



**CHURCHES:  
PLEASE COPY THIS  
PACKET FOR ALL**

Date: May 18, 2023

To: Ministers; Elder Commissioners; Certified Educators, Business Administrators, & Musicians; Council Members; Team Leaders; Sub-team Leaders; Committee Chairpersons; and Others

**The Summer Stated Meeting of Central Florida Presbytery will convene at 2:00 p.m. on Thursday, June 1, 2023, at the Washington Shores Presbyterian Church, 3600 Rogers Dr., Orlando Florida. THIS IS AN IN-PERSON MEETING.** A map showing the location of the meeting follows this letter. There is no meal served prior to or after this meeting, but refreshments will be served. Please be attentive to the following special notices:

#### **Registration**

- At the registration tables you will find lists for sign-in. Please find the appropriate list, **print your name**, and sign.
- All ministers who are serving a church 1) in a called position 2) a temporary pastoral relationship or 3) are Moderators of a church Session are expected to attend every Stated Meeting as able.
- Those not able to attend please fill out the **Request for Excuse** form included in the packet. If you can only attend a portion of the meeting **an excuse should be filled out for the portion you cannot attend**. These forms will be available at the registration desk for those who leave early.

#### **Displays**

- Please take a few moments during the day to visit the displays. These agencies and institutions of the church are here to provide you with valuable information that can be helpful to your church.

#### **Meeting Items**

- **PLEASE WEAR A MASK DURING THE MEETING, IN KEEPING WITH THE HOST CHURCH'S POLICY.**
- ***This meeting is being recorded to assist in the preparation of minutes and to ensure decisions are accurately recorded.***
- Please read this packet in advance as the reports will not be read aloud during the meeting. Any motions you wish to make (if not printed in the packet) should be written and placed in the Clerk's hands at the meeting. Forms are available at the Clerks' table and in this packet.
- Copies of the Minutes of the March 4, 2023 Stated Meeting of Presbytery will be available at the Clerk's table.
- If you need childcare, please notify the Presbytery office by **Thursday, May 25.**
- The offering at the June 1 Stated Presbytery Meeting will go to benefit the hunger ministry of Washington Shores Presbyterian Church. In addition to a monetary donation during worship, if you would kindly bring an item to donate to the food pantry. The WSPC Food Pantry would greatly appreciate the following items: **small jars of peanut butter, jelly, crackers, canned foods or whatever non-perishable items you can bring. When purchasing food for the pantry, please include food that can be eaten without cooking and canned foods that have pull-tab lids.** We are also accepting donations of personal hygiene items for males and females and incontinence items for females, and baby diapers – size 4 & 5

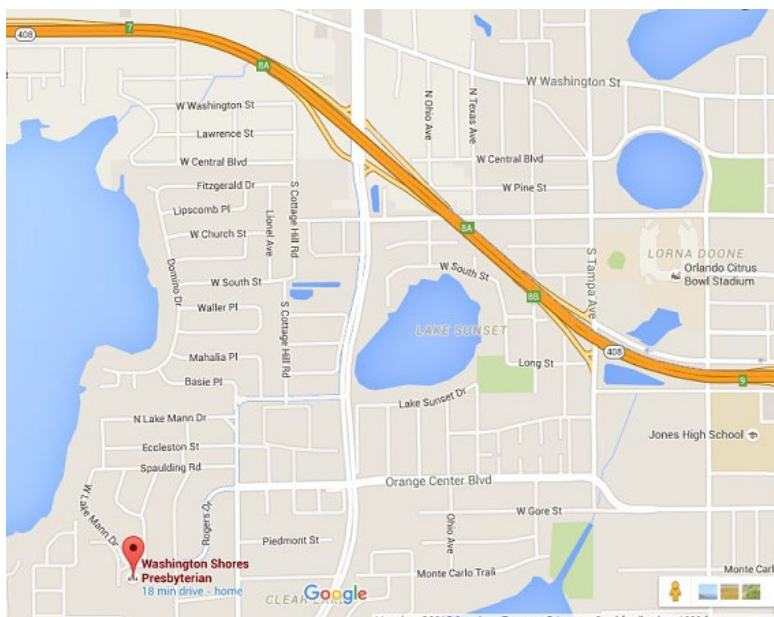
Thank you, in advance, for your attention to this notice and for your cooperation.

Dan Williams, Executive Presbyter/ Stated Clerk and Christina Greenawalt, Assistant Stated Clