;
- then interim at Murray Hill in 1996;
- then pastor of the nascent church community of Kirkwood 1997-2011;
- then in June 2011, as associate pastor at Riverside, where all his talent and experience with young adults and youth brought forth much fruit and joy to his congregation and to his colleague and friend Steve Goyer with whom he served more as co-pastor than associate before retiring from formal church ministry on August 31, 2021.

NOW, THEREFORE, BE IT RESOLVED by the Presbytery of St. Augustine that it offers her deep gratitude and appreciation for Bill's faithful work with God's people of all ages, races, nationalities, and denominations.

BE IT FURTHER RESOLVED that the Presbytery gives thanks for all the many roles Bill served this body, from Moderator, to Camp Montgomery supporter, from COM to Treasurer, as well as almost every committee and need imaginable.

BE IT FINALLY RESOLVED that this resolution be entered into the permanent minutes of the October 5th meeting of Presbytery and that copies be sent to Bill's wife Peggy and his four sons, Bill, Matt, Brian, and David, to be shared by them with Bill and Peggy's (as of now) seven grandchildren when appropriate.

Appendix H

Elizabeth B. "Betsy" Haynes**Retirement Resolution**

September 1, 2021

WHEREAS, Rev. Elizabeth B. "Betsy" Haynes was joyfully ordained at Memorial Presbyterian Church on the 10th of February 2002; and

WHEREAS, Rev. Haynes received her Bachelor of Arts degree from Agnes Scott College in 1969 and her J.D. degree from the School of Law at the University of Florida in 1976; and

WHEREAS, Rev. Haynes received both her M. Div. and Th.M. from Princeton Theological Seminary in 1997 and 1998, and while at Princeton Co-Coordinated the Dead Sea Scrolls 50th Anniversary Symposium; and

WHEREAS, Rev. Haynes served as pastor of Northside Presbyterian Church, Jacksonville, and Parish Associate of Trinity Presbyterian, Palm Coast; and

WHEREAS, Rev. Haynes served Flagler College faithfully for over fifteen years teaching "Religions of the World" and "Team Building in Business" with service projects with refugees in Moldova, water pumps for central Africa, and helping unwed mothers in St. Augustine; and

WHEREAS, Rev. Haynes freely gave her time, energy, intelligence, imagination, and love faithfully serving as a supply preacher and teacher to First Live Oak, Orange Park, Melrose, First Lake City, First Jacksonville, Lake Shore, First Palatka, Peace, Middleburg, and her home church of Memorial Presbyterian where she also served as Deacon, Trustee, Sunday School Superintendent/Teacher, and Retreat Leader; and

WHEREAS, Rev. Haynes served the larger church, faithfully serving with the Presbytery of St. Augustine Committee for Institutional Support, Chair and Teacher for our Commissioned Lay Pastor Training, and our Arts and Worship Committee, and Rev. Haynes served her community as a Board Member of Habitat for Humanity, Special Olympics Coach, Young Life Committee Member, and provided Pro Bono Legal Aid; and

WHEREAS, Rev. Haynes served as Hospital Chaplain Intern for CPE at Holy Redeemer Hospital in Philadelphia, and as Volunteer Chaplain at Flagler Hospital in St. Augustine; and

WHEREAS, Rev. Haynes was selected for National Merit Scholarships and a Th.M. Scholarship at Princeton, and was chosen to study at the Legal Institute of Warsaw, Poland, and Cambridge University; and

WHEREAS, Rev. Haynes has earned the admiration and respect of her students and her colleagues and friends for her dedication, collegiality, enthusiasm, professionalism, sense of humor and hard work;

NOW, THEREFORE, BE IT RESOLVED by Flagler College and Memorial Presbyterian Church in St. Augustine that Rev. Haynes might continue in her retirement to use her teaching gifts for God's glory!

BE IT FURTHER RESOLVED the Presbytery of St. Augustine herewith expresses its sincere gratitude to Betsy for the invaluable contributions she has made to her churches, her family, her community, and world.

Appendix I

Will be added to Meeting Web Page linked here:
<https://www.staugpres.org/next-stated-meeting/>

Mutual Mission Team Report

MONTGOMERY CENTER



Executive Director Report Presbytery of St. Augustine Fall 2021 Stated Meeting

Make sure that nobody pays back wrong for wrong, but always strive to do what is good for each other and for everyone else. 1 Thessalonians 5:15

September 15, 2021

This year was one of the most exciting summers at Camp Montgomery. Following the example of Biblical CHAMPIONS like Joseph, Miriam, Moses, David, John the Baptist, and Jesus, we took on the summer with a spirit of community and teamwork.

We were able to overcome all the challenges of this summer with programs, events, and guests, thanks to the teamwork of our year-round staff. All our staff poured their hearts into our summer programs, taking care of their own department, and covering for others. We all doubled ourselves to cover programming, maintenance, and even Jared Lane, the Culinary Director, helped with music for vespers.

Before deep diving into the report let me share with you how you can support the initiatives outlined therein

FUNDRAISER, PROMOTION & CAMPAIGNS:

- Thanksgiving Pie Fundraiser: \$25 for each pie this year. 2 for \$45
 - ★ Chocolate Chess Pie - dark chocolate, local coffee, touch of aged rum
 - ★ Citrus Cream Tart - homemade tart dough shell, buttery lemon curd, medley of citrus zest
 - ★ Bourbon Pecan Pie - homemade flaky pie crust, ovenproof bourbon, touch of maple syrup
 - ★ Sweet Potato Pie - fresh sweet potato puree, baking spices, cultured buttermilk
- Winter Camp is Coming Up!
EARLY BIRD REGISTRATION FOR WINTER CAMP IS NOW OPEN!
From December 20 - 22 we will host our annual Winter Camp! Send your kiddos to enjoy the fun while you "wrap up" your holiday plans.
- Christmas Cake Fundraiser

- Gala and Silent Auction, "Christmas Under the Oaks" on December 4, 2021. This fundraiser will launch our capital campaign for 2022, \$1,000,000.00 Page 45 of 80
- Adopt a Cabin Campaign: We are encouraging churches, organizations, and individuals to adopt our cabins. The fantastic news is that St. Giles Presbyterian Church adopted the first cabin (Cabin Five). It was wonderfully ready for summer camp; we are blessed beyond measure!
- Montgomery Champions Membership Program. I am working closely with the marketing company (ReEnvision Harmony) to create the "Montgomery Champions Program", that would allow donors to join our Redemption plan through different tiers. I will communicate all the details of this program as soon as we finish our developing stage.
- The new Director of Maintenance, John Raimer is processing a donation request from the ministry that he worked for. The request includes a tractor and some attachments, a golf cart, and a wood chipper
- John Raimer is also processing a donation of chemicals to treat the septic tanks
- We are waiting for the Williams Lodge kitchen to be completed to write and submit the report to Clay Electric which will allow us to re-apply for this grant
- Zach Leopold, the Director of Operations requested one of the Presbytery grants to put towards our "Youth Retreat." The idea is to elevate the quality of this program while keeping the cost low.

1. SUMMER 2021 PROGRAMS

Pre-Summer Camp:

Summer 2021 was hectic, demanding, and yet successful, despite the continuing challenges of COVID-19 and variants, our limited resources, and short staffing in general.

- I planned and made the needed arrangements for summer staff training and summer camp without a Director of Maintenance and the Program Director.
- I created the theme and main ideas for our summer camp curriculum with God's direction.
- I designed and ordered the camp t-shirts in collaboration with the Director of Operation, Zach Leopold, and the ideas and input of summer staff.
- We prepared the property with fantastic help and donations from the churches in the Presbytery of St. Augustine.
- The challenge course was inspected and repaired.
- I edited and wrote policies and procedures in our training manual, emphasizing child protection.
- I interviewed and hired summer staff, initially with Cory Deemer, and the last counselors with Britney Gummerman. We followed Cory's suggested staff structure.
- I contacted and scheduled volunteer professional speakers to train our summer staff in very specialized areas.
- I coordinated training schedules and hosted speakers.
- We tried our best to be well prepared, knowing that our staff, volunteers, and campers would come to find a safe place to heal after the mental health struggles that COVID has caused.

- I contracted with "Common Ground" for challenge course training and ropes certification for summer staff. Page 46 of 80
- We had the last staff meeting before training weeks and Summer Camp.
- I worked with Jessie Crowley on the pet event for June 12
- I contracted with a local CPR and First AID instructor to certify new summer staff.

Summer Camp, CHAMPIONS 2021

Thanks to the strength of the partnerships I have worked so hard to secure and reaffirm, plus the dedication of our committed volunteers, counselors, and staff, we were able to host hundreds of campers from all walks of life, and it was a financially profitable summer camp program.

Montgomery has hosted a summer camp for decades, but we opened up to new community-building initiatives this year. The BOOST camp and refugee day camp were unique opportunities to serve in impactful ways. We also had the pleasure of hosting a variety of women's meetings from several churches in the Presbytery, different retreats, Buchholz High School senior trip, community event for pets, Trinity Baptist day camp (4 days), Sonshine Ministries overnight week camp, family reunions, guests at our inn, as well as local Kiwanis breakfasts and Keystone Business Association luncheons. It was a blessing to make this beautiful space available to new ministries, organizations, and parts of our community.

Numbers can never account for the human experience. Still, we are proud to report that 20 churches of the Presbytery of St. Augustine made this summer camp possible by sending groups, sponsorships, donations, and volunteers. Out of a goal-shattering 244 attendees, 80 kids and youth received partial or complete scholarships from Presbyterian churches. Several community members sponsored 19 kids for BOOST Camp, and various community organizations did the same for 25 refugee kids for their day camp. This is what we mean when we talk about building an inclusive community!

Summer Camp Tasks

- I gave additional emotional support to summer staff, campers, and parents.
- I assisted minor behaviors that were brought to my attention by Brittney Gummerman, meeting with campers and parents as needed.
- I handled all critical situations. These situations were always handled under specialized professional advice and communicated to Tommy Lane (President of the Board) and Suzi Lemen (Liaison to the Presbytery).
- I maintained enough inventory of snacks for the camp canteen.
- I picked up camp t-shirts in Gainesville to ensure distribution to staff and campers was timely.

BOOST Camp:

After a long year of planning and multiple unsuccessful attempts due to COVID19, we were finally able to host the long-awaited BOOST Camp, an initiative to give the gift of a sleep-away camp to kids in our community who wouldn't be able to otherwise.

This week was possible thanks to Montgomery's firm commitment to community, the dedication of and sponsorship provided through Tina Baker, M.Ed, Community

Partnership School™ Director, Children's Home Society of Florida | Northeast Region, by Keystone Heights Junior/Senior High School, as well as the donations from Kiwanis Clubs from the Lakeside Region and Silver Springs, Clay Electric's Round Out Grant, many community donors and partners, and as always the continued support of the Presbytery of St. Augustine.

Day-Camp for Children of Immigrant Families:

Orange Park Presbyterian Church partnered with us to host 25 kids from 6 to 17 years of age, accompanied by five volunteer chaperones. Having this group of children at Montgomery was one of the most enriching experiences and outreach ministries that we had this Summer. It was our distinct honor to host a day-camp for all of them. We witnessed how these children forgot all language and cultural barriers to have an amazing day of fun, fellowship and outdoors. We even had the chance to pray together". Providing experiences like these, especially to historically underserved and marginalized children, is what gives sense to the existence of Montgomery as a ministry of the Presbytery of St. Augustine. It was also a tremendous blessing to see our counselors learning to navigate new cultures and practicing the power of love and inclusion.

2. Connecting With The Presbytery Of St. Augustin

We are very grateful for the constant support, help, and assistance we received from the Presbytery of St. Augustine leadership, churches, and ministries. We were bonding in unity as the Montgomery Redemption plan and summer camp went on.

We are thankful for the churches that invited me to present and promote MPCC during Sunday services. As the MPCC Executive Director representing our staff and BOT, I visited the following churches before the first summer camp session.

- Lake City First Presbyterian Church
- St. Andrew's Presbyterian Church
- Faith Presbyterian Church in Melrose

3. NEW COMMUNITY OUTREACH & BUSINESS

- On August 27, I started volunteering for KHHS's trading post, on behalf of Montgomery, as a continuation of the BOOST Camp program.
- Six teens from BOOST Camp Program will attend winter camp, and KHHS is sponsoring these students.
- We will host a team building day for BOOST Camp leadership and KHHS teachers.
- We are creating an after school program, once a week as part of the BOOST program.
- I am assisting Jessie Crowley with a retreat for women leaders in the community, "The B.O.S.S (Beauties' Outdoor Self-Care Sanctuary) Retreat."
- I am also assisting Jessie Crowley with a couples retreat, "Love and Respect"

4. HUMAN RESOURCES

- The Executive Committee approved the raise needed for our Director of Operations, Zach Leopold, to become an exempt employee.
- We ran pre-camp and summer camp without a Program Director or a Summer Camp Coordinator.

- Brittney Gummerman, our Programming Associates for Summer 2021, took on a significant role in leading summer camp 2021. Page 48 of 80
- We hired 12 summer staff members, including Brittney Gummerman.
- Williams Welch received his certification as Lifeguard, First Aid, CPR, and AED Instructor. He also acquired his boating license.
- A special shoutout to Brittney Gummerman and Hayley Easterday for being elected as the two recipients of the \$1,400.00 Ragsdale Scholarship for 2021. I already notified them about this scholarship.
- I hired a new Director of Maintenance, John Raimer, in collaboration with Suzi Lemen (HR Specialist) and Rebekah Rogers (MPCC Secretary of the board, and member of the property committee). Suzi's company posted the job on their platform. We received 14 resumes, and we interviewed the best two candidates.
- Dr. Jenniffer Bryan committed to volunteer as a nurse for our Winter Camp.
- The Youth Director for Lake City Presbyterian Church, Johnny Brown, committed to being the chaplain for Winter Camp.

5. FINANCES

Some of our summer financial highlights are:

- We received \$15,000 from Keystone Height High Middle and High School to sponsor BOOST Camp.
- A family from First Presbyterian Church in Ocala donated a printer after seeing our request in my report for the Spring Stated Meeting of Presbytery of St. Augustine.
- The support of 20 Churches from the Presbytery of St. Augustine, helping us get the property for Summer Camp. Volunteers and donations made it happen!
- The Summer Camp Sponsorship offered by these 20 Presbyterian Churches for campers that needed it, even if they don't attend a Presbyterian Church.
- Wrote and submitted a fund request with all the needed documents to PILP. We received the funds of \$31,656.03.
- I am working on developing different projects and programs, in order to increase revenue for the rest of this year. I am going to invest more time to create, develop and promote profitable, ministerial, and community programs. Last year's success is evidence of our capability to overcome the challenges that COVID-19 and its variations keep throwing at us, because we serve a faithful God, for a noble cause.
- I am also working with the marketing company to expand our reach to new target markets.
- I am currently reaching out to different ministries, organizations, and individuals to offer new opportunities to bring their events/retreat to us.

6. REDEEMING OUR PROPERTY

Preparing the property for summer camp to bring it back to the glory of its early days took a lot of commitment, dedication, and hard work by our partners, supporters, donations, and volunteers. A great big thank you to all of them.

Main Property Projects Accomplished This Summer:

- Woodhouse by the fire pit was repaired by McIntosh Presbyterian Church

- Front Tree-house phase two repair is completed by McIntosh Presbyterian Church
- The Inn Conference Room is painted (PILP), and the floor has been ordered, and the installation has been contracted
- Gate installation was completed. The installation was donated by Aron Vurgason, Electric and Automation
- Three benches in the Labyrinth have been replaced by Community Presbyterian Church/Jim Simmons
- Cabin Five adoption was exceptionally completed by St. Giles Presbyterian Church
- Curtains for the Inn Room have been replaced by the Presbyterian women from Orange Park Presbyterian Church
- Williams Kitchen set up by Silver Spring Shore Presbyterian Church
- A new sink installed in the main kitchen by Silver Springs Shores Presbyterian Church
- Arts and Crafts store organized and material donated by Rev. Rhonda Cummings
- High Ropes Inspected by Common Ground Adventures
- High and Low Ropes Elements replaced and repaired by Wild World
- High Ropes violations were addressed
- Woods cleared (Waterfront, high ropes, and low ropes) by All American Services
- Gutters restored in 6 cabins by our volunteers Jeanne Biers and DJ
- The giant new water inflatable "Blob" was replaced and installed on Emerald Lake by Frank Williams and Pastor Vinnie Kelso

7. MONTGOMERY STAR CHAMPIONS, SUMMER 2021

We couldn't possibly do all we do without the support and hard work of our volunteers. A great thank you to all those who assisted and volunteered this summer; training our summer staff and in general!!!

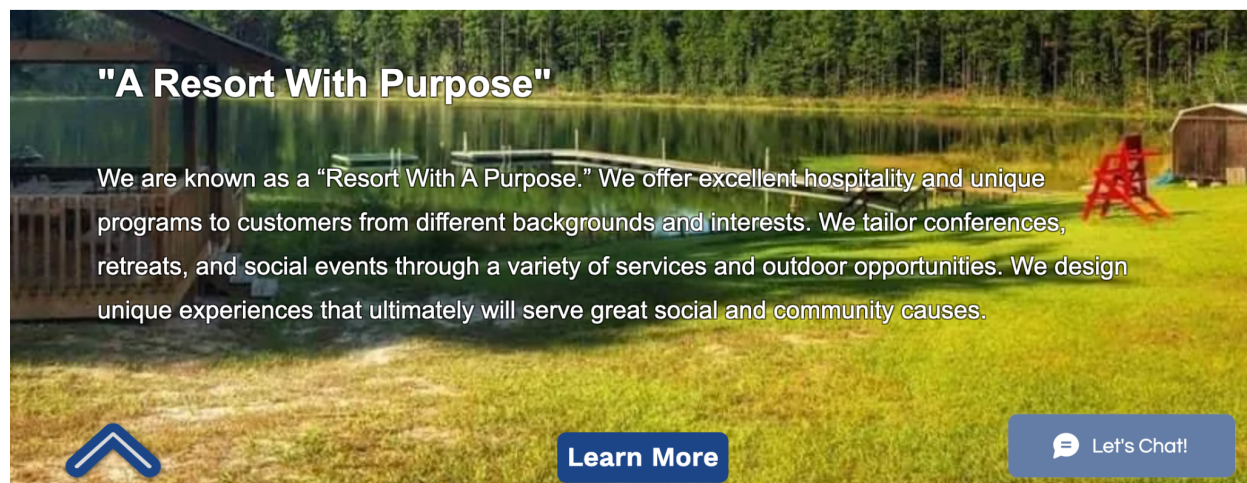
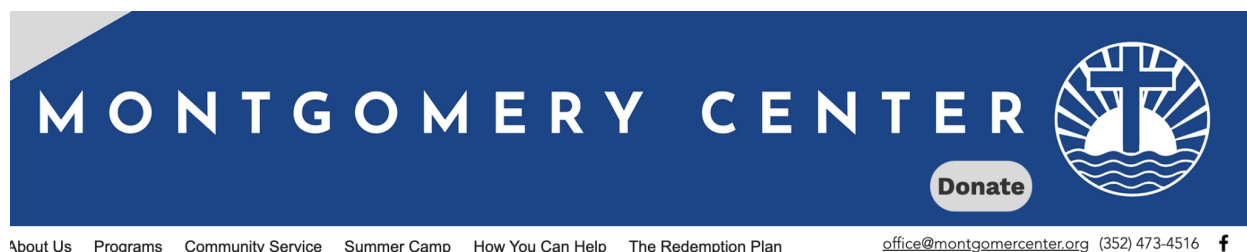
- Suzi Lemen, HR Specialist and part of the Coordinating Council for the Presbytery of St. Augustine, provided the Handbook and Sexual Harassment Training.
- Rev. Dr. Holly Dillon Inglis Ministry and Missions Coordinator at the Presbytery of St. Augustine. How to lead small groups and Bible study. She also helped with writing the Summer Camp Curriculum.
- Rev. Rhonda Cummings, Area 2 Relationships Coordinator for the Presbytery of St. Augustine, wrote the Pastor and Staff curriculum for Summer Camp 2021. She also volunteered as Camp Pastor for three weeks.
- Rev. Alan Cummings from Silver Springs Shores Presbyterian Church. Helped with the writing of the Summer Camp Curriculum.
- Johnny Brown, Youth Director - Lake City Presbyterian Church. Volunteered as a camp Chaplain for two weeks.
- Rev. Walk C Jones, Associate Pastor - First Presbyterian Church Ocala. Volunteered as a camp Pastor for one week. He also produced some fantastic promotional MPCC pictures and videos.

- Jennifer Clark, Board Member and Ruling Elder from First Presbyterian Church of Gainesville. Trained summer staff, "Leadership, Behaviors, Camper Conflicts and Solutions." She helped in many ways during camp sessions.
- Tommy Lane, President of MPCC Board of Trustees. "Knowledge, Wisdom, Understanding. The Same Yet Different" (Message about salvation)
- Dr. Jennifer Bryan, Lake City Presbyterian Church and former MPCC Counselor. Trained staff on RE-discovering Montgomery Treasures. She volunteered as a camp Nurse for three weeks. She also donated decor material, cleaned, and rearranged the infirmary. She helped improve our health services and records.
- Dr. Mary Kathleen Ebener from St. Giles Presbyterian Church. Trained staff on Health, Safety Standards, and COVID Guidelines. She volunteered as a camp Nurse for three weeks. Donated COVID tests and helped improve our health services.
- Marjorie Phillips, from Orange Park Presbyterian Church. Refugee day camp.
- Melanie Mitchell, Youth Champion for Partnership for Strong Families, Inc. and Nicole Ferranti, Family Services Specialist for DCF- Children and Families. Child Protection Policies and Procedures.
- Greg Armagost, Retired Police Officer and GPD School Resource Officer Commander. Certified ALICE. Emergencies Procedures and Active Shooter.
- Michela Daniel, Prevention Specialist at The Hanley Foundation.
- Pastor Vinnie Kelso & Kerry Kelso. Activities with a purpose; "Playing in Jesus Name."
- Britt Gummerman, MPCC Programming Associate: Team Building and Camp Procedures.
- William Welch: Emergency and Safety Procedures. Lifeguard Updated Procedures.
- Youth Mental Health Training: Area Health Education Center
- Common Ground, Mark Lindaay CEO: Ropes Training
- Tina Santillo, Personal Banker, Ameris Bank. Volunteered for BOOST Camp
- Peer Counselors from Keystone Heights Middle and High School: Alexia Brooke Hamm, Mallory Hollingsworth, Emma Claire Givens, Bryce Couey, and Bradley Cole Hamm.
- Frank Bondurant, who is part of the ministry, "In His Wakes". He volunteered for BOOST Camp and one other camp session, with his amazing catamaran and all his equipment for tubing and skiing.
- Chase Avery Maxey: He volunteered as a full-time co-counselor for two weeks of camp.
- Becki and Charles White. Helped with canteen, T-shirt sales, and cleaning for closing ceremonies.
- Mark White: Helped with some maintenance
- 8. Last but positively not least, Jeanne Biers and her son Devin Burrowers (DJ), our CHAMPION Volunteers! They took care of a variety of fundamental tasks. They took the initiative to help us with anything and everything we needed. They picked up garbage from all over the property, fixed gutters, mowed the lawn, picked up branches, helped in the kitchen, cleaned the dining hall, collected and disposed of our recycled waste, fixed the dumpster wheel, and much more.

