

The mission of the Presbytery of St. Augustine is to support our faith community, so that together we are a greater witness to the gospel of Jesus Christ.

MEETING AGENDA
Presbytery of St. Augustine
Susan Rose, Moderator
February 3, 2024
9:30 AM (In Person Only)

8:30 Welcome and Fellowship

Coffee Reception

Registration

Visit Display Tables (Presbyterian Social Ministries; Insurance Board)

New Commissioner orientation with the Stated Clerk (gather at 9:15 in front of meeting room)

9:30 Call to Order and Opening Worship

Morning Message- Dr. Yvan Kelly, Commissioned Ruling Elder, Kirkwood Presbyterian Church

Sermon title: "Us and Them"

Necrology

The Lord's Supper

Offering- Scholarships for Youth to attend summer camp at Montgomery Center

10:30 Opening Agenda

Moderator's Greetings

Greetings from Montgomery Center

Stated Clerk's Report:

Declaration of Quorum

Approval of Agenda

Appointment of Tellers

Welcome to First Time Commissioners and Guests

Welcome and approval of Corresponding Members

Report from the Lead Presbyter- David Rollins (5 minutes)

Call Commission- Joy Laughridge (15 minutes)

Introduction of new Ministers and Certified Christian Educators

Coordinating Council- Jerie Lukefahr

Administration (Communications, Finance and Personnel)- Suzi Lemen

Administration- Approval of revised Sexual Misconduct Policy (5 minutes)

Finance- Presentation of Final 2024 budget- **Motion** to approve 2024 budget

Volunteer Management- (5 minutes)

Election of Proposed Slate of Volunteers

Current Ministries- Jerie Lukefahr
Jamacia Ecumenical Mutual Mission- Bob Bell (5 minutes)

Mission and Leadership Development- Steve Crowley (5 minutes)
Pastor Retreat- Julie Higbee (5 minutes)

Installation of Moderator Stephen Crowley
Speak-out Time*
Adjourn

12:30 Fellowship Lunch (Order of the Day)

1:30 Continuation of Action Agenda (if necessary)

Reminders:

1. All new business must be in the hands of the Stated Clerk in writing (with copies for all commissioners) no later than 9:00 a.m. of the day of the meeting.
2. All in-person speakers must come to the microphone, wait to be recognized, and address all comments to the Moderator.
3. In debate, each speaker will have no more than two minutes to speak, and no speaker will be allowed to speak more than once until all others wishing to speak have done so. The Moderator will recognize speakers alternating pro and con as much as possible.
4. While speaking, do not read out loud what is already distributed to the commissioners.

NOTE: This meeting also serves as a meeting of St. Augustine Presbytery, Inc. and Montgomery Presbyterian Conference Center, Inc.

**Speak-out Time is open to ministers and commissioners who would like to share about glimpses of grace or expressions of gratitude in the community of the Presbytery of St. Augustine. Speak-out Time is limited to one-minute per person.*

NEXT MEETING: May 14, 2024 at Silver Springs Shores

2023 Necrology

Arlington	Mary Ann Cromartie	November 14, 2023
Arlington	Norma Leuthold	July 8, 2023
Countryside	Polly Bailey-Jefferies	July 8, 2023
Countryside	Ken Hetzel	August 2, 2023
Crescent City	Jeanette Suggs	February 12, 2023
Crescent City	Wally Lerner	March 20, 2023
Crescent City	Chuck Lydick	July 18, 2023
Fairfield	Karen L. Reid	November 25, 2023
Fernandina Beach	Jim Thomas	January 7, 2023
Fernandina Beach	Jack Dickison	September 28, 2023
Fort Caroline	Rev. Dr. David Imhoff	May 13, 2023
Fort Caroline	Fred Womack	October 17, 2023
Gainesville First	Brian Decker	May 14, 2023
Gainesville First	Joan Mendendhall	June 16, 2023
Gainesville First	Lural Dunlap	August 10, 2023
Gainesville First	Cecilia A. Caton	November 26, 2023
Geneva	William Sheaffer	May 21, 2023
Geneva	Rev. M. Dudley Rose	October 27, 2023
Green Cove Springs	Arlene McMahon	January 20, 2023
Green Cove Springs	Ruth Hammett	March 25, 2023
Green Cove Springs	Kathleen Wright	November 7, 2023
Highlands United	Joe McJunkin	February 17, 2023
Hodges Boulevard	Edythe (Edie) Tebbs	August 17, 2023
Hodges Boulevard	Scott Thompson	November 24, 2023
Jasper	Lillian Jones Norris	January 9, 2023
Lake City	Noah Lyndsay	August 26, 2023
Lake City	Norm Taylor	[date unknown]
Lake City	Phyllis St. John	October 5, 2023
Lake City	Edith Vass	October 12, 2023
Lakewood	Debbie Moon	March 13, 2023
Lakewood	George Smith	December 3, 2023
Marion Oaks	Bermil Vassell	July 12, 2023
Memorial	Bob Berema	August 21, 2023
Murray Hill	Shirley Fry	August 16, 2023
Murray Hill	Larry Bryant	October 16, 2023
Ocala First	Howard Behrens	February 8, 2023
Ocala First	Richard Grosso	March 20, 2023
Ocala First	John Hagood	March 29, 2023
Ocala First	Bo Williams	June 17, 2023

Orange Park	Richard Mueller	April 11, 2023
Orange Park	Jayne Donalson	December 20, 2023
Palatka	Helen Heath	March 7, 2023
Palatka	William L. "Bill" Buck, Jr.	March 18, 2023
Palatka	Melody Thompson	December 24, 2023
Palms	John Charles "Charlie" Ackerman	April 28, 2023
Peace	Gene Shimp	November 27, 2023
St. Giles	Albert Peter	January 4, 2023
St. Giles	Charles "Chip" Pallman	May 26, 2023
St. Giles	Tim Anken	July 14, 2023
St. Giles	Jason Bridges	August 8, 2023
Silver Spring Shores	Rev. Earl Sickels	February 3, 2023
Trinity	Saida Evenson	February 1, 2023
Trinity	Evelyn Clickard	February 10, 2023
Trinity	David Joy	March 18, 2023
Trinity	Dale Baker	March 28, 2023
Trinity	Gary Clickard	June 12, 2023
Trinity	Robert Tabit	November 14, 2023
Trinity	Rev. Jeff DeYoe	December 12, 2023
Weirsdale	Brian Farley	January 5, 2023
Weirsdale	Betty McEuen	March 23, 2023
Weirsdale	Cathy Skoff	May 10, 2023
Woodlawn	Louise Brannon	January 21, 2023
Woodlawn	Gwendolyn Thompson Flanders	March 18, 2023
Woodlawn	Rev. Jesse Perry	June 27, 2023
Woodlawn	Mary Francis Alexander	July 1, 2023
Woodlawn	Lloyd Nash Pearson, Jr.	December 16, 2023

33. SEXUAL MISCONDUCT POLICY AND PROCEDURES FOR USE BY THE PRESBYTERY OF ST. AUGUSTINE

I. POLICY STATEMENT

It is the policy of the Presbytery of St. Augustine that all minister members, commissioned ruling elders, certified Christian educators, inquirers and candidates for ministry under the presbytery's care, staff members, members of commissions/committees and teams, volunteers, and entities of the presbytery are to assume high ethical and moral standards in all of life, including all expressions of sexual behavior. It is never permissible or acceptable to engage in sexual misconduct. Persons who engage in sexual misconduct are in violation of the principles set forth in Scripture, and also of the ministerial, pastoral, employment, and professional relationships. Sexual misconduct breaks our relationships of trust and violates the mandate to protect the vulnerable from harm, including children and adults who do not have the capacity to consent. No matter who initiates or invites sexual conduct into the relationship, those covered by this policy have a responsibility to maintain the appropriate role and boundaries and to prevent actions constituting sexual misconduct. Our commitment is to model the example of Christ, and to be rooted in the love of Christ in all relationships.