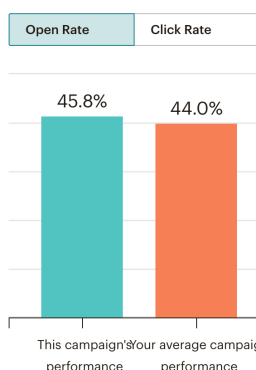
9. MARKETING AND COMMUNICATIONS:

I work with our marketing company on a regular basis, providing material and information for all our marketing projects, visual and written communications, and social media. Due to our personal work relationship and their company's support of the Fixer Upper initiative, the consultant has gone above and beyond the contracted services offering us more than the one contracted project a month donating many extra hours in kind every month. Here is a brief list of the major projects they have supported us with:

- ReEnvision Harmony met with the web designer and had a site map ready based on the Sales Deck they developed.. The website is in process of being built on Wordpress which is a more user-friendly, editable, stable platform and should be completed before the beginning of October. In the meantime they have updated our current website to reflect the updated branding strategy, deleting outdated content and adding our new positioning statement and photography.



- Summer Wrap Up Article: ReEnvision Harmony and Social Equity worked with communication at the Presbytery on writing a summer wrap-up post for the website as the special project for the month.



- Newsletter, "Gold Medal Summer at Montgomery": Additionally, they expanded the stories for a newsletter that went out to our entire mailing list including the new list of parents from

this summer. We increased our mailing list by 123 names. As seen on the graph our open rates were almost 46% which is 20% over average.

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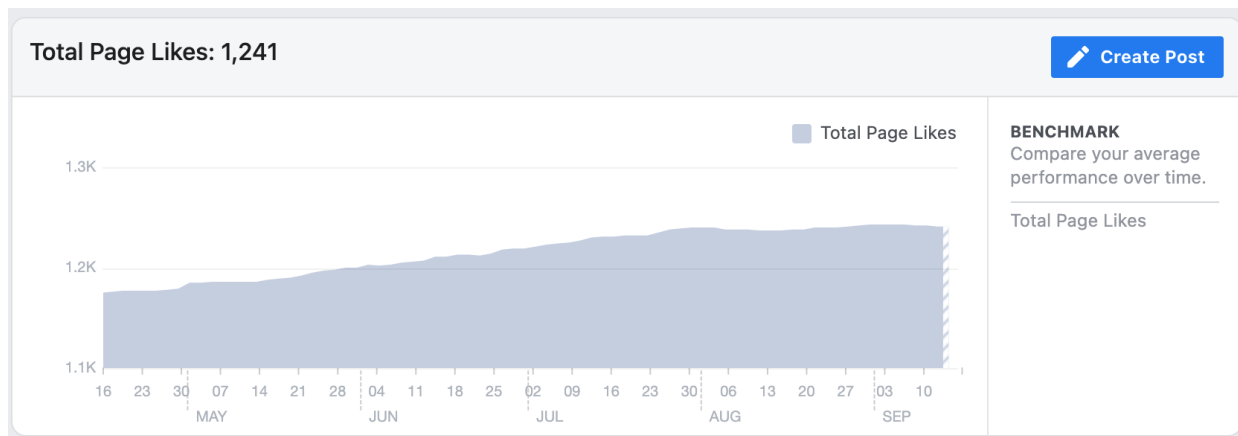
- Gala & Silent Auction, "Christmas Under the Oaks": we worked with the marketing agency to come up with an initial strategy for our Holiday Gala, they sent an initial checklist on the initial steps to ensure we launch the promotional campaign in time for maximum exposure and impressions. They also provided a concept, flyer, and some additional ideas for the event.
- Social Media:
 - Summer Camp: in collaboration with Cassidy, our camp photographer, they developed a visual strategy for summer camp. They came up with the campaign of Takeover Tuesday, where every Tuesday a different counselor takes over our stories on Facebook and Instagram. Each week we see increased engagement through this campaign. They also provided some up-to-date guidelines to ensure the images taken of the kids and youth are culturally sensitive and appropriate for a wider audience and any parents visiting SmugMug.
 - Below you can see some metrics on the successes of all the social media campaigns. ReEnvision Harmony began work on April 15th. Since then there has been an increase in Facebook page likes, Instagram and twitter followers, and increased engagement. Twitter was reactivated.

Facebook Page Likes ⓘ

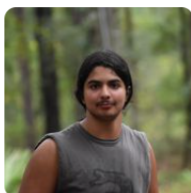
1.2K

Instagram Followers ⓘ

710



Top Performers: Reach

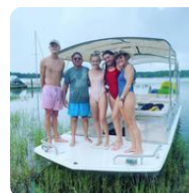


The many faces of Camp ...

Reach ⓘ

1.1K

Facebook Post



We have taught the kids ...

Reach ⓘ

444

Instagram Post

Recent Content ↑↓

Type

↓ Reach ↑↓

↑↓ Likes and Reactions

↑↓ Comments











↑↓ Shares

↑↓ Results

↑↓ Cost Per Result

↑↓ Link Clicks

Page 53 of 80

| | | | | | | | | | |
|---|--|---|------|----|----|---|----|--------|-----|
|  | <div>The many fac...</div> <div>Wed Aug 4, 5:57...</div> |  | 1.1K | 15 | 0 | 1 | -- | -- | 27 |
|  | <div>ADOPT 🐶 ...</div> <div>Mon May 24, 10...</div> |  | 995 | 68 | 12 | 5 | -- | -- | 110 |
|  | <div>Post: "R E G I ...</div> <div>Thu Apr 22, 7:32...</div> |  | 950 | 2 | -- | 0 | 0 | \$0.00 | 109 |
|  | <div>🔪 🍰 C A M ...</div> <div>Fri Jun 11, 9:35...</div> |  | 898 | 62 | 5 | 2 | -- | -- | 56 |
|  | <div>Buchholz Sen...</div> <div>Wed Jun 9, 7:34...</div> |  | 863 | 58 | 1 | 6 | -- | -- | 106 |

Recent Content ↑↓

Type

↓ Reach ↑↓

↑↓ Likes and Reactions











↑↓ Comments

↑↓ Shares

↑↓ Results

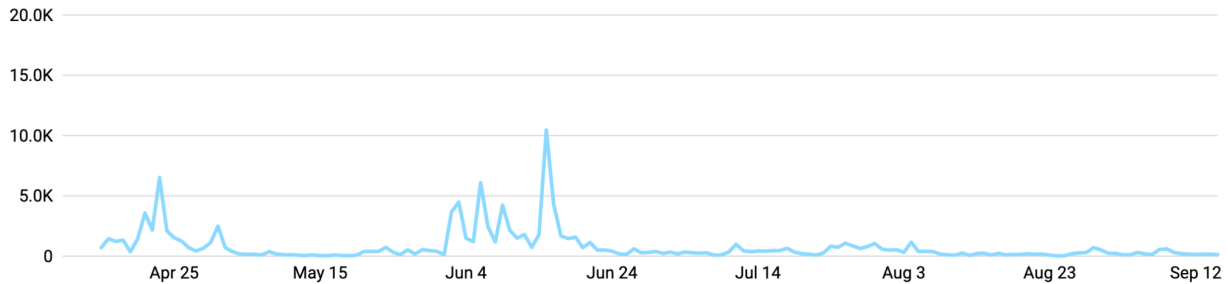
↑↓ Cost Per Result

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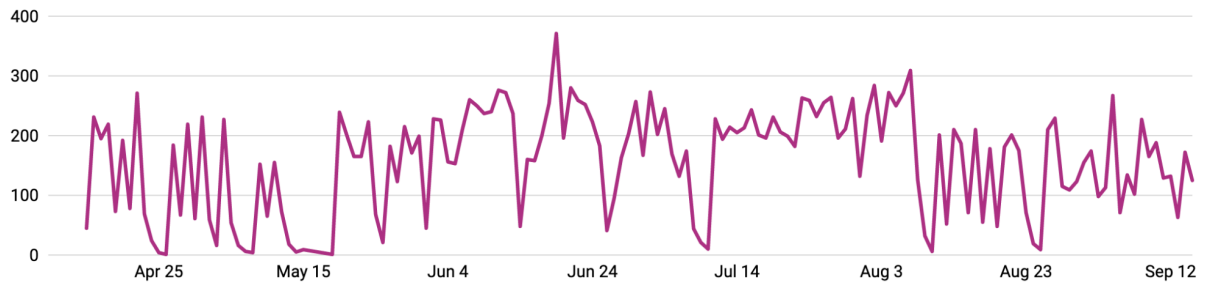
| | | | | | | | | | |
|---|--|---|------|----|----|---|----|----|-----|
|  | <div>The many fac...</div> <div>Wed Aug 4, 5:57...</div> |  | 1.1K | 15 | 0 | 1 | -- | -- | 27 |
|  | <div>ADOPT 🐶 ...</div> <div>Mon May 24, 10...</div> |  | 995 | 68 | 12 | 5 | -- | -- | 110 |
|  | <div>🔪 🍰 C A M ...</div> <div>Fri Jun 11, 9:35...</div> |  | 898 | 62 | 5 | 2 | -- | -- | 56 |
|  | <div>Buchholz Sen...</div> <div>Wed Jun 9, 7:34...</div> |  | 863 | 58 | 1 | 6 | -- | -- | 106 |
|  | <div>🔪 🍰 C A M ...</div> <div>Wed Jun 2, 10:3...</div> |  | 660 | 48 | 2 | 1 | -- | -- | 23 |

Facebook Page Reach ⓘ

51,517 ↑ 439.1%

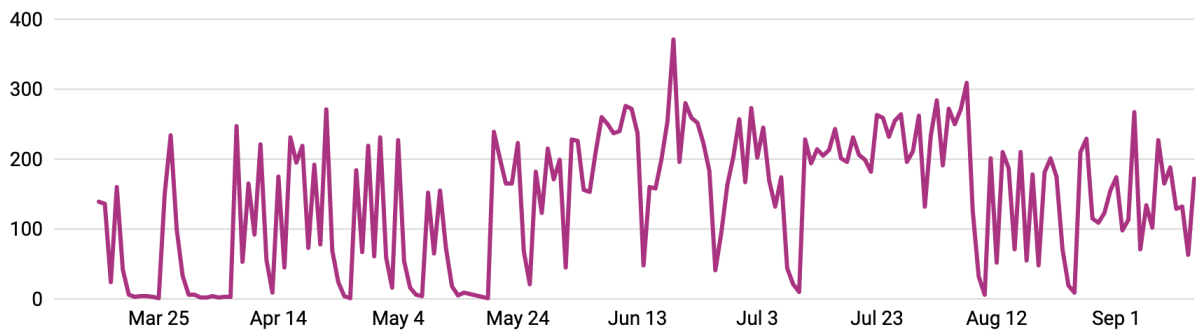


1,556 ↑ 74.8%



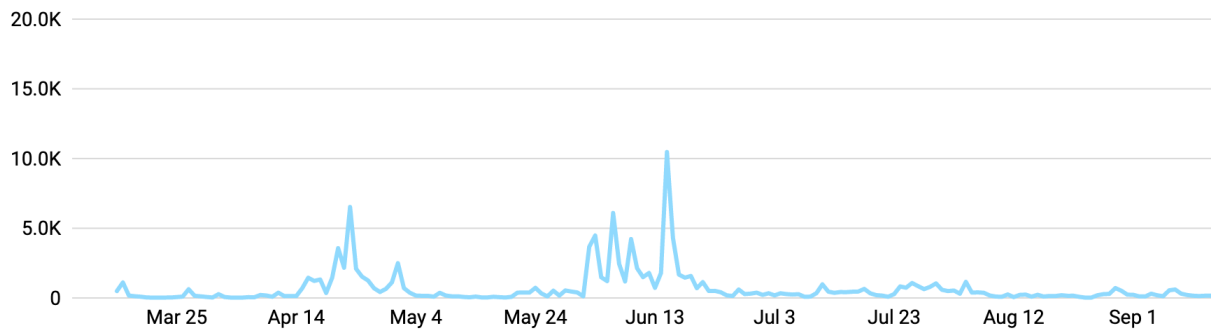
Instagram Reach ⓘ

1,599 ↑ 78.1%



Facebook Page Reach ⓘ

52,690 ↑ 326.2%



Results

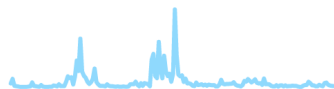
Paid Reach ⓘ

4,311 ↑ 19.1%



Facebook Page Reach ⓘ

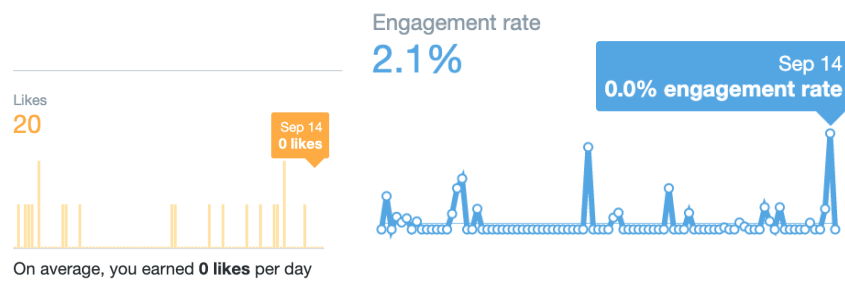
52,690 ↑ 326.2%



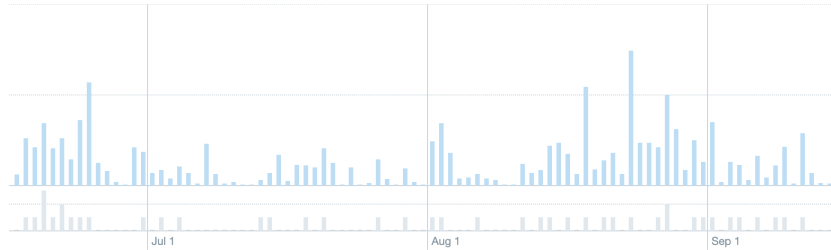
Instagram Reach ⓘ

1,599 ↑ 78.1%

[See Results Report](#)



Your Tweets earned **2.5K impressions** over this **91 day** period



Blessings!