Individual congregations are not covered by this policy; however, churches within the presbytery are required by the constitution of the Presbyterian Church (U.S.A.) to adopt and implement their own sexual misconduct policies and child and youth protection policies.

This policy shall be posted on the presbytery's website, included in the compilation of presbytery policies, and provided by full copy or link to each minister member, commissioned ruling elder, certified Christian educator, inquirer and candidate for ministry under the presbytery's care, staff member, member of commissions/committees and teams, volunteer, and entity of the presbytery. Periodic training shall take place as designated by the Call Commission.

II. DEFINITION OF SEXUAL MISCONDUCT

For the purposes of this policy "Sexual Misconduct" is intended to include the following categories of sexual conduct:

- A. Sexual abuse, which is an offense to a child under 18 years of age, or anyone without the mental capacity to consent, or to any person when the conduct includes force, threat, coercion, intimidation, or misuse of office or position. *Book of Order*, "D-7.0901"
- B. Sexual harassment, which is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct based on sex or of a sexual nature.
- C. Rape or sexual contact by force, threat, or intimidation.
- D. Sexual conduct such as offensive, obsessive or suggestive language or behavior, unwelcome touching or fondling, or unacceptable visual contact.

- E. Misuse of technology that results in sexual harassment or abuse of another person, such as texting or emailing suggestive messages and images to another person.
- F. Sexual Malfeasance or sexual activities within a professional or ministerial relationship that results in misuse of office or position arising from the relationship.

III. REPORTING REQUIREMENTS

Any person subject to this policy who believes that he or she has experienced, witnessed, or otherwise learned of sexual misconduct is required to immediately report such misconduct in accordance with this policy. Retaliation against anyone for reporting sexual misconduct, assisting in making a sexual misconduct complaint, or cooperating in a sexual misconduct investigation, is strictly prohibited. To the fullest extent practical and permitted by the needs of any investigation and/or any remedial or corrective action, confidentiality will be preserved in connection with all reports and investigations of sexual misconduct.

- A. **Response to Report:** Accusations of sexual misconduct shall never be taken lightly or disregarded and allowed to circulate without concern for the accuser/alleged victim, the accused, and the presbytery.

Sexual misconduct must be reported to the Stated Clerk, the Lead Presbyter, the Chair of the Coordinating Council, or the Moderator of the presbytery. (If another person receives the report, he/she should report it to one of these individuals immediately.) The person making the report and (if not that person) any alleged victim will be informed as to the processes of the Principles of Church Discipline. If the alleged victim or the accused is a minister member or commissioned ruling elder currently commissioned to a church or ministry, sexual misconduct charges must be reported to Presbytery leadership using the process above. If the alleged victim or accused is a ruling elder or church member, the matter must be referred to the individual's local session. If the alleged victim or accused is the Moderator of Session then the matter must be reported to the presbytery leadership as described above. The Principles of Church Discipline shall be followed.

If an accusation is not filed under the Principles of Church Discipline, the Stated Clerk, the Lead Presbyter, the Chair of the Coordinating Council, and the Moderator of the presbytery will decide how to proceed in accordance with the objectives of this policy. If any of these individuals is the subject of the accusation, then he/she shall not participate in this role.

In any event, if a criminal act requiring or otherwise appropriate for reporting to authorities is the basis of any allegation or complaint, a report shall be made to the proper authorities.

If the person accused or the person making the accusation is a member of the presbytery staff (or both), then the provisions of the Employee Handbook will be followed. In the case of any inconsistency with this or any other policy and the *Book of Order*, the provisions of the *Book of Order* will govern.

- B. **In Cases of Children or Adults Lacking Mental Capacity:** It is mandatory that knowledge of harm, or the risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity be reported to ecclesiastical and civil legal authorities when 1) information is gained outside of a confidential communication, as defined in the *Book of Order*, G-4.0301, 2) when informant is not bound by an obligation of privileged communication under law and 3) when informant reasonably believes there is risk of future physical harm or abuse, G-4.0302. All persons must comply with any state and local laws that mandate incidents of actual or suspected child sexual abuse be reported to civil authorities.

IV. PRINCIPLES IN RESPONDING TO ACCUSATIONS

In responding to accusations of sexual misconduct, the church should seek healing and assure the protection of all persons. Where possible and consistent with this policy, the privacy of persons should be respected. The *Book of Order* assures all persons of fair procedures in the disciplinary process, and all persons involved should be informed of these procedures at the outset.

Those persons affected by accusations of sexual misconduct (including both the accuser/alleged victim and the accused) often need support and/or counsel of various kinds, including therapeutic, pastoral, and spiritual. If an investigation confirms sexual misconduct or a violation of this policy occurred, appropriate corrective or remedial action shall be taken.

V. RESPONSE GROUP: THE PRESBYTERY SUPPORT TEAM

The person or persons receiving the accusation of sexual misconduct will ensure that the person making the accusation, the accused, and other affected parties have access to the assistance of the Presbytery Support Team, or a group designated by the Coordinating Council. Communications concerning an accusation shall be directed to the Chair of the team. The Chair of the team will appoint a small group of three members of the team as support for the persons involved in the process. (The Chair may appoint persons who are not members of the team as needed in particular situations due to the nature of the matter, the persons involved, the experience and skills needed, etc.)

The small group appointed will notify the affected persons of their formation, assess the needs of the affected persons, and offer and/or facilitate the appropriate pastoral, therapeutic, and spiritual support. This group is limited to providing support only and will not serve any investigatory or adjudicatory function.

Adopted February 1996
Amended October 1997
Amended 1 January 2018
Final Revisions December 2023

Presbytery of St. Augustine

January 24, 2024

		2023 Actual	2023 Budget	2024 Asking	2024 Final
REVENUE					
4110	Unified Giving	330,935	375,000	375,000	350,000
4311	Investment Earnings	72,942	36,000	90,000	120,000
4315	Other Income	8,249	6,000	10,000	10,000
4318	Management Fees	49,680	38,000	48,000	48,000
4330	Synod Office Partnership	13,860	13,860		-
4420	Comm. Ministry Fund Income	15,000	15,000	-	2,000
5026	Armistead Fund Income	10,000	10,000	10,000	10,000
5540	Pastoral Counseling Fund Income	8,250	9,700		-
TOTAL REVENUES		508,916	503,560	533,000	540,000
EXPENSE					
Current Ministries					
5015	Regional Gatherings	775		1,500	1,500
5017	Mission Insite	2,535	3,100	2,600	2,535
5022	Crisis Response Training/Expenses		500	500	500
5024	Administrative Commission Expense		250	250	250
Total		3,310	3,850	4,850	4,785
Disaster Preparation & Assistance					
5044	Disaster Assistance	1,000	1,000	1,000	1,000
5048	Florida PDA Network	10,500	10,500	11,500	11,500
Total		11,500	11,500	12,500	12,500
Call Commission					
5410	Candidate Financial Support	5,600	5,000	20,000	15,000
5412	Board of Pensions Shared Grants		2,000	2,000	2,000
5415	Ministry Assessments	1,000	500	1,500	1,500
5420	Consultations and Final Assessments				
5422	Inquirer/Candidate Counseling		300	1,000	1,000
Total Call Commission		6,600	7,800	24,500	19,500
Mission & Leadership Development					
5037	Youth Triennium	1,000	1,000	1,000	1,000
5039	Youth Ministry Team		500	5,000	-
5525	Leadership Development	5,354	5,400	5,400	5,400
5535	Counseling Assistance	940	2,500	1,000	1,000
5610	Training	338	1,500	2,500	1,000
Total		7,632	10,900	14,900	8,400
Highlands Regional Ministry Center					
5701	Contributions	(4,133)	(12,000)		
5705	Usage Income	(21,196)	(46,000)	(7,200)	(4,800)
5710	Building Repair	3,367	6,000	3,000	2,000
5712	Fire Protection	572	1,000	200	200
5715	Utilities	19,475	31,000	11,000	7,500
5720	Insurance	8,774	18,000	9,000	5,500
5730	Property Management		4,600		
5740	Building Major Repair Fund	12,000	12,000	6,000	-
5745	Legal	1,700	2,500		
Total Highlands Regional Ministry		20,559	17,100	22,000	10,400
Personnel					