Monica Williams

Executive Director

| MONTGOMERY PRESBYTERIAN STATEMENT OF ACTIVITIES | | | | | | |
|--|-------------------|------------------|-------------------|-------------------|-------------------|---------------------|
| | 8/31/2021 | budget | YTD | YTD Budget | difference | Budget 2021 |
| Income | | | | | | |
| Contributions | 3,238.16 | 4625 | 53,352.50 | 37,000.00 | 16,352.50 | 55500.00 |
| Fund Raiser | | 500 | -303.32 | 4000 | -4,303.32 | 6000.00 |
| Grants | | 1766.67 | 35,000.00 | 14,133.36 | 20,866.64 | 21200.00 |
| Guest Groups | 2,885.00 | 14166.66 | 37,798.30 | 113,333.28 | -75,534.98 | 170000.00 |
| Misc | | 33.33 | 7,077.21 | 266.64 | 6,810.57 | 400.00 |
| Montgomery Events | | 4166.67 | 2,379.78 | 33,333.36 | -30,953.58 | 50000.00 |
| PILP transfer (wash) | | | 13,869.81 | | 13,869.81 | |
| POSA (Foundation) | | 83.33 | 558.00 | 666.64 | -108.64 | 1000.00 |
| Presbytery User groups | -885.17 | 10000 | 9,648.03 | 80,000.00 | -70,351.97 | 120000.00 |
| PPP Funds | | | 86,936.00 | | 86,936.00 | |
| Sales | 40.00 | 125 | 639.59 | 1000 | -360.41 | 1500.00 |
| Summer Camp | 9,351.85 | 11875 | 138,097.57 | 95,000.00 | 43,097.57 | 142500.00 |
| TOTAL | 14,629.84 | 47,341.67 | 385,053.47 | 378,733.28 | 6,320.19 | \$568,100.00 |
| Operating Expenses | | | | | | |
| Advetising/Marketing | 535.00 | | 2,485.00 | 0 | 2,485.00 | |
| Bank Charges | 33.00 | 166.67 | 127.00 | 1333.36 | -1,206.36 | 2000.00 |
| Board of Pensions | 4,000.00 | 1500 | 20,000.00 | 12,000.00 | 4500 | 18000.00 |
| Equipment | 140.00 | 500 | 3,460.22 | 4000 | -539.78 | 6000.00 |
| Food Service | 1,103.73 | 4166.67 | 9,247.39 | 33,333.36 | -24,085.97 | 50000.00 |
| Grant expenses | 4,259.87 | 933.33 | 11,971.85 | 7,466.64 | 4,505.21 | 11200.00 |
| Health Benefits | 493.22 | 1000 | 3,749.45 | 8,000.00 | -4,250.55 | 12000.00 |
| Housekeeping | 254.10 | 200 | 1,124.46 | 1,600.00 | -475.54 | 2400.00 |
| Insurance | 3,775.00 | 5000 | 46,048.50 | 40,000.00 | 6,048.50 | 60000.00 |
| Interest Paid (PILP) | 2,597.69 | 2750 | 22,385.18 | 22,000.00 | 385.18 | 33000.00 |
| Legal & Professional Fees | | 416.67 | 2,000.00 | 3,333.36 | -2,083.35 | 5000.00 |
| Misc | 333.27 | 100 | 655.16 | 800.00 | -144.84 | 1200.00 |
| Office Supplles & softw | 876.05 | 600 | 4,942.34 | 4,800.00 | 142.34 | 7200.00 |
| Part Time Staff | 37.50 | 150 | 1,197.50 | 1,200.00 | -2.50 | 1800.00 |
| Payroll Expenses | 15,589.89 | 20166.67 | 147,182.52 | 161,333.36 | -14,150.84 | 242000.00 |
| PILP Transfe (wash) | | | 17,474.32 | 0.00 | 17,474.32 | |
| Program Expense | | 250 | 1,460.44 | 2,000.00 | -539.56 | 3000.00 |
| Repairs & Maintenance | 1,145.95 | 1000 | 7,010.32 | 8,000.00 | -989.68 | 12000.00 |
| Summer Camp | 3,005.24 | 4291.67 | 41,143.35 | 34,333.36 | 6,809.99 | 51500.00 |
| Telephone/Internet | 406.92 | 400 | 2,863.19 | 3,200.00 | -336.81 | 4800.00 |
| Utilities | 2,258.78 | 3750 | 20,737.30 | 30,000.00 | -9,262.70 | 45000.00 |
| TOTAL | 40,845.21 | 47,342.68 | 367,265.49 | 378,733.44 | -15,717.94 | 568100.00 |
| Net | -26,215.37 | | 17,787.98 | | | 0.00 |

Montgomery Presbyterian Conference Center
Statement of Financial Position
8/31/2021

ASSETS

Current Assets

| | | |
|-----------------------------|----------|------------------|
| BBVA - operating | 5722.98 | |
| Outstanding checks | -4017.00 | |
| NET | 1705.98 | |
| BBVA - PILP funds | 10498.00 | |
| Ameris | 3901.73 | |
| Receivables* | 11000.00 | |
| Credit Card Cash Back | 186.95 | |
| Prepaid Insurance * | 4617.00 | |
| PILP CD 9/10/21 | 20599.60 | |
| Total Current Assets | | 52,509.26 |

Current Liabilities

| | | |
|--|------------------|--------------------|
| Accounts Payable Accrued | | |
| User Groups deposits 2021 | 4405.00 | |
| User group deposit 2021 - Postponed | 1398.60 | |
| User Groups deposits 2022 | 12190.73 | |
| Clay Electric Grant (Boost Camp) | 0.00 | |
| Clay Electric Grant (William's Kitchen)* | 0.00 | |
| Due to Board Of Pensions 2019 | 0.00 | |
| Due to Florida Food Service (2019) | 4601.70 | |
| Credit Card payable 7/17 | 1501.48 | |
| Credit Card payable 9/17 | 2000.00 | |
| Total | 26097.51 | |
| | NET | 26,411.75 |
| PPP Loan (forgiveable) | 86936.00 | |
| Due to Presbytery 2019 | 89703.62 | |
| Total Current Liabilities | 202737.13 | |
| | NET | -176,325.38 |

Long Term Liabilities

| | | |
|--------------|------------------|----------------------|
| PILP | 643910.12 | (Amortize 12/4/2021) |
| Total | 643910.12 | |

*estimated

Proposed Amendments to Montgomery By-Laws

Section 3.01 Organization. At meetings of the Board of Trustees, the President shall ordinarily preside. **In the event the president is unable to preside, the duties shall fall to the Vice President.**

Section 3.02 Meetings. The Board shall meet at least four times a year. Ordinarily there shall be four regular meetings each year, one each calendar quarter, the dates to be determined by the Board. Meetings may be adjourned to a time and place specified by the Board. Special meetings may be called by the **Executive Committee**, President, or upon written demand of no less than three (3) Trustees. Written notice of each meeting and the general nature of the business to be conducted shall be furnished to each Trustee no later than one week prior to the date of the meeting. One-half (1/2) of the Trustees shall constitute a quorum for the transaction of business. Trustees may be reimbursed their ordinary and reasonable expenses incurred for travel to and attendance at meetings of the Board and its committees, or otherwise incurred by them in the furtherance of the business of the Corporation. Meetings of the Board and its committees may be held electronically, provided that the technology employed permits simultaneous aural communication among all participating members. Electronic voting (including via e-mail) is permissible when it has followed the opportunity for discussion in a meeting. If no such meeting has occurred, electronic votes are only permissible if no member objects or votes against holding an electronic vote.

Section 3.03 Committees. The Board of Trustees shall be organized into appropriate **standing** committees to **ensure accountability between board members, the Executive Director, and staff members;** expedite the consideration of its business; and to develop plans for the future life of the Corporation with authority as noted below or as delegated in the Presbytery's Manual of Operations or in the Presbytery's policies and procedures.

- a. ~~Standing and Special~~ Committees. **The following committees shall be standing committees of the Board: Administration, Public Relations/Development, Program, and Property. Board members are expected to serve on one of the four standing committees.**
- b. **Executive Committee. The Executive Committee shall be composed of the four officers (President, Vice President, Secretary, and Treasurer), and the four chairpersons of the standing committees. The executive committee will serve as the personnel committee and has the authority to act on behalf of the Board between stated meetings if necessary.**

- c. **Special Committees.** The Board of Trustees may create ~~standing and~~ special committees as may be deemed necessary for the conduct of the Corporation's ministry and business. The ~~President~~ **Executive Committee** may appoint special committees as ~~he or she~~ **they** deem necessary. Individuals who are not members of the Presbytery or members of one of the congregations of the Presbytery (any such individual, a "Non-Member") may be appointed to special committees of the Corporation as authorized by a majority vote of the Presbytery, but in no event shall the aggregate of Non-Members on any special committee of the Corporation exceed 25% of the total members of such special committee. The Coordinating Council shall have the power between Presbytery meetings to appoint any Non-Member, but all such appointments shall be reviewed at the Presbytery meeting immediately succeeding the Coordinating Council's appointment whereupon the Presbytery shall either confirm such appointment or remove such Non-Member effective as of the date of the Presbytery meeting. Any committee which includes one or more Non-Member shall not make decisions or take action on behalf of the Corporation but shall only have the power to make recommendations to the Board of Trustees, in whom all power to make decisions and take action on behalf of the Corporation resides (subject at all times to the rights of the Presbytery as set forth in these Bylaws and in the Corporation's Articles of Incorporation).

Section 5.01 Elections. As provided in the Articles of Incorporation, the officers of the Corporation shall be a President, a Vice President, a Secretary, a Treasurer and such other officers as may be elected from time to time as provided in the Articles of Incorporation. **The Board will make recommendations to the Nominating Team of the presbytery as to candidates to serve on the Board and as officers.**

Section 5.04 President. **The term of the President shall be for one year with the option of re-election to serve a second consecutive term. After two consecutive one-year terms, if the President is eligible to serve on the Board, the President shall serve as the Past President and moderator of the Advisory Board. The President shall work closely with the Executive Director and Board of Trustees to ensure the successful operation of the Corporation.** ~~have general supervision over the activities and operations of the Corporation, subject, however, to the control of the Board of Trustees.~~ The President shall sign, execute, and acknowledge, in the name of the Corporation, deeds, mortgages, bonds, contracts or other instruments, authorized by the Board of Trustees, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Trustees, or by these

By-Laws, to some other officer or agent of the Corporation; and, in general, shall perform all duties incident to the office of President, and such other duties as from time to time may be assigned to the President by the Board of Trustees.