<u>Office Manager 1 FTE</u>					
6010	Salary	44,000	44,000	44,000	44,000
6015	Benefits Package	11,884	11,540	11,540	11,540
6020	FICA	3,362	3,366	3,366	3,366
	Total Office Manager	59,246	58,906	58,906	58,906
<u>Communication Coordinator .75 FTE</u>					
6110	Salary	31,675	31,200	31,200	31,200
6115	Benefits Package	6,697	7,665	7,665	7,665
6120	FICA	1,977	2,387	2,387	2,387
	Total Communication Coordinator	40,349	41,252	41,252	41,252
<u>Summer Staff at MPCC</u>					
6210	Salaries	45,897	34,200	44,000	44,000
6215	FICA	3,781	2,616	3,366	3,366
	Total Presbytery SS at MPCC	49,678	36,816	47,366	47,366
<u>Stated Clerk .5 FTE</u>					
6310	Salary	37,145	19,000	19,000	32,000
6315	Housing	6,819	19,000	19,000	
6320	SECA	650	2,907	2,907	2,448
6325	Professional Expenses	259	1,500	1,500	1,500
6330	Continuing Education		1,000	1,000	1,000
6335	Auto Expenses	6,111	1,000	1,000	6,000
	Total Stated Clerk	50,984	44,407	44,407	42,948
<u>5 Area Relationship Coordinators .25 FTE</u>					
6410	Salaries	14,524	20,424	20,424	20,424
6415	Housing	14,406	13,616	13,616	13,616
6417	SECA	-			
6425	Expenses – Mileage, Travel, Meals	342	1,000	1,000	1,000
	Total Area Relationship Coordinators	29,272	35,040	35,040	35,040
6430	Search Expenses	16,293	5,000		
6550	Personnel Adjustments		8,000	5,500	5,500
<u>Lead Presbyter 1 FTE</u>					
6555	Salary	14,167	55,000	50,000	50,000
6560	Housing	10,500	30,000	42,000	42,000
6565	Benefits Package	10,136	33,150	35,880	35,880
6570	SECA	580	6,503	7,038	7,038
6575	Professional Expenses	331	2,500	2,500	2,500
6580	Continuing Education		1,000	1,000	1,000
6585	Auto Expenses	1,073	4,500	4,500	4,500
	Total Lead Presbyter	36,787	132,653	142,918	142,918
	Total Personnel	282,609	362,073	375,389	373,930

Administration & Finance

6610	Dues, Subscriptions, Minutes	123	400	400	200
6620	Meeting Expenses	2,580	2,000	4,000	3,000
6625	Speakers' Honoraria & Expenses		1,000	1,000	1,000
6810	OGA and Mid-Council Meeting Expense	116	5,000	5,000	7,000
6815	General Assembly Unified	17,004	17,000	17,000	15,000
6830	Synod of South Atlantic Mission	10,500	10,500	10,500	10,000
6835	Synod of South Atlantic Per Capita	15,792	15,800	15,800	15,800
6915	Committee/Commission Meals	402	300	300	400
6935	General Operating Expenses	797	1,500	1,500	1,200
6940	Legal Expenses	62	2,000	2,000	2,000
6945	Permanent Judicial Commission	2,263	1,000	1,000	1,000
6955	Mileage Reimbursement	1,149	300	500	500
6960	Moderator's Expenses	2,209	1,200	1,200	2,200
7010	Audit	5,000	5,000	10,000	10,500

7012	Bank and Credit Card Fees	866	800	1,000	1,000
7015	Building-Major Repair Fund	2,850	2,500	1,500	1,500
7020	Building Maintenance	2,180	2,000	2,000	2,000
	<u>Communications</u>				
7035	Information Technology	10,733	10,000	8,000	11,000
7040	Copier	3,024	2,900	3,000	3,000
7045	Utilities	3,197	4,000	4,000	3,500
7050	Grounds	1,717	1,500	1,500	2,000
7055	Insurance	15,488	15,000	18,000	19,000
7070	Janitorial	1,404	1,500	1,500	1,500
7090	Office Supplies	1,681	2,200	2,000	2,000
7095	Payroll Processing	1,371	1,300	1,300	1,300
7110	Postage	798	700	700	800
7120	Telephone & Internet	5,616	6,200	5,000	4,200
	Total Administration & Finance	108,922	113,600	119,700	122,600
	Total Expenses	441,132	526,823	573,839	552,115
	Surplus (Deficit)	67,784	(23,263)	(40,839)	(12,115)

Presbytery of St. Augustine

Budget vs. Actual

January - December 2023

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Revenue			
4110 Unified Giving	330,935	375,000	(44,065)
4311 Interest & Dividends Unrestricted	72,942	36,000	36,942
4315 Other Income	8,249	6,000	2,249
4318 Management Fees	49,680	38,000	11,680
4330 Synod Office Use	13,860	13,860	0
4420 Comm Devel Fund Income	15,000	15,000	0
5026 Armistead Fund Income	10,000	9,996	4
5540 PC Fund Income	8,250	9,696	(1,446)
Total Revenue	\$508,915	\$503,552	\$5,363
	\$508,915	\$503,552	\$5,363
Expenditures			
5010 Current Ministries			
5015 Regional Gatherings	775		775
5017 Mission Insite	2,535	2,600	(65)
5022 Crisis Response		504	(504)
5024 Administrative Commissions		252	(252)
Total 5010 Current Ministries	3,310	3,356	(46)
5042 Disaster Preparation & Assistance			
5044 Disaster Assistance	1,000	1,000	0
5048 Florida PDA Network	10,500	10,500	0
Total 5042 Disaster Preparation & Assistance	11,500	11,500	0
5310 Call Commission			
5410 Candidate Financial Support	5,600	5,000	600
5412 BOP Shared Grants		2,004	(2,004)
5415 Ministry Assessments	1,000	504	496
5422 Inquirer/Candidate Counseling		300	(300)
Total 5310 Call Commission	6,600	7,808	(1,208)
5500 Mission & Leadership Development			
5037 Youth Triennium	1,000	1,000	0
5039 Youth Ministry Team		504	(504)
5525 Leadership Development	5,354	5,400	(46)
5535 Counseling Assistance	940	2,496	(1,556)
5610 Training	338	1,500	(1,162)
Total 5500 Mission & Leadership Development	7,631	10,900	(3,269)
5700 Highlands Regional Ministry Center			
5701 Contributions HRMC	(4,133)	(12,000)	7,867
5705 Usage Income HRMC	(21,196)	(45,996)	24,800
5710 Building Repairs HRMC	3,367	6,000	(2,633)
5712 Fire Protection	572	996	(425)
5715 Utilities HRMC	19,475	30,996	(11,521)
5720 Insurance HRMC	8,774	18,000	(9,226)
5730 Property Management HRMC		4,596	(4,596)

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
5740 Major Repair Fund	12,000	12,000	0
5745 Legal HRMC	1,700	2,496	(796)
Total 5700 Highlands Regional Ministry Center	20,558	17,088	3,470
6530 Continuing Education Coordinator	145		145
66000 Personnel			
6010 Office Manager Salary	44,000	44,004	(4)
6015 Office Manager Benefits	11,884	11,544	340
6020 Office Manager FICA	3,362	3,372	(10)
6110 Communications Salary	31,675	31,200	475
6115 Communications Benefits	6,697	7,668	(971)
6120 Communications FICA	1,977	2,388	(411)
6210 Summer Staff Salaries	45,897	34,200	11,697
6215 Summer Staff FICA	3,781	2,616	1,165
6310 Stated Clerk Salary	37,145	36,663	482
6315 Stated Clerk Housing	6,819	5,738	1,081
6320 Stated Clerk SECA	650	567	83
6325 Stated Clerk Expenses	259	1,500	(1,241)
6330 Stated Clerk Con Ed		996	(996)
6335 Stated Clerk Auto Exp	6,111	996	5,115
6410 Area Coordinator Salaries	14,524	20,424	(5,900)
6415 Area Coordinator Housing	14,406	13,620	786
6425 Area Coordinator Expenses	197	996	(800)
6430 Search Expenses	16,293	5,004	11,289
6550 Personnel Adjustments		8,004	(8,004)
6555 Lead Presbyter Salary	14,167	55,000	(40,833)
6560 Lead Presbyter Housing	10,500	30,000	(19,500)
6565 Lead Presbyter Benefits	10,136	33,150	(23,014)
6570 Lead Presbyter SECA	580	6,510	(5,930)
6575 Lead Presbyter Expenses	331	2,080	(1,750)
6580 Lead Presbyter Con Ed		830	(830)
6585 Lead Presbyter Auto Exp	1,073	3,750	(2,677)
Total 66000 Personnel	282,462	362,820	(80,358)
6601 Administrative			
6610 Dues, Subscriptions, Minutes	123	396	(274)
6620 Meeting Expense	2,580	2,004	576
6625 Speakers' Honoraria & Expenses		1,000	(1,000)
6810 GA & Mid Council Meeting Exp	116	5,004	(4,888)
6815 General Assembly Unified	17,004	17,004	0
6830 Synod Mission Giving	10,500	10,500	0
6835 Synod Per Capita	15,792	15,804	(12)
6915 Committee/Commission Meals	402	300	102
6935 General Operating Expenses	797	1,500	(703)
6940 Legal Expenses	62	2,004	(1,942)
6945 Permanent Judicial Commission	2,263	996	1,267
6955 Mileage Reimbursement	1,149	300	849
6960 Moderator's Expenses	2,209	1,200	1,009
7010 Audit	5,000	5,000	0
7012 Bank & Credit Card Fees	866	804	62
7015 Building Major Repair Fund	2,850	2,496	354

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
7020 Building Maintenance	2,180	2,004	176
7035 Information Technology	10,733	9,996	737
7040 Copier	3,024	2,904	120
7045 Utilities	3,197	3,996	(799)
7050 Grounds	1,717	1,500	217
7055 Insurance	15,488	15,000	488
7070 Janitorial	1,404	1,500	(96)
7090 Office Supplies	1,681	2,196	(515)
7095 Payroll Processing	1,371	1,296	75
7110 Postage	798	696	102
7120 Telephone & Internet	5,616	6,204	(588)
Total 6601 Administrative	108,920	113,604	(4,684)
Reimbursements (deleted)	0		0
Total Expenditures	\$441,126	\$527,076	\$ (85,950)
NET OPERATING REVENUE	\$67,789	\$ (23,524)	\$91,313
Other Revenue			
4120 Gain on sale of property held for sale	1,212,580		1,212,580
9120 Realized Gains Unrestricted	69,767		69,767
9140 Unrealized Gains Unrestricted	339,447		339,447
Total Other Revenue	\$1,621,793	\$0	\$1,621,793
Other Expenditures			
9150 Funds Placed Under Restriction	0		0
9500 Grants	202,908		202,908
Total Other Expenditures	\$202,908	\$0	\$202,908
NET OTHER REVENUE	\$1,418,885	\$0	\$1,418,885
NET REVENUE	\$1,486,674	\$ (23,524)	\$1,510,198

**Montgomery Presbyterian Center
2024 Budget**

	2023 Actual	Adjusted 1/9/24	
Revenue			
CAMP STORE SALES	4,468		
OFF Season Sales		1,350	
Summer Sales		3,600	
Total CAMP STORE SALES	4,468	4,950	
CATERING / FUNDRAISING	1,258		
Blanding	19,706	10,000	
Festivals	7,959	9,500	
Fish Fry	5,489	5,600	
Pies	7,121	7,000	
Spaghetti	565	600	
Total CATERING / FUNDRAISING	42,098	22,700	
CONTRIBUTIONS			
Annual On-Line	2,806	4,120	
Church	26,966	24,000	
Endowment		1,200	
Individuals	27,785	27,000	
PW		1,200	
Total CONTRIBUTIONS	57,557	57,520	
GALA	100		
50/50	360	425	
Auction	10,527	10,500	
Donations	515	250	
Poinsettia Sales	800	1,000	
Sponsorships		5,000	
Ticket / Table Sales	7,145	3,900	
Total GALA	19,447	21,075	
GRANTS	65,000	0	wash
Donor Restricted	<u>64,174</u>	0	wash
Total Grants	129,174	0	wash
REBATES			
Credit Card	3,000	2,500	
PILP	2,970	3,000	
Total REBATES	5,970	5,500	
NET RENT INCOME		9,000	
SUMMER CAMP			
Boost Camp	8,400	8,400	
Day Camp	4,355	5,125	
Donations	1,275	1,300	
Overnight camp	70,407	94,000	

Ragsdale Fellowship	5,000	5,000
Rental Camps	67,759	93,300
Scholarships	1,640	1,500
Total SUMMER CAMP	158,836	208,625
Uncategorized income	1,479	0
YEAR-ROUND PROGRAMING	5,768	
Non POSA Church Groups	68,062	97,100
Non Profit Groups	30,636	30,000
POSA Church Groups	21,463	29,500
POSA Fall Retreat	11,032	11,250
POSA Meetings	3,584	6,500
Schools	48,017	50,000
Secular	39,157	44,000
Spring Camp	3,625	4,000
Swim Lessons		6,000
Weekly Meetings	11,933	10,800
Winter Camp	1,800	3,000
PROGRAMING	245,077	292,150
Total Revenue	664,106	621,520
Gross Profit	664,106	621,520

Expenditures

ADMINISTRATIVE (CC)	14,000	campaign
ACA & PCCCA		1,115
Annuity Payment		540
Bank Processing Fees	3,328	3,000
Insurance	42,378	45,300
Marketing	1,377	7,335
Office Supplies / Copier	1,336	1,800
PILP Interest	35,751	35,680
PILP Principal	20,769	20,850
POSA Loan (2019) Principal	500	1,000
Software Subscriptions	5,824	
Camp Brain		4,020
Realm		445
Tech Soup		210
Total Software Subscriptions	5,824	4,675
Total ADMINISTRATIVE	125,263	125,970
ANNUAL PROGRAMING		
Facilitators / hosting	2,449	3,000
Food Service	39,481	43,000
Supplies	1,434	1,500
Total ANNUAL PROGRAMING	43,364	47,500