Section 5.04 Vice President. The Vice President shall ordinarily be elected by the Board at the November Board meeting in order to take office at the time set by the Board. The Vice President shall perform the duties of the President in the absence of the President and such other duties as may from time to time be assigned to him or her by the Board of Trustees or by the President.

Section 5.05 Secretary. The Secretary shall prepare and maintain accurate, permanent records of actions of the Board and shall provide notice to the trustees of the time and place of meetings of the Board as required above.

Section 5.06 Treasurer. The Treasurer shall be responsible for the financial oversight of the Corporation under the general direction of the Board of Trustees, including its accounts, budgets and investments, and shall provide (and be provided) all information necessary for the Trustees to exercise proper fiduciary responsibility.

Section 5.07 Past President. In the event that a President is no longer eligible to serve as President (has served two consecutive terms as President, but still eligible to serve on the board), he/she will serve as Past President and will moderate the Advisory Committee.

Section 5.08 Executive Director. The Executive Director shall be employed at the discretion of the Board of Trustees, ~~and shall be chief operating officer of the Conference Center~~. The Executive Director shall have responsibility for the operations of the Conference Center, including both programs and personnel, and shall report regularly to the Board of Trustees on the affairs of the Conference Center.

Section 5.09 Advisory Committee. The Advisory Committee shall be made up of former board members and “Friends of Montgomery.” It will be moderated by the most recent Past President and will meet at least twice a year. The Advisory Committee will make recommendations to the Board on a variety of timely topics as determined and needed by the Montgomery staff and Board. The Board shall further define the composition and work of the Advisory Committee.

Section 5.10 Other Officers. The Board may from time to time upon recommendation of the ~~President~~, **Executive Committee**, elect other officers such as assistant treasurer, assistant secretary, and others as it may deem necessary or appropriate. These officers, vice presidents, and assistant officers shall have such duties as are assigned to them by the ~~President~~ **Board**.

Appendix J-4

**Montgomery Presbyterian Conference Center
Proposed Repayment Schedule for Presbytery Indebtedness**

Background: At the October 2019 Presbytery meeting a repayment schedule was presented to Presbytery where MPCC owed \$93,600 to Presbytery. Since then an additional \$5,000 was added for the audit and Presbytery's new Treasurer, John Ragsdale, cleaned up an old account.

Our agreement beginning Jan. 2020 was to pay \$5,000 a month for the first quarter, \$6,000 a month for the 2nd Quarter and \$10,000 a month for the remaining 6 months. At the Feb. 1, 2020 meeting of Presbytery, two \$5,000 checks were presented covering the January and February payment as per the schedule. However 6 weeks later Covid hit and the world changed. No payments have been made since the Feb. 1 meeting.

MPCC currently owes Presbytery \$89,703.62

Looking Forward: As we continue to deal with Covid, it is difficult to forecast future revenues. Our primary focus is meeting all current expenses and paying off the 2019 past due invoices from local vendors and the Board of Pensions. As of Aug. 31, 2021, we have paid off about \$95,000 of those past due invoices from 2019 with just a balance of \$4,600 to Florida Food Service remaining.

We recognize that in December 2021, we will begin paying both principal and interest on our \$700,000 PILP loan with a monthly payment of \$4524. We have budgeted for this additional expense as the BOP past due will have been paid in full and the moneys allocated to BOP will be shifted to PILP. The current interest rate is 4.75% which is high in today's market. In December 2022, the interest rate will be recalculated and hopefully will be reduced providing available funds to begin repayment of the Presbytery loan.

Proposal: 2021 - repayment of \$703.62
2022 - repayment of \$1500

At this time to project out beyond next year, still with the presence of Covid, is unrealistic. My suggestion is that we review this once again in the fall of 2022 and see where MPCC is financially. Please note, the value of the MPCC property exceeds the indebtedness of MPCC substantially.

Alan Cummings
Treasurer of MPCC

Appendix K

Will be added to Meeting Web Page linked here:
<https://www.staugpres.org/next-stated-meeting/>

Highland Regional Ministry Center

Nominating Team Slate Fall Stated Meeting

Notes:

RE means Ruling Elder and TE means Teaching Elder.

The first two letters in parentheses refer to race and gender.

General Assembly Commissioners

John Diller (WMTE - Orange Park)
Rebecca Putman (WFTE - Westminster)
Connie Smith (WFRE - South Jacksonville)
Steve Crowley (WMRE - First Palatka)

RE Alternates
Yvette Grant (HFRE - Kirkwood)
Betsy Berry (WFRE - First Gainesville)

TE Alternate
Jennifer Hallberg (WFTE - First Jasper)

Synod Commissioners

Class of 2022
Hansler Bealyer (BMRE - Woodlawn)
Jessi Higginbotham (WFTE - St. Giles)

Coordinating Council

Class of 2024
Steve Crowley (WMRE - First Palatka)*
Barbara Darby (BFRE - Woodlawn)
Susan Takis (WFTE - First Green Cove Springs)

Class of 2023
Patti Phillips (WFRE - Branford)

*Moving from class of 2023

Call Commission

Class of 2024
Joy Laughridge (WFTE - Lakewood)
Cliff Lyda (WMTE - First Palatka)*
Mary Beth Neely (WFTE - Fort King)
Rebecca Putman (WFTE - Westminster)
Ron Watson (WMTE - First Ocala)*
Jeff Welch (WMTE - Dunnellon)

Class of 2023
Les Comee (WMTE - Young Life)
Kathy VanderVliet (WFRE - Lakewood)

Class of 2022
Susan Rose (WFTE - Memorial and Diakonos)

*Moving from class of 2023

Permanent Judicial Commission

Class of 2027
Beth Hogue (WFRE - Silver Springs Shores)
Cynthia Montgomery (WFTE - At-Large)
Mary Beth Neely (WFRE - Fort King)

Presbytery Trustees

Class of 2024
Joyce Lieberman (WFTE - Synod of South Atlantic)
Connie Smith (WFRE - South Jacksonville)

Class of 2023
Bill Fleming (WMRE - St. Giles)

Class of 2022
Ana Lugo-Berrios (HFTE - ELCA Foundation)

Nominating Team

Class of 2024
Glynda Copeland (WFRE - Memorial)
Steve Crowley (WMRE - First Palatka)

Training Team

Class of 2024
Rebekah Hutto (WFTE - At-Large)
Oday Mickel (BMRE - Woodlawn)

Care and Reconciliation Team

Class of 2024
Barbara Bishop (WFRE - Palms)
Barbara Darby (BFRE - Woodlawn)
Ruth Elswood (WFTE - Covenant)
Marcia Graham (WFTE - Honorably Retired)

Appendix M

Treasurer's Report

October 5, 2021

Here is an update on financial affairs since my last report:

Audit

Our auditors, Neville, Wainio, CPAs of St. Augustine, issued an unqualified or “clean” opinion in their audit report for 2020. The audit partner and manager made a thorough presentation to the Finance Team in August. If you would like to see the entire audit report, email me at ragdsdale12@comcast.net or Lisa Wells, our new office manager, at lisa@staugpres.org.

Investment Review

Our investments are held by two institutions: the Texas Presbyterian Foundation (TPF) and UBS Financial Services Inc. I gave a fuller review of TPF in my May report, so here I will update you on performance for the first six months.

In April, the Finance Team approved my recommendation to allocate our unrestricted operating fund (\$798,000 market value as of June 30) 60% in the TPF Balanced Fund and 40% in the TPF Large Cap Equity Fund. TPF uses an index of similar funds as a benchmark for performance. Here is how the accounts performed relative to the benchmark indices for the first six months:

| | 6 Months | Index |
|---------------|----------|-------|
| TPF Balanced | 9.6% | 8.1% |
| TPF Large Cap | 16.2% | 14.8% |
| UBS (managed) | 12.3% | 8.1% |

Restricted Funds

The Presbytery Council appointed a small team to evaluate grant applications from a number of our restricted / dedicated funds. To get more information on the specific funds that are available and to make a grant application, visit <https://www.staugpres.org/designated-funds-grants/>.

Your Support

We together are the presbytery – all our congregations and ministers – and *only with your support can we perform our mission and ministry for Christ*. Please take a moment to find your church on the **Church Giving Summary** accompanying the financial statements. Then, look across to see what your church has contributed for 2021 and if you are current on your pledge. If you are, **we thank you!** If not, please call that to the attention of your treasurer. We need all our churches to participate. We appreciate all that you do to further Christ's mission and ministry in the world.

John R. Ragsdale
Treasurer

Presbytery of St. Augustine
Summary Comparative Balance Sheet
For Management Purposes Only

| <u>Assets</u> | <u>8/31/21</u> <u>Unaudited</u> | <u>12/31/20</u> <u>Audited</u> | <u>Difference</u> | <u>Note</u> |
|-------------------------------------|------------------------------------|-----------------------------------|-------------------|-------------|
| Cash | \$ 79,742 | \$ 145,290 | \$ (65,548) | |
| Investments, partially restricted | 1,416,047 | 1,349,648 | 66,399 | (1) |
| Accounts receivable | - | 107,362 | (107,362) | (4) |
| Prepaid expenses & receivables, net | - | 2,900 | (2,900) | |
| Due from Montgomery | 89,704 | 88,745 | 959 | |
| Property held for sale | 342,331 | 227,112 | 115,219 | (4) |
| Property and equipment, net | 1,406,368 | 1,357,932 | 48,436 | (2) |
| Total assets | <u>\$ 3,334,192</u> | <u>\$ 3,278,989</u> | <u>\$ 55,203</u> | |

Liabilities & Net Assets

| | | | | |
|-------------------------------------|---------------------|---------------------|------------------|-----|
| Accounts payable & accrued expenses | \$ 29,755 | \$ 16,761 | \$ 12,994 | |
| PPP loan, forgivable | 60,095 | - | 60,095 | (3) |
| Restricted funds | 805,635 | 841,454 | (35,819) | |
| Net assets | 2,438,707 | 2,420,774 | 17,933 | |
| Total liabilities & net assets | <u>\$ 3,334,192</u> | <u>\$ 3,278,989</u> | <u>\$ 55,203</u> | |

(1) Principally represents unrealized gains on investments.

(2) Principally represents cost of re-roofing the Highlands Regional Ministry Center.

(3) Represents the proceeds from a Second-Draw Payroll Protection Program loan that is forgivable in 2021 if certain payroll levels are maintained.
The proceeds are held as part of our operating reserve.

(4) Reflects the difference in how expenditures related to the Normandy Boulevard property are accounted for under GAAP and our internal accounting.