	2,023	2,024	
CAMP EXPENSES			
Brochure	3,044	700	
Curriculum		335	
Facilitator Training	7,599	2,850	
Food Service	18,601	20,000	
Management Fee	49,680	46,575	
Program Equipment		1,200	
Program Supplies	3,972	4,000	
Staff Recruitment		300	
Staff Training		250	
Total CAMP EXPENSES	82,896	76,210	
FACILITIES & MAINTENANCE			
Building Repairs	30,033	12,000	
Equipment maintenance	6,557	3,000	
Grounds maintenance	7,500	1,800	
Housekeeping supplies	1,934	2,100	
Pest Control		1,200	
MAINTENANCE	46,024	20,100	
FUNDRAISING	575		
Gala Expenses	11,055	5,000	
Total FUNDRAISING	11,630	5,000	
GRANTS & RESTRICTED	124,769	0	wash
OPERATING			
Challenge Course		1,100	
Electricity	36,365	36,000	
Fire Extinguishers / hood		1,000	
Garbage	2,316	2,340	
Ice Machine Lease	1,680	1,680	
Propane	5,006	4,000	
Telephone & Internet	3,717	2,880	
Water Testing	3,150	3,500	
Total OPERATING	52,234	52,500	
PAYROLL			
Continuing Education	1,694	1,200	
FICA tax	19,243	19,585	
plans	6,314	8,900	
Salaries & wages	252,617	256,030	
insurance	4,800	7,525	
Total PAYROLL	284,668	293,240	
STORE INVENTORY	5,278	1,000	
Total Expenditures	776,126	621,520	
Net Operating Revenue	-112,020	0	
Net Revenue	-112,020	0	

Exhibit C-1

Proposed Slate of Volunteers
February 3, 2024

Synod Commissioners: Hansler Beslyar RE Woodlawn , Class of 2025
[Vacant] TE, Class of 2025

Coordinating Council: Rev. Byrant Anderson, TE, Palms Class of 2026
Beth Touchton, RE, Fort Caroline, Class of 2026

Call Commission: Rev. Dr. John White, TE, Community, Class of 2026
Rev. Dr. Joe Rigsby, TE, HR, Class of 2026

Trustees: Charles Goodyear, RE, Highlands United, Class of 2026

Permanent Judicial Commission: Rev. Dr. Jonathan Swanson, TE, Hodges, Class of 2029

Personnel: Anne Newman, RE, Westminster, Class of 2024 (last term)
Martha Hix, RE, Hodges, Class of 2026

Training: Tasha Schoppee, RE, South Jacksonville, Class of 2026
Christine Caven, RE, Hodges, Class of 2026

Nominating: Beth Touchton, RE, Fort Caroline, Class of 2026

MPPC: Jimmy Steele, RE, Palms, Class of 2026

Officers of MPPC: Jimmy Steele (RE Palms) President
Clinton Cottrell (TE High Springs) Secretary
Alan Cummings (TE Silver Shores Springs) Treasurer

Presbytery Treasurer: John Ragsdale, TE

.....
Annual election of corporate officers for Presbytery of St. Augustine, Inc., a Florida Not-For-Profit Corporation:

President: Ana Lugo-Berrios
Secretary: Evan “Charlie” Evans
Treasurer: John Ragsdale

ACTIONS TAKEN BY COMMISSIONS

Call Commission:

September 19, 2023

Validated and at-large members that have submitted renewals were reviewed. It was moved, seconded and carried to approve the submitted renewals.

It was moved, seconded and carried to approve Temporary Contract between Rev. Dr. Susan Rose and St. Giles.

It was moved, seconded and carried to approve the call of Rev. Dr. Olive Mahabir to Highlands United and for the PNC to schedule Session and Congregational Meetings as necessary to complete the process.

Upon investigation, discussion and explanation, a motion was made, seconded and carried to remove Leslie Cox and Michael Whitman from Persons Under Care list.

It was moved, seconded and carried to approve a paid Medical Leave for Deb Pangrass up to three months and to request that Council consider providing funds to Marion Oaks to secure pulpit supply during this time to prevent financial hardship on the church.

October 17, 2023

The following Consent Agenda was approved by motion, seconded and carried:

Renewal of Palms and Craig Davies contract as Parrish Associate

Renewal of Community and John White upon receipt of contract

It was moved, seconded and carried to transfer and enroll Rev. Nancy Olman as a Member-at-Large in the Presbytery.

It was moved, seconded and carried to approve the Final Assessment of Candidate Whitney Caswell.

It was moved, seconded and carried to enroll Emma Livingston, member of Memorial PC, as an Inquirer under the care of the Presbytery.

It was moved, seconded and carried to approve the Boundary Training Guidance as modified for 2024, to be distributed.

It was moved, seconded and carried to approve the presented CRE Guidelines as modified.

November 14, 2023

It was moved, seconded and carried to approve the following Consent Agenda:

Renewal of Ocala First and Walk Jones contract

Dismissal of Ron Watson to Tampa Presbytery

Dismissal of Natasha Sudderth to Coastal Carolina Presbytery

It was moved, seconded and carried to enroll Brennan Gagnon, member of Memorial PC, as an Inquirer.

It was moved, seconded and carried to provide scholarship funds in the amount of \$100 per credit hour for the fall, winter and spring seminary semesters for persons-under-care and enrolled in Seminary.

Additional validated and at-large members that submitted renewals were reviewed. It was moved, seconded and carried to approve the submitted renewals.

December 12, 2023

The following Consent Agenda was approved by motion, seconded and carried:

Renewal of Covenant PC and Roy Sharpe contract

Acceptance of resignation of Rev. Joe Madearis from Arlington/Peace as of
12/31/23

Approval of Jenny Tammera Inquirer Covenant

It was moved, seconded and carried to approve a Temporary Contract between Don Mossa and Grace PC.

It was moved, seconded and carried to approve the plan presented by Inquirer Mary Scine for conducting supervised ministry at Memorial PC.

Coordinating Council

October 19, 2023

Jessi Higgenbotham was provisionally appointed to serve as the Presbytery Commissioner to the Synod of South Atlantic by unanimous consent, filling the unexpired term of Susan Takis.

It was then moved, seconded and carried to approve the annual review of the Gainesville Campus Ministry as conducted by Susan Rose and Steve Crowley.

It was moved, seconded and carried to provide up to \$2,500.00 in financial assistance to support our Young Adult Advisory Delegate's attendance at the 2024 General Assembly.

December 7, 2023

Upon discussion of the received applications for designated grants, the Council by unanimous consent deleted one application for being outside of the grant criteria, by motion, seconded and carried reduced the requested amount of another grant due to previous grant awards and, upon motion, seconded and carried, approved all the remaining grant requests with the funds to be paid from grant funds to the extent available, and with any additional funds needed for the grants to be provided with proceeds of the current sales of Presbytery properties.

It was moved, seconded and carried, to forward the revised Sexual Misconduct Policy to Presbytery with instructions to the Stated Clerk to provide copies of the Sexual Misconduct Policy and Procedures, upon Presbytery approval, to all clerks of session in the Presbytery with instructions to review it with their sessions and to acknowledge that such review had been made.

December 21, 2023

It was moved, seconded and carried to provide a short-term loan in the amount of \$70,000.00 to Montgomery Center and that upon receipt of the loan, the Montgomery Center will provide to Council a detailed plan for 2024, including a 2024 budget, within two weeks.

It was moved, seconded and carried to pay the next payment of property insurance for Korean Presbyterian Church, with the understanding that the church will reimburse Presbytery upon the sale of the church property.

Exhibit D

COVENANT AGREEMENT

WITHIN THE PRESBYTERIAN CHURCH (U.S.A.)

AMONG

**PRESBYTERIAN DISASTER ASSISTANCE, operating for corporate purposes via
Presbyterian Church (U.S.A.), A Corporation**

AND

FLORIDA PRESBYTERIAN DISASTER ASSISTANCE NETWORK, INC.

AND

THE SIX PRESBYTERIES IN FLORIDA

INTRODUCTION

This document describes a covenant, not a contract. This Covenant Agreement (“Covenant”) recognizes the connectional and relational nature of the church and the importance of serving the denomination, presbyteries, and their constituent churches to strengthen the entire body of Christ. A covenant is rooted in relationships and trust with specific responsibilities for each covenant partner. It is agreed each covenant partner will assume sole responsibility for its own actions and inactions. It is also agreed the creation and signing of this covenant does not hold the partners legally liable for the actions of the other. Presbyterian Disaster Assistance, **operating for corporate purposes via Presbyterian Church (U.S.A.), A Corporation** (hereinafter referred to as “PDA”), Florida Presbyterian Disaster Assistance Network, Inc. (“FLAPDAN”), and the presbyteries of the Presbyterian Church (U.S.A.) in Florida (Florida, St. Augustine, Tampa Bay, Central Florida, Peace River, Tropical Florida, hereinafter “the six presbyteries”), are distinct entities. They are independent, neither are they being controlled by the other. They are not in a legal partnership, joint venture, or similar legal relationship. PDA, FLAPDAN and the six presbyteries may be referred to in this Covenant as a “Party” and collectively as “Parties.”

1. PARTNERS

The partners of this agreement are PDA, FLAPDAN, and the six presbyteries.

PDA is the emergency disaster response and refugee program of the Presbyterian Church (U.S.A.), A Corporation. It enables congregations and mission partners of the Presbyterian Church (U.S.A.) to witness to the healing love of Christ through caring for communities adversely affected by crisis and catastrophic event. PDA:

- focuses on the long-term recovery of disaster impacted communities. Provides training and disaster preparedness for presbyteries and synods
- works collaboratively with church partners and members of the ACT Alliance (Action by Churches Together) internationally, and nationally with other faith-based responders
- connects partners locally and internationally with key organizations active in the response — United Nations, NVOAD (National Voluntary Organizations Active in Disaster), World Food Program, Red Cross, FEMA and others.

FLAPDAN connects the ongoing need for the six presbyteries and their congregations to be better organized and prepared to respond to traumatic events within their bounds during times of disaster. FLAPDAN:

- provides a communication link between the six presbyteries, Synod of South Atlantic, and PDA
- communicates and coordinates with other disaster organizations, including community and faith-based organizations; local, state and federal government; and the private sector
- addresses common issues of preparedness, response and long-term recovery following a disaster event
- advocates for specific needs in affected presbyteries
- identifies and develops resources

- develops and recommends protocols to be used by presbyteries in times of disaster
- supports training for disaster preparedness and response for presbyteries and their member congregations.

The **six presbyteries** work together, along with their congregations, to prepare for and respond to disasters in the state of Florida. The six presbyteries:

- Develop and promote generosity, stewardship and service for the ministries of PDA and FLAPDAN
- Participate in the mission of the church in disaster preparedness and response
- Communicate regularly with partners about the needs, opportunities and challenges of disaster ministries.

2. PURPOSE

This Covenant provides a framework within which the partners will cooperate, communicate, coordinate, and collaborate in carrying out their respective ministries in disaster mitigation, preparedness, response and long-term recovery operations due to disasters in the State of Florida.

3. COMMITMENTS

PDA AGREES TO:

- Recognize FLAPDAN and the six presbyteries as co-equal covenant partners in effecting PDA's mission in Florida
- Make an annual \$41,750 contribution to FLAPDAN. PDA will consider additional grant request(s) above PDA's annual contribution of \$41,750. Such grant request(s) will be used to build the capacity of FLAPDAN in preparing for and responding to disasters within Florida. The maximum additional grant(s) is \$40,000 per year. It is expressly understood and agreed that PDA shall have no obligation to provide such additional grant funding, and its decision to do so shall be entirely voluntary and non-binding.
- Provide church-wide visibility for FLAPDAN through PDA's website, "Mosaic" magazine, and emergency appeals
- Promote the FLAPDAN model for consideration to other mid councils in high disaster impact areas
- Make available PDA's Associate for Disaster Response, U.S. (or designee) to serve as ex-officio voting member of the FLAPDAN board of directors
- Make available PDA's Associate for Disaster Response, U.S. (or designee) to serve as ex-officio member of a committee or group charged with recruitment, recommendation, and evaluation of FLAPDAN executive director
- Include FLAPDAN executive director in all organizational, operational, and communication decisions pertaining to FLAPDAN's partnership with PDA as detailed in the executive director's position description

FLAPDAN AGREES TO:

- Recognize PDA and the six presbyteries as co-equal covenant partners in effecting FLAPDAN's mission
- Develop robust relationships, policies and practices that inspire presbyteries to make annual membership contributions to its general operating budget
- Keep presbyteries informed and engaged in the long-term disaster recovery taking place within their bounds
- Provide state-wide visibility for PDA within its Presbyterian and external partnerships through dual-branding marketing communications and disaster-related attire, internal and external written and oral reports, and serving as state disaster liaison and incident coordinator for FLAPDAN and PDA in disasters
- Encourage congregations, presbyteries and individuals to support the One Great Hour of Sharing and promote special PDA appeals
- Provide full financial accountability per Book of Order G-3.0113. A financial review shall be conducted annually by two members of the board of directors, or two members of churches in the member presbyteries, approved by the board of directors. Reviewers should not have any conflict of interest with the treasurer(s). The review shall, on a sample basis, determine that policies and procedures with respect to FLAPDAN's finances were being adhered to in the period subject to review. At a minimum, the review shall determine whether proper segregation of duties is in place and operating effectively; that bank accounts are being reconciled monthly; that FLAPDAN is in compliance with Federal payroll reporting requirements; and that annual reporting to Internal Revenue Service and Florida Division of Corporations is current. This financial review does not require the engagement of professionals for the purpose of conducting a Review as described by the American Institute of Certified Public Accountants.
- Include PDA's Associate for Disaster Response, U.S. (or designee) to serve as an ex-officio voting member of the FLAPDAN board of directors
- Include PDA's Associate for Disaster Response, U.S. (or designee) to serve as an ex-officio member of a committee or group charged with recruitment, recommendation, and evaluation of FLAPDAN executive director
- Include PDA's Associate for Disaster Response, U.S. (or designee) in all organizational, operational, and communication decisions pertaining to FLAPDAN's partnership with PDA as detailed in FLAPDAN's executive director position description
- Be available to consult with other mid councils in high disaster impact areas in their deliberations of developing a disaster network.

THE SIX PRESBYTERIES AGREE TO:

- Recognize FLAPDAN and PDA as co-equal covenant partners in effecting their respective, disaster-related missions
- Encourage congregations and individuals to make special contributions to FLAPDAN
- Include FLAPDAN membership in their annual budgets
- Encourage congregations, presbyteries and individuals to support the One Great Hour of Sharing and promote special PDA appeals
- Recommend people for the FLAPDAN board who are passionate about and committed to disaster preparedness, response, recovery, and mitigation

- Create with FLAPDAN two-way quarterly reporting protocols between the presbytery and FLAPDAN
- Provide presbytery-wide visibility for PDA within congregations through effective communication such as testimonials from volunteers, short videos, pastors' commendations from the pulpit, PDA board members' experiential reports and invitations to volunteer, etc.
- Include FLAPDAN board members and/or representatives on the agenda of regular meetings of the presbyteries
- The Executive Presbyter or equivalent will attend FLAPDAN's Annual Meeting and participate in special meetings as may be requested throughout the year

4. ACCOUNTABILITY AND DOCUMENTATION

FLAPDAN will make annual financial and programmatic as well as periodic reports to the other partners as requested, using Presbyterian Disaster Assistance's format. There will be systematic acknowledgement of gratitude for gifts received. All Parties in this will be intentional in fulfilling the intent of this Covenant.

5. MODIFICATION

This Covenant may be modified upon the mutual written consent of all the Parties.

6. EFFECTIVE DATE

The terms of this Covenant will be effective from January 1, 2023 to December 31, 2024.

7. REVIEW AND RENEWAL

This Covenant will be effective beginning January 1, 2021 (renewals are based on the two-year budget cycle of the Presbyterian Mission Agency) through the calendar year 2022. The Parties shall meet at least annually for consultation and to review the progress and success of the Covenant and determine how the Covenant should continue. As part of the review process, consideration shall be given to the frequency and severity of disasters in Florida, to the continued interest of volunteer work teams, and to the progress being made to mitigate future losses.