Presbytery of Saint Augustine
Balance Sheet
August 31, 2021

ASSETS

| | | |
|-------------------------------|----|----------------------------|
| Current Assets | | |
| South State - Operating | \$ | 50,267.25 |
| South State - Money Market | | 29,831.14 |
| Texas Presbyterian Foundation | | 1,330,734.03 |
| UBS Financial Services Inc | | 85,312.44 |
| Due from Montgomery | | 89,703.62 |
| Property Held for Sale | | 342,331.34 |
| | | <hr/> |
| Total Current Assets | | 1,928,179.82 |
| Property and Equipment | | |
| Highlands Reg Ministry Center | | 1,253,435.51 |
| Buildings and Improvements | | 442,082.56 |
| Office Equipment | | 50,230.88 |
| Accumulated Depreciation | | (339,381.02) |
| | | <hr/> |
| Total Property and Equipment | | 1,406,367.93 |
| | | <hr/> |
| Total Assets | \$ | <u><u>3,334,547.75</u></u> |

LIABILITIES AND NET ASSETS

| | | |
|--------------------------------|----|------------|
| Current Liabilities | | |
| Accounts Payable | \$ | 7,163.03 |
| PPP Loan - Forgivable | | 60,095.00 |
| Accrued Bldg Expense | | 15,682.52 |
| Nichols Event | | 2,001.99 |
| Payments Rec'd for next calend | | 350.33 |
| Other Current Liabilities | | 5,192.66 |
| | | <hr/> |
| Total Current Liabilities | | 90,485.53 |
| Restricted Funds | | |
| Candidate Support Fund | | 5,766.67 |
| Charles J. Williams Fund | | 51,886.46 |
| Conflict Management Training | | 926.19 |
| Corbin Fund | | 40,000.00 |
| Ragsdale Scholarship Fund | | 69,734.67 |
| Pastoral Counseling | | 140,559.53 |
| Community Development | | 195,349.97 |
| Sloan Theol Education Fund | | 2,291.24 |
| Small Church Revitalization | | 7,363.47 |
| Youth Triennium Fund | | 16,000.00 |
| Peacemaking | | 23,834.10 |
| Pentecost | | 5,041.23 |
| Mutual Mission-Adult Trips | | 650.00 |
| Mutual Mission-Foundation | | 26,168.73 |
| Mutual Mission-Hearts & Hands | | 31,470.85 |
| Mutual Mission-Medical Restr | | 86,740.73 |
| Mutual Mission-Medical Trips | | 13,415.00 |
| Mutual Mission-Youth Exchange | | 4,470.00 |
| Mutual Mission-Mobile Dental | | 25,029.50 |
| Reddick Funds | | 12,886.91 |
| Armistead Fund | | 45,749.34 |

Unaudited - For Management Purposes Only

Presbytery of Saint Augustine
Balance Sheet
August 31, 2021

| | | |
|--------------------------------------|-------------------|----------------------------|
| Total Restricted Funds | | <u>805,334.59</u> |
| Total Liabilities & Restricted Funds | | 895,820.12 |
| Net Assets | | |
| Unrestricted Net Assets | 2,446,832.92 | |
| Net Income | <u>(8,105.29)</u> | |
| Total Net Assets | | <u>2,438,727.63</u> |
| Total Liabilities & Net Assets | \$ | <u><u>3,334,547.75</u></u> |

Presbytery of Saint Augustine
Income Statement
Compared with Budget
For the Eight Months Ending August 31, 2021

| | YTD Actual | YTD Budget | YTD Variance | Full Year Budget |
|-------------------------------|----------------------|-----------------------|------------------|-----------------------|
| Revenues | | | | |
| Unified Giving | \$ 218,867.29 | \$ 243,333.36 | (24,466.07) | \$ 365,000.00 |
| Selected General Assembly | 33,727.00 | 21,333.36 | 12,393.64 | 32,000.00 |
| Investment Earnings | 17,356.80 | 102.00 | 17,254.80 | 102.00 |
| Other Income | 2,713.25 | 1,800.00 | 913.25 | 2,700.00 |
| Management Fees | 22,000.00 | 20,666.72 | 1,333.28 | 31,000.00 |
| Synod Office Use | 8,658.04 | 8,600.00 | 58.04 | 13,000.00 |
| Comm Devel Fund Income | 10,000.00 | 10,000.00 | 0.00 | 15,000.00 |
| Total Revenues | <u>313,322.38</u> | <u>305,835.44</u> | <u>7,486.94</u> | <u>458,802.00</u> |
| Expenses | | | | |
| Current & Emerging Ministries | 5,526.42 | 17,092.80 | 11,566.38 | 16,571.00 |
| Call Commission | 3,100.00 | 4,600.16 | 1,500.16 | 6,900.00 |
| Leadership Dev | (1,380.00) | 1,166.72 | 2,546.72 | 1,500.00 |
| Highlands Regional Ministry C | (2,825.10) | (2,812.64) | 12.46 | (1,692.00) |
| Other | 0.00 | 0.00 | 0.00 | 0.00 |
| Personnel | 205,415.70 | 220,247.92 | 14,832.22 | 315,371.08 |
| Administrative | 111,590.65 | 97,135.36 | (14,455.29) | 140,152.00 |
| Total Expenses | <u>321,427.67</u> | <u>337,430.32</u> | <u>16,002.65</u> | <u>478,802.08</u> |
| Net Income | \$ <u>(8,105.29)</u> | \$ <u>(31,594.88)</u> | <u>23,489.59</u> | \$ <u>(20,000.08)</u> |
| Net Income w/Unrealized Gain | \$ <u>(8,105.29)</u> | \$ <u>(31,594.88)</u> | <u>23,489.59</u> | \$ <u>(20,000.08)</u> |

Income Statement
Compared with Budget
For the Eight Months Ending August 31, 2021

| | Month Actual | Month Budget | Month Variance | YTD Actual | YTD Budget | YTD Variance | % Budget | Full Year |
|--------------------------------|-----------------|-----------------|-------------------|----------------|----------------|-----------------|-------------|----------------|
| Revenues | | | | | | | | |
| 4110 Unified Giving | \$ 51,704 | \$ 30,417 | 21,287 | \$ 218,867 | \$ 243,333 | (24,466) | (10.05) | \$ 365,000 |
| 4210 Selected General Assembly | 0 | 2,667 | (2,667) | 33,727 | 21,333 | 12,394 | 58.10 | 32,000 |
| 4311 Investment Earnings | 1,918 | 0 | 1,918 | 17,357 | 102 | 17,255 | 16,916.6 | 102 |
| 4315 Other Income | 0 | 225 | (225) | 2,713 | 1,800 | 913 | 50.72 | 2,700 |
| 4316 Management Fees | 0 | 2,583 | (2,583) | 22,000 | 20,667 | 1,333 | 6.45 | 31,000 |
| 4330 Synod Office Use | 1,100 | 1,100 | 0 | 8,658 | 8,600 | 58 | 0.67 | 13,000 |
| 4420 Comm Devel Fund Income | 1,250 | 1,250 | 0 | 10,000 | 10,000 | 0 | 0.00 | 15,000 |
| Total Revenues | 55,972 | 38,242 | 17,730 | 313,322 | 305,835 | 7,487 | 2.45 | 458,802 |

Expenses**Current & Emerging Ministries**

| | | | | | | | | |
|--|--------------|------------|--------------|--------------|---------------|---------------|--------------|---------------|
| 5015 Regional Gatherings | 0 | 83 | 83 | 0 | 667 | 667 | 100.00 | 1,000 |
| 5017 Mission/Insite | 0 | 0 | 0 | 0 | 2,436 | 2,436 | 100.00 | 2,436 |
| 5018 New Ministry Initiatives | 0 | 112 | 112 | 39 | 897 | 858 | 95.65 | 1,345 |
| 5022 Crisis Response Training/Expe | 0 | 21 | 21 | 0 | 167 | 167 | 100.00 | 250 |
| 5024 Admin. Commission Expenses | 0 | 21 | 21 | 0 | 167 | 167 | 100.00 | 250 |
| 5025 Translation Services | 0 | 8 | 8 | 0 | 60 | 60 | 100.00 | 90 |
| 5026 Endowment Income | (667) | 0 | 667 | (8,978) | (4,000) | 4,978 | (124.45) | (8,000) |
| 5036 Youth Professionals | 0 | 83 | 83 | 0 | 667 | 667 | 100.00 | 1,000 |
| 5037 Youth Triennium | 500 | 500 | 0 | 4,000 | 4,000 | 0 | 0.00 | 6,000 |
| 5038 Congregational Partnership/Sch | 0 | 0 | 0 | 0 | 1,200 | 1,200 | 100.00 | 1,200 |
| 5039 Youth Ministry Team | 0 | 42 | 42 | 0 | 333 | 333 | 100.00 | 500 |
| 5048 Disaster Assist. Comm(Salary | 0 | 0 | 0 | 10,466 | 10,500 | 34 | 0.32 | 10,500 |
| Total Current & Emerging Mi | (167) | 870 | 1,037 | 5,527 | 17,094 | 11,567 | 67.67 | 16,571 |

Call Commission

| | | | | | | | | |
|------------------------------------|----------|------------|------------|--------------|--------------|--------------|--------------|--------------|
| 5410 Candidate Financial Support | 0 | 417 | 417 | 2,700 | 3,333 | 633 | 18.99 | 5,000 |
| 5415 Ministry Assessments | 0 | 83 | 83 | 400 | 667 | 267 | 40.03 | 1,000 |
| 5420 Consultations and Final Asses | 0 | 42 | 42 | 0 | 333 | 333 | 100.00 | 500 |
| 5422 Inquirer/Candidate Counseling | 0 | 25 | 25 | 0 | 200 | 200 | 100.00 | 300 |
| 5425 Training/Supplies/Manuals | 0 | 8 | 8 | 0 | 67 | 67 | 100.00 | 100 |
| Total Call Commission | 0 | 575 | 575 | 3,100 | 4,600 | 1,500 | 32.61 | 6,900 |

Leadership Dev

For Management Purposes Only

Income Statement
Compared with Budget
For the Eight Months Ending August 31, 2021

| | Month Actual | Month Budget | Month Variance | YTD Actual | YTD Budget | YTD Variance | % Budget | Full Year |
|-----------------------------------|-----------------|-----------------|-------------------|----------------|---------------|-----------------|---------------|--------------|
| 5510 Pastoral Support Groups | 0 | 0 | 0 | 0 | 500 | 500 | 100.00 | 500 |
| 5515 BOP Shared Grants | 0 | 417 | 417 | 2,500 | 3,333 | 833 | 24.99 | 5,000 |
| 5525 Life Renewal Counseling Cent | 900 | 450 | (450) | 4,050 | 3,600 | (450) | (12.50) | 5,400 |
| 5535 Counseling Assistance | 600 | 417 | (183) | 2,670 | 3,333 | 663 | 19.89 | 5,000 |
| 5540 Endowment Income | (1,325) | (1,325) | 0 | (10,600) | (10,600) | 0 | 0.00 | (15,900) |
| 5610 Officer Training | 0 | 125 | 125 | 0 | 1,000 | 1,000 | 100.00 | 1,500 |
| Total Leadership Dev | 175 | 84 | (91) | (1,380) | 1,166 | 2,546 | 218.35 | 1,500 |

| | | | | | | | | |
|---|----------------|--------------|--------------|----------------|----------------|-----------|---------------|----------------|
| Highlands Regional Ministry Center | | | | | | | | |
| 5701 Contributions-Highlands Reg. | (870) | (833) | 37 | (7,510) | (6,667) | 843 | (12.64) | (10,000) |
| 5705 Usage Income -Highlands Reg | (4,760) | (3,500) | 1,260 | (32,160) | (28,000) | 4,160 | (14.86) | (42,000) |
| 5710 Building Repair-Highlands Reg | 203 | 417 | 214 | 203 | 3,333 | 3,130 | 93.91 | 5,000 |
| 5712 Fire Alarm-Highlands Regional | 0 | 125 | 125 | 1,509 | 1,000 | (509) | (50.90) | 1,500 |
| 5715 Utilities-Highlands Reg. Minis | 2,115 | 1,750 | (365) | 13,181 | 14,000 | 819 | 5.85 | 21,000 |
| 5720 Insurance - Highlands Reg. Mi | 0 | 0 | 0 | 7,817 | 5,054 | (2,763) | (54.67) | 10,108 |
| 5740 Mortgage Exp-Highlands Reg. | 1,057 | 1,058 | 1 | 8,468 | 8,467 | 9 | 0.11 | 12,700 |
| 5745 Property Taxes | 0 | 0 | 0 | 5,677 | 0 | (5,677) | 0.00 | 0 |
| Total Highlands | (2,255) | (983) | 1,272 | (2,825) | (2,813) | 12 | (0.43) | (1,692) |