APPROVED BY:

Central Florida Presbytery

Printed Name / Position: Christina Greenawalt, Stated Clerk

Signature: DocuSigned by:
Christina Greenawalt
B71180358C3F491...
Date: 1/9/2024 / _____

Peace River Presbytery

Printed Name / Position: Randy Moody, Stated Clerk

Signature: DocuSigned by:
Randy Moody
19CC5CB702904F9...
Date: 1/10/2024 / _____

Presbytery of Florida

Printed Name / Position: Jeannie Dixon, Stated Clerk

Signature: DocuSigned by:
Jeannie Dixon
276153AA3C38413...
Date: 12/18/2023 / _____

Presbytery of St. Augustine

Printed Name / Position: Charlie Evans, Stated Clerk

Signature: DocuSigned by:
Charlie Evans
6AB5BFA57DCB422...
Date: 12/18/2023 / _____

Presbytery of Tampa Bay

Printed Name / Position: W. A. Wildhack III, Stated Clerk

Signature: DocuSigned by:
W. A. Wildhack III
C741B741803D4D5...
Date: 12/20/2023 / _____

Presbytery of Tropical Florida

Printed Name / Position: Daris Bultena, General Presbyter/Stated Clerk

Signature: DocuSigned by:
Daris Bultena
C191D956BDA24ED...

Date: 12/18/2023 / _____

Florida Presbyterian Disaster Assistance Network

Printed Name / Position: Barbara Hassall, Interim Chair

Signature: DocuSigned by:
Barbara Hassall
0478096DC477465...

Date: 12/18/2023 / _____

Presbyterian Church (U.S.A.), A Corporation ~~Presbyterian Disaster Assistance~~

Printed Name / Position: Edwin González-Castillo, Director

Signature: DocuSigned by:
Edwin Gonzalez-Castillo
34DE55810D3A452...

Date: 12/20/2023 / _____

Exhibit E

Report from Mutual Mission Committee

Jamacia Ecumenical Mission

"Hearts and Hands Across the Seas in Mutual Mission"

Dental Trip January 7-13, 2024

The Venue for the all-dental Mission was held at Frankfield Methodist Church in the small community of Pusey Hill. St. Augustine Presbytery partners with the United Church in Jamaica, the Moravian Church and the Methodist Church to provide dental care. We have had a 44 year relationship with our Partner churches committed to the Mission of the Gospel, which is manifested in word and deed.

The team was comprised of dentists, dental hygienists, dental technicians, a nurse and support staff. The total number of cleanings by the hygienists was 92. Total extractions were 334 on 146 persons. Dentures that were completed included 53 full sets and 8 repairs for a total of 61 people.

**Meeting of the Synod of South Atlantic
November 14, 2023**

**Commissioner Report
Rev. Jessi Higginbotham
Teaching Elder, St. Giles Presbyterian Church**

The Synod of South Atlantic met on November 14 at 10:00AM via Zoom. The meeting was opened by Moderator Rev. David Shelor. The meeting began with a devotion on the Acknowledgement of Land led by Moderator Elect Brian Henderson. Worship was lively and beautiful with a sermon by Rev. David Shelor.

Corresponding members were acknowledged including new Lead Presbytery of the Presbytery of St. Augustine, David Rollins.

A report from the Executive Administrative Committee introduced a new Task Force focused on visioning and bylaw reviews for the Synod. This Task Force will meet and make recommendations to the Synod on future plans and organization.

In order to assist this Task Force a survey was sent out to all commissioners. We broke into smaller groups of 5-6 to discuss the results of this survey. My group talked about community, diversity, technology, and hope for the future.

After breakout groups the Treasurer gave a report thanking the presbyteries for meeting our 2023 Per Capita goals.

We renewed our covenant with Thornwell Home for Children in Clinton, SC. Thornwell is celebrating 150 years of ministry with the Presbyterian Church U.S.A. this year.

The meeting was adjourned at 12:30PM.

Montgomery Center

Winter 2024 Presbytery Report

2023 was an exceptional year of growth! If you haven't already, check out our year in review at <https://www.montgomerycenter.org/2023-year-in-review>. New on our website: [Planning Tools](#) are designed to assist guests as they plan their retreats, weddings, school trips, and more, located at <https://www.montgomerycenter.org/planning-tools>.

We look forward to all the planned Montgomery and partnership events this year: *Spring Challenge Retreat*: Deeply Loved, led by Rev. Adam Anderson of South Jax, March 1-3; *Pastor's Sabbatical - FREE!* April 1-4; *Spaghetti Dinner*: February 10; *Fish Fry Friday's*, February 16 to March 22; *Summer Camp, Day Camp, You & Me Camp* registration is **LIVE!** *FISH 2.1*, September 27-28.

Thank you to all who participated in Back Together Again! It was a chilly January day to fellowship together and learn how to better serve the local church. Members of over 21 of our 53 churches were represented at this elder training event. We also served over 130 at the Presbyterian Women's Winter Gathering - the largest gathering of its kind at Montgomery Center. It is such a joy to serve this presbytery together!

Our program department has been busy preparing for this summer's camp season. This year's theme is Linked by Love, and will reaffirm that love comes from God, as we recognize God's love in family and friends, quiet moments, and words of truth. We invite pastors, christian educators, and youth ministry workers to discern their call to be a camp pastor for a week. Each week of summer camp also requires a healthcare professional to assist with the physical needs of campers. All qualified individuals should inquire at program@montgomerycenter.org.

New this year: Science Camp! Campers will learn about the science in God's creation with special guests and experiments throughout the week. Wilderness Camp is back this summer to learn basic wilderness skills and tent camping. As camp equipped many of us for work in ministry, we will continue the tradition of spiritual formation and leadership development at this year's Leader's in Training Camp (LITs). Registration for these camps, plus Day Camp and You & Me Camp, is on our website at <https://www.montgomerycenter.org/summer-camps-2024>.

God is doing good things. As He instructed Hezekiah to get his house in order, so we also have a responsibility to do the work to sustain this vital ministry. Our board of trustees has devoted extensive time to the 2024 budget, goals, and strategies. Thank a board member if you see one! We still have several openings on the board of trustees. More information about board structure, duties and responsibilities can be found at <https://www.montgomerycenter.net/board-of-trustees>. Would you join us in continuing the work?

Staff and board members are excited to visit churches and share all that God is doing at Montgomery. To request a minute-for-mission at your church or to invite counselors to lead a youth group meeting, call the office at 352-473-4516 or email rebekah@montgomerycenter.org.

In Christ's Service,
Rebekah Rodgers, Executive Director

Exhibit H

Rev. Dr. David N. Rollins

Presbytery of St. Augustine

Lead Presbyter's Report

January 2024

I have been engaged in the ministry of St. Augustine for a about four months. I continue to join with several of the presbytery's committees and the call commission. I am meeting with the ARC's on a monthly basis via zoom. Most weeks the presbytery staff and I have a Monday morning zoom meeting to let each other know what we are currently working on, collaborate, and share prayer concerns and celebrations.

One of my goals for the first year is to get into as many churches as possible for worship and get to know the members of the presbytery. So far, I have visited 19 churches so far for worship and had 17 one-on-one meetings with pastors. I am in touch with Rebekah Rodgers at Camp Montgomery, and Charlie Evans, our stated clerk on a regular basis. In every organization communication can be enhanced and improved. I am doing my best to enhance the presbytery's level of communication and believe this is something that will steadily improve over time.

Much like a pastor in a local congregation there is a great deal of my ministry that is not public. That is to say there are numerous conversations with elders, churches, and pastors asking for advice, and sharing concerns that will never be part of a report or newsletter. As I have shared with the council, I regularly receive emails and phone calls from pastors and churches facing a wide variety of challenges. I do my best to listen well, to offer prayer, and when appropriate provide some guidance. Part of my call is to equip the presbytery to be the very best steward of all of our resources including but not limited to, people, churches, camp, finances, etc. When I see opportunities for churches or the presbytery as a whole to better steward God's resources, I will be lifting those up for collective discernment.