| | | | | | | | | |
|-------------------------------------|-------|-------|---------|--------|--------|---------|---------|--------|
| Personnel | | | | | | | | |
| 6010 Salary-Office Manager | 5,700 | 3,333 | (2,367) | 26,006 | 26,667 | 661 | 2.48 | 40,000 |
| 6015 Benefit Pkg-Office Manager | 0 | 770 | 770 | 4,867 | 6,161 | 1,294 | 21.00 | 9,241 |
| 6020 FICA-Ofc Mgr/FS | 436 | 255 | (181) | 1,973 | 2,040 | 67 | 3.28 | 3,060 |
| 6110 Salary-Communications Coord | 2,993 | 3,130 | 137 | 23,226 | 25,040 | 1,814 | 7.24 | 37,560 |
| 6120 FICA-Communications | 229 | 239 | 10 | 1,760 | 1,915 | 155 | 8.09 | 2,873 |
| 6210 Salary-S/Summer Staff | 5,485 | 9,167 | 3,682 | 21,285 | 27,500 | 6,215 | 22.60 | 27,500 |
| 6215 FICA-S/Summer Staff | 436 | 667 | 231 | 1,719 | 2,000 | 281 | 14.05 | 2,000 |
| 6220 Payroll Processing Fee | 0 | 0 | 0 | 244 | 500 | 256 | 51.20 | 500 |
| 6310 Salary -Stated Clerk | 0 | 2,025 | 2,025 | 12,150 | 16,200 | 4,050 | 25.00 | 24,300 |
| 6315 Stated Clerk -Housing | 3,692 | 1,667 | (2,025) | 16,371 | 13,333 | (3,038) | (22.79) | 20,000 |
| 6320 SECA -Stated Clerk | 282 | 282 | 0 | 3,272 | 2,259 | (1,013) | (44.84) | 3,389 |
| 6325 Travel and Expense-Stated Cl | 0 | 125 | 125 | 211 | 1,000 | 789 | 78.90 | 1,500 |
| 6330 Continuing Education-Stated C | 0 | 83 | 83 | 700 | 667 | (33) | (4.95) | 1,000 |
| 6335 Auto Expenses-S.Clerk | 0 | 83 | 83 | 0 | 667 | 667 | 100.00 | 1,000 |
| 6410 Salaries-Area Coordinators | 2,128 | 1,617 | (511) | 13,014 | 12,933 | (81) | (0.63) | 19,400 |
| 6415 Housing-AC | 0 | 550 | 550 | 0 | 4,400 | 4,400 | 100.00 | 6,600 |
| 6417 SECA-AC | 81 | 0 | (81) | 306 | 0 | (306) | 0.00 | 0 |
| For Management Purposes Only | | | | | | | | |

Income Statement
Compared with Budget
For the Eight Months Ending August 31, 2021

| | Month Actual | Month Budget | Month Variance | YTD Actual | YTD Budget | YTD Variance | % Budget | Full Year |
|--------------------------------------|-----------------|-----------------|-------------------|----------------|----------------|-----------------|-------------|----------------|
| 6425 Expenses-Travel, Meals, Etc | 70 | 167 | 97 | 142 | 1,333 | 1,191 | 89.35 | 2,000 |
| 6550 Personnel Adjustments | 0 | 388 | 388 | 1,780 | 3,103 | 1,323 | 42.64 | 4,655 |
| 6555 Salary-Min/Mission Coordinator | 2,934 | 2,508 | (426) | 21,177 | 20,067 | (1,110) | (5.53) | 30,100 |
| 6560 Housing- Min/Mission Coordin | 3,500 | 3,500 | 0 | 28,000 | 28,000 | 0 | 0.00 | 42,000 |
| 6565 Benefits - Min/Mission Coord | 2,268 | 2,223 | (45) | 19,957 | 17,785 | (2,172) | (12.21) | 26,677 |
| 6570 SECA - Min/Mission Coord | 337 | 460 | 123 | 3,736 | 3,677 | (59) | (1.60) | 5,516 |
| 6572 FICA - Min/Mission | (112) | 0 | 112 | 0 | 0 | 0 | 0.00 | 0 |
| 6575 Exp. Travel/Meals Min/Mission C | 0 | 125 | 125 | 802 | 1,000 | 198 | 19.80 | 1,500 |
| 6580 Cont. Ed. - Min/Mission Coord | 0 | 83 | 83 | 1,130 | 667 | (463) | (69.42) | 1,000 |
| 6585 Auto Exp. - Min/Mission Coord | 1,529 | 167 | (1,362) | 1,589 | 1,333 | (256) | (19.20) | 2,000 |
| Total Personnel | 31,988 | 33,614 | 1,626 | 205,417 | 220,247 | 14,830 | 6.73 | 315,371 |

Administrative

| | | | | | | | | |
|-------------------------------------|-------|-------|-------|--------|--------|----------|----------|--------|
| 6610 Minutes | 0 | 0 | 0 | 0 | 100 | 100 | 100.00 | 100 |
| 6620 Meeting Expense | 0 | 83 | 83 | 95 | 667 | 572 | 85.76 | 1,000 |
| 6810 OGA & Mid-Council Meeting E | 0 | 0 | 0 | 0 | 500 | 500 | 100.00 | 500 |
| 6815 General Assembly Unified | 0 | 1,417 | 1,417 | 10,906 | 11,333 | 427 | 3.77 | 17,000 |
| 6820 General Assembly Selected | 0 | 2,667 | 2,667 | 33,727 | 21,333 | (12,394) | (58.10) | 32,000 |
| 6825 Per Capita paid, not collected | 0 | 0 | 0 | 2,673 | 0 | (2,673) | 0.00 | 0 |
| 6830 Synod of South Atlantic -Missi | 818 | 818 | 0 | 6,543 | 6,543 | 0 | 0.00 | 9,815 |
| 6835 Synod of So. Atlantic -Per Cap | 1,515 | 1,515 | 0 | 12,123 | 12,123 | 0 | 0.00 | 18,185 |
| 6915 Committee/Commission Meals | 0 | 208 | 208 | 0 | 1,667 | 1,667 | 100.00 | 2,500 |
| 6930 Dues and Subscriptions | 0 | 25 | 25 | 149 | 200 | 51 | 25.50 | 300 |
| 6935 General Operating Expenses | 0 | 150 | 150 | 61 | 1,200 | 1,139 | 94.92 | 1,800 |
| 6940 Legal Expenses | 0 | 167 | 167 | 61 | 1,333 | 1,272 | 95.42 | 2,000 |
| 6945 Permanent Judicial Commissio | 0 | 17 | 17 | 1,310 | 133 | (1,177) | (884.96) | 200 |
| 6955 Mileage Reimbursement | 0 | 25 | 25 | 0 | 200 | 200 | 100.00 | 300 |
| 6960 Moderator's Expenses | 0 | 83 | 83 | 0 | 667 | 667 | 100.00 | 1,000 |
| 7010 Audit | 0 | 0 | 0 | 10,350 | 10,000 | (350) | (3.50) | 10,000 |
| 7012 Bank & Credit Card Fees | 12 | 8 | (4) | 36 | 67 | 31 | 46.27 | 100 |
| 7015 Building-Major Repair Fund | 208 | 208 | 0 | 1,667 | 1,667 | 0 | 0.00 | 2,500 |
| 7020 Building Maintenance | 210 | 83 | (127) | 906 | 667 | (239) | (35.83) | 1,000 |
| 7030 New Communication Init. | 0 | 0 | 0 | 0 | 500 | 500 | 100.00 | 500 |
| 7031 Conference Calls | 40 | 17 | (23) | 51 | 133 | 82 | 61.65 | 200 |
| 7035 Computer/Tech Support/Softw | 1,013 | 875 | (138) | 6,090 | 7,000 | 910 | 13.00 | 10,500 |
| 7040 Copy Machine | 0 | 375 | 375 | 2,779 | 3,000 | 221 | 7.37 | 4,500 |
| 7045 Utilities | 383 | 208 | (175) | 2,326 | 1,667 | (659) | (39.53) | 2,500 |
| 7050 Grounds | 120 | 125 | 5 | 960 | 1,000 | 40 | 4.00 | 1,500 |
| For Management Purposes Only | | | | | | | | |

Income Statement
Compared with Budget
For the Eight Months Ending August 31, 2021

| | Month Actual | Month Budget | Month Variance | YTD Actual | YTD Budget | YTD Variance | % Budget | Full Year |
|-----------------------------|------------------|-------------------|-------------------|-------------------|--------------------|------------------|----------------|--------------------|
| 7055 Insurance | 0 | 542 | 542 | 8,329 | 4,335 | (3,994) | (92.13) | 6,502 |
| 7070 Janitorial | 117 | 117 | 0 | 1,053 | 933 | (120) | (12.86) | 1,400 |
| 7090 Office Supplies | 0 | 200 | 200 | 1,347 | 1,600 | 253 | 15.81 | 2,400 |
| 7095 Payroll Processing | 422 | 188 | (234) | 2,020 | 1,500 | (520) | (34.67) | 2,250 |
| 7110 Postage | 0 | 50 | 50 | 440 | 400 | (40) | (10.00) | 600 |
| 7120 Telephone | 660 | 500 | (160) | 5,589 | 4,000 | (1,589) | (39.73) | 6,000 |
| 7125 Water and Sewer | 0 | 83 | 83 | 0 | 667 | 667 | 100.00 | 1,000 |
| Total Administrative | 5,518 | 10,754 | 5,236 | 111,591 | 97,135 | (14,456) | (14.88) | 140,152 |
| Total Expenses | 35,259 | 44,914 | 9,655 | 321,430 | 337,429 | 15,999 | 4.74 | 478,802 |
| Net Income | \$ 20,713 | \$ (6,672) | \$ 27,385 | \$ (8,108) | \$ (31,594) | \$ 23,486 | (74.34) | \$ (20,000) |

For Management Purposes Only

Presbytery of St. Augustine
Church Giving Summary
8/31/2021

| Church | 1 2021 Pledge | 2 4110 Pledge Paid YTD | 3 Remaining to Give | 4 Per Capita Assess | 5 2450 Per Capita Paid | 6 2660-2664 Mutual Mission | 7 2610-2320 Selected GA | 8 Special Offerings | 9 Total Giving |
|---------------------------|------------------|---------------------------------|---------------------------|---------------------------|---------------------------------|-------------------------------------|----------------------------------|---------------------------|----------------------|
| Alachua (Q) | | 500.00 | | 134.70 | 134.70 | | 319.55 | | 954.25 |
| Arlington (M) | 750.00 | 750.00 | | 395.12 | 395.00 | | 265.00 | 25.00 | 1,435.00 |
| Bethlehem (A) | - | | | 341.24 | 341.24 | | | | 341.24 |
| Branford (Q) | 2,000.00 | 2,000.00 | | 404.10 | 404.10 | | 135.00 | | 2,539.10 |
| Calvin (Q) | 1,560.00 | 1,560.00 | | 143.68 | 143.68 | 222.00 | 557.00 | 309.00 | 2,791.68 |
| Community (M) | 25,000.00 | 6,250.07 | 18,749.93 | 5,810.06 | 5,810.06 | 89.50 | | | 12,149.63 |
| Countryside (M) | - | | | 2,092.34 | 2,092.34 | | 1,502.80 | | 3,595.14 |
| Covenant (A) | | | | 431.04 | 431.04 | 20.00 | 1,450.00 | | 1,901.04 |
| Crescent City (A) | 1,900.00 | | 1,900.00 | 449.00 | 449.00 | | 380.00 | 447.50 | 1,276.50 |
| Dunnellon (M) | 5,680.00 | 3,813.36 | 1,866.64 | 1,742.12 | 1,742.12 | 45.00 | 1,515.00 | | 7,115.48 |
| Fairfield (M) | 2,000.00 | 1,530.00 | 470.00 | 422.06 | 422.06 | | 304.00 | | 2,256.06 |
| Faith (M) | | | | 341.24 | | | | | |
| Fernandina | 27,000.00 | 16,200.00 | 10,800.00 | 7,444.42 | 7,444.42 | 3,000.00 | 3,140.00 | | 29,784.42 |
| Ft. Caroline (M) | | | | 529.82 | 529.82 | | 900.10 | | 1,429.92 |
| Ft. King (S) | 4,000.00 | 3,000.00 | 1,000.00 | 1,329.04 | 1,329.04 | 347.77 | 1,350.00 | | 6,026.81 |
| Gainesville 1st (S) | 9,000.00 | 4,500.00 | 4,500.00 | 6,312.94 | 3,301.98 | | | | 7,801.98 |
| Geneva (Q) | 4,000.00 | 4,000.00 | | 1,643.34 | 1,643.34 | 710.00 | 1,851.00 | | 8,204.34 |
| Grace (M) | 1,000.00 | 583.37 | 416.63 | 646.56 | 646.56 | 523.87 | 763.76 | 50.00 | 2,567.56 |
| Green Cove Springs (M) | 5,000.00 | 5,000.00 | | 1,463.74 | | 223.40 | | | 5,223.40 |
| High Springs (A) | - | | | 422.06 | 422.06 | | | | 422.06 |
| Highlands (M) | 500.00 | 4,576.67 | | 3,340.56 | 3,340.56 | | 1,825.00 | 550.00 | 10,292.23 |
| Hodges (M) | 20,400.00 | 16,483.57 | 3,916.43 | 2,469.50 | 2,470.00 | 182.37 | 10,315.43 | 2,700.00 | 32,151.37 |
| Jasper (M) | | 2,022.64 | | 637.58 | 637.58 | 82.34 | 683.63 | 147.00 | 3,573.19 |
| Kanapaha (Q) | 1,000.00 | 750.00 | 250.00 | 592.68 | 592.68 | | 2,510.00 | | 3,852.68 |
| Kirkwood (A) | 1,300.00 | 975.00 | 325.00 | 1,870.09 | | | | | 975.00 |
| Korean (M) | 200.00 | 200.00 | | 466.96 | 466.96 | | | | 666.96 |
| Lake City (M) | - | | | 1,975.60 | 987.80 | 1,000.00 | 2,000.00 | 5,831.00 | 9,818.80 |
| Lake Shore (M) | 2,500.00 | 1,500.00 | 1,000.00 | 538.80 | 538.80 | | | 175.00 | 2,213.80 |
| Lakewood (M) | 10,800.00 | 7,200.00 | 3,600.00 | 3,196.88 | 3,196.88 | | | | 10,396.88 |
| Marion Oaks (M) | 1,000.00 | 1,000.00 | | 502.88 | 503.00 | | 631.40 | 315.00 | 2,449.40 |
| Mayport (A) | | | | 250.60 | 250.60 | | | 310.00 | 560.60 |
| McIntosh (M) | - | | | 790.24 | | | | | |
| Memorial (M) | 30,500.00 | 20,333.36 | 10,166.64 | 7,264.82 | 7,264.82 | 852.50 | 2,913.46 | | 31,364.14 |
| Middleburg (M) | 1,800.00 | 1,050.00 | 750.00 | 350.22 | 350.22 | 183.70 | 246.00 | | 1,829.92 |
| Mikesville (A) | 500.00 | 500.00 | | 520.84 | 520.84 | 539.45 | | | 1,560.29 |
| Murray Hill (M) | - | | | 377.16 | 377.16 | | 176.00 | 165.00 | 718.16 |
| Nueva Esperanza | | | | 144.52 | | | | | |
| Ocala 1st (M) | 20,000.00 | 14,999.88 | 5,000.12 | 5,405.96 | 5,405.96 | 840.09 | 8,145.00 | 150.00 | 29,540.93 |
| Orange Park (M) | 1,500.00 | 1,875.06 | | 2,294.40 | 1,311.12 | 788.60 | 4,927.81 | | 8,902.59 |
| Palatka (M) | | 835.52 | | 1,463.74 | | 1,238.00 | 397.88 | | 2,471.40 |
| Palms (Q) | 48,000.00 | 36,000.00 | 12,000.00 | 12,369.96 | 4,948.00 | | | | 40,948.00 |
| Peace (M) | | 1,620.00 | | 583.70 | 583.70 | | | | 2,203.70 |
| Perry (M) | | | | 1,400.88 | 1,414.00 | 3,000.00 | 1,356.93 | 750.00 | 6,520.93 |
| Reddick | | | | 98.78 | | | | | |
| Riverside (M) | 46,500.00 | 19,375.00 | 27,125.00 | 7,749.74 | 4,550.00 | | 10,033.65 | 1,250.00 | 35,208.65 |
| San Mateo (A) | | | | 763.30 | 765.00 | | 563.30 | | 1,328.30 |
| Silver Springs Shores (A) | | | | 1,203.32 | 1,203.32 | 1,113.00 | 1,002.00 | 940.00 | 4,258.32 |
| South Jacksonville (M) | 9,601.00 | 6,400.85 | 3,200.15 | 2,819.72 | 2,819.72 | 484.80 | 1,365.00 | 300.00 | 11,370.37 |
| St. Andrew's (M) | | 4,965.77 | | 933.92 | 933.92 | | 463.00 | | 6,362.69 |
| St. Giles (Q) | 6,400.00 | 2,583.32 | 3,816.68 | 2,810.74 | 2,810.74 | | | | 5,394.06 |
| St. Johns | | | | 3,834.46 | | | | | |
| Starke (A) | | | | 610.64 | | | | | |
| Trinity (S) | - | | | 3,547.10 | 3,547.10 | | | | 3,547.10 |
| Weirsdale (Q) | 2,000.00 | 1,000.00 | | 1,571.50 | 1,571.50 | | | 1,500.00 | 4,071.50 |
| Westminster (A) | 1,700.00 | 700.00 | 1,000.00 | 871.06 | 871.06 | 920.00 | 4,546.49 | 1,446.69 | 8,484.24 |

Presbytery of St. Augustine
Church Giving Summary
8/31/2021

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------------|--------------|--------------------|----------------------|----------------------|----------------|-------------------|----------------|----------------------|-----------------|
| | | 4110 | | | 2450 Per | 2660-2664 | 2610-2320 | | |
| Church | 2021 Pledge | Pledge Paid YTD | Remaining to Give | Per Capita Assess | Capita Paid | Mutual Mission | Selected GA | Special Offerings | Total Giving |
| White Springs (Q) | 1,000.00 | 500.00 | 500.00 | 53.88 | 53.88 | 100.00 | | 700.00 | 1,353.88 |
| Williston (M) | - | | | 287.36 | 251.44 | 182.50 | | | 433.94 |
| Woodlawn (S) | 10,000.00 | 10,000.00 | | 4,005.08 | | | | | 10,000.00 |
| Adjustments | | | | | | | | | |
| Totals | \$306,091.00 | 207,133.44 | 112,353.22 | 112,467.79 | 82,220.92 | 16,688.89 | 68,535.19 | 18,061.19 | 392,639.63 |

| | | |
|---------------------|----|----|
| Congregations | 58 | 58 |
| Committed | 34 | |
| Awaiting commitment | 24 | |
| Given | | 38 |
| Not Given | | 20 |

Appendix N

Will be added to Meeting Web Page linked here:
<https://www.staugpres.org/next-stated-meeting/>

COORDINATING COUNCIL MINUTES

Appendix O

**Minister Members Serving in Validated Ministries and At-Large
2021 Fall Stated Presbytery Meeting**

Annual Update - Book of Order G-2.0503

Minister Members At-Large

Hutto, Rebekah
Jones, Marla
Kendrick, James
Lee, Changwoo*
McElroy, Patricia
McLean, Kathryn
Medearis, Holly
Montgomery, Cynthia
Reggin, Joe
Swoffard, Barbara*
Thayer, Daniel
Weenink, Jeffrey

Minister Members in Validated Ministries

Albright, Joe - Dial Hope Ministry**
Bonkovsky, Frederick - University of Vienna and UCSD
Bossuot, Vickie - Riverside Presbyterian House/Apartments**
Boyd, Ina - Haven Hospice*
Brooks-Cope, Scott - Phoebe Ministries
Clark, Janice Marie - Haven Hospice
Comee, Les - Young Life
Green, Larry - Gainesville Community Counseling Center
Goodwin, Jean Hilton - Westminster St. Augustine
Hyatt, Kimberly - Cathedral Arts Project
Kim, Do In - Ascension Sacred Heart Bay Hospital
Lieberman, Joyce - Synod of the South Atlantic
Lugos-Berrios, Ana - Evangelical Lutheran Church in America Foundation
McCrosky, Jess - Community Hospice
Medearis, Joe - Brooks Rehabilitation**
Roberts, Tim - Stuart Congregational Church

Rose, Susan - Diakanos Solutions**
Sharps, Conrad - Amelia Plantation Chapel
Sweet, Tina - Haven Hospice

Validated Ministry on Presbytery Staff

Dillon Inglis, Holly - Ministry and Mission Coordinator
Hallberg, Jennifer - Area Relationship Coordinator**
Hedrick, Alexandra (Sandra) - Stated Clerk
Horne, Erin - Area Relationship Coordinator
Link-Cummings, Rhonda - Area Relationship Coordinator**
Rigsby, Joe - Area Relationship Coordinator

Notes to At-Large/Validated Listing

*Annual update pending

*Also serves in paid position as pastor of a PC(USA) congregation full-time or part-time (installed, stated supply, interim, parish associate, etc.)

Appendix P

Report of Presbytery Trustees
Fall Stated Presbytery Meeting
Ana Lugo-Berrios, Chair/President
Sandra Hedrick, Clerk

The Board of Trustees of the Presbytery of St. Augustine met on September 29, 2021.

The Trustees received the report that two churches have paid off their loans with the Presbyterian Investment and Loan Program (PILP): Dunnellon Presbyterian Church and Geneva Presbyterian Church.

The Trustees provide the following summary of actions at their meeting:

- Agreed to extend the feasibility period in the contract to sell the property on Normandy Boulevard to December 31, 2021, and the closing date to on or before January 28, 2021.
- Authorized paying off the mortgage loan of the Highlands Regional Ministry Center in Gainesville (formerly the Highlands Presbyterian Church). The payoff amount to the Presbyterian Investment and Loan Corporation is approximately \$14,000 (at a 5.25% interest rate). This is a balance sheet transaction with no impact on the income statement and will allow the funds now budgeted for loan repayment to be used to accumulate a major repair fund.
- Authorized placing the insurance coverage for the property of the former Reddick church under the presbytery's insurance coverage and securing the services of an appraiser.
- Ratified a previous electronic vote approving the use of \$1,500 from the Armistead Fund to offer the three-session "Hybrid Church" workshop.

Appendix Q

REVISED MIDDLEBURG COMMISSION REPORT

15 September 2021

On Sunday, 12 September 2021, members of the Administration met with nine (9) members of the Middleburg congregation in an informal meeting to discuss the current situation and status of the congregation. (Letters of invitation had been “snail mailed” to all members of the congregation notifying them of this event two weeks in advance.)

At this meeting, questions regarding the actions of the Session to close the church were addressed. There was also a general discussion of how the members of the congregation, who were present, would like to proceed in regard to the future of the fellowship of the congregation of Middleburg Presbyterian Church. The commission notes the sadness of the members gathered in response to the Session’s vote to close the church; however, there was also a realistic evaluation of the congregation’s resources. The members who were present for this meeting were asked if they would like to continue worshipping together. Although there was a general agreement among the membership that they would like to continue their fellowship in their current building, they also acknowledged that this would be most difficult due to their lack of resources. The members present; therefore, asked that the Commission concur with the decision of the Session that the Middleburg Presbyterian Church be closed.

At a meeting of the Commission, held Wednesday, 15 September 2021, the members of the commission, reflecting on the several meetings that have been held with members of the congregation, voted to: Dissolve the session and assume original jurisdiction (after hearing from some members of the session); and dissolve the congregation when the way becomes clear in accordance with PCUSA polity and best practices in regard to any administrative issues involved.

The commission will communicate these actions to the members of the congregation via letter sent through the USPS. The commission also discussed ways in which the commission now can take original jurisdiction of the church; with the necessary changes made to ensure transfer of legal documents and to the appropriate management of church property and finances. The names of the members of the congregation will be forwarded to the Presbytery to be held until requests are made (if any) for transfer of membership to other area congregations, as appropriate.

Respectfully submitted,

Joe Reggin,
Moderator Middleburg Administrative Commission