I recently shared with the council that I thought it would be beneficial to have a theme for each of our presbytery meetings. We have 3 over-arching and overlapping circles on our strategic plan, Matthew 25, Youth, and Congregational Vitality. We have 3 stated meetings each year. I believe intentionally highlighting

one of those at each of the meetings helps to keep the overall mission in front of us and gives us some focus.

In early January, I had the opportunity to join with the other presbytery leaders in our synod for a time of study and fellowship. I give thanks to God that I have such amazing colloquies that have profound wisdom and are readily available for council and advice. As a new presbytery leader, the role requires my attendance at the Mid Council Leader Orientation in March and my participation in the Presbyterian Leader Formation (PLF) process. PLF is a 3-year course of study. Each leader is placed in a cohort with other leaders that started at roughly the same time. The first week in May we gather and participate in workshops, lectures, and reflection groups to strengthen our skills and effectiveness. I consider myself a life-long student and am excited about this requirement.

Personally, the sale of our house in Virginia Beach closed on Friday January 26, 2024. It is impossible to put into words the amount of stress this relieves and the amount of excitement it brings. My wife (Libby) and I are purchasing a home in the St. Augustine area, and we are scheduled to close on it in February. I am eagerly looking forward to this for multiple reasons. It will be nice to be more settled. It will be incredible once Libby finishes her interim position and is able to join me. The length of time this has taken has added to the stress of moving and entering a new call. However, Libby & I both know how fortunate we have been as people have given us a place to lay our heads during the transition.

I am still learning (drinking from the fire hose) about the people, churches, places, and various mission projects throughout the presbytery, and I am still learning about this part of Florida. However, I continue to give thanks to God for the opportunity to serve as the Lead Presbyter. I know God has great things in store for us.

Peace,

David Rollins

Exhibit I-1

FAITH JOURNEY

By Olive Mahabir

I was born and raised on the island of Trinidad and Tobago in the late 70s. My ancestry can be traced from India, when in the 1800s my ancestors left to work as indentured laborers in Trinidad. I am a fourth generation Presbyterian, and served the Presbyterian Church in Trinidad for five years as a full-time commissioned leader. During that time, I began feeling a sense of calling to the ministry of Word and Sacrament. However, I also met my future husband at that time, and plans for marriage meant that I would have to emigrate from Trinidad to the United States. After arriving in Cleveland, OH (where my husband resided), my call to ordained ministry grew stronger, and one year after marriage, I enrolled in Seminary in Atlanta. That year I also began the ordination process in the Presbyterian Church USA.

I was ordained in 2009, by the Presbytery of Western Reserve and the Maumee Valley Presbytery. Since my ordination, I have served as pastor in rural, urban, and suburban churches, and seminary staff. My areas of interest are pastoral care, adult spiritual growth, and facilitating bible study. I have also completed the Master of Sacred Theology, and the Doctor of Ministry.

A recent edition of *Synesis* an online publication of Vanderbilt University captures the essence of my theological perspective, it says: "The Bible explains that Jesus died and resurrected not only to save each individual, but to usher in a new kingdom, to restore what has been broken: society, politics, ethics, and culture. The Christian understanding of this future kingdom is much more than a golden city of harps and angels, or even the absence of pain and suffering. The Bible promises a kingdom with complete human flourishing, rooted in the perfect union between and among God and people."

My accomplishments in ministry were possible through the support of my husband Carl, who I have been married to for the past twenty years. We have a blended family of two adult children and a 6th grader. We also have three adorable grandchildren Michael 4, and twin grand daughters Layla and Selena (1 year old).

Exhibit I-2

STATEMENT OF FAITH

By Olive Mahabir

I believe that God is majestic, and that God revealed God's self in the Trinity, Father (parent), Son and Holy Spirit. God is the sole creator of the world, and governs all events in creation by sustaining, nourishing, and caring. Our Creator God wills that humans possess and promote proper and balanced relations with creation.

I believe that Jesus Christ is both human and divine and through his incarnation became fully human, yet, was sinless. Through his divinity, Christ performed the works of God in his ministry through healings and miracles. Consequently, Jesus became fully human and dwelt among us, identifying with us in every way. Ultimately, Jesus Christ suffered and died on the cross to reconcile us to God.

I believe that Scripture originates from God, and its authority stems from God. Both the Old Testament and the New Testament are inspired by the Holy Spirit and is authoritative for Christian living and Christian faith. Humans cannot understand Scripture unless guided by the Holy Spirit. I believe that the Creeds and Confessions of the Reformed Tradition and the PC (USA), give full expression of the Christian Scriptures.

I believe the Church is the body of Christ in its corporate and individual life. Christ is the only head of the Church. I believe that the Church can be considered a "mother," since the church nurtures and cares for her members as a mother cares and nurtures her children. The Church is responsible for preaching the Word of God, and for administering the sacraments. The church is a community of faith called by God to be affirming and inclusive of all God's people regardless of race, nationality, gender, sexuality, and ideology.

I believe that the two sacraments of the Presbyterian Church (USA) help us shape the church as a beloved community. Baptism and Holy Communion are visible, holy signs and seals instituted by Christ. I believe Baptism is the sign of initiation into the church and unites us with the life and death of Christ. In the Lord's Supper, the elements of bread and wine function as holy symbols; means by which the believer is elevated to Christ's heavenly presence. The Lord's Supper serves as the way we remember what God has done for humankind in, and through Christ.

When my daughter went through Confirmation and it came time to share her faith statement, she looked at her mentor, then to me, then to the Elder sitting with us and said, "I believe in God, I believe in Jesus and I believe in the Holy Spirit. What more can I say?" The faith of a child! As I have prepared to write this statement, I have looked back over others I have crafted in the past. The basics are the same, I believe in the Triune God, Creator, Redeemer, and Sustainer. All three present from the beginning, when the Spirit hovered over the chaos, per the words recorded in Genesis. The recorder of the Gospel of John tells us that in the beginning was the Word, and the Word was with God and nothing was made without the Word. Yet, there are some changes that I believe reflect maturity in my ongoing Christian formation.

I believe in God, the Creator, who has since the beginning of time desired relationship with humankind, which was created in "their image"[Genesis 1:26]. Yet humankind, because of human nature, has throughout time thought they knew better than God. God offers grace and redemption, despite our actions. I believe that God, the Creator, has never given up on the relationship with humankind, despite our attempts to be in control of everything.

I believe in God, whose desire to be in relationship with us is so strong that God became human in the baby born of Mary, in Bethlehem, during a time of oppression of the Jewish people by the Roman government. Following his baptism as a man by John, his temptation by Satan, he set out to teach and heal. He offered grace even to those that the society looked down on. His actions of acceptance lead to the religious leaders trying to silence him. In order to silence him, he was turned over to Roman Governor, Pontius Pilate, who ordered his death. Upon his death, he was placed in a borrowed tomb and on the morning of the third day, the women found the tomb empty and they went to tell the others. I believe in Jesus as the Redeemer of our relationship with God.

Jesus told his followers that he would leave them but the Father would send another to them. I believe in God as the Sustainer, Comforter, and Counselor. The one who came first to the followers on the day of Pentecost, when 3000 came to believe in Christ and were baptized as Jesus had commissioned his disciples to do.

I believe in one baptism, which serves as a visible sign to the community that we are beloved children of God the Creator. In the same manner, in community we gather at the table to share a simple meal of bread and cup, just as Jesus did with his community on the night of his arrest. Just as Jesus offered grace and welcome to all, I believe that all are welcome to come to the table and to use their gifts to the betterment of the Kingdom of God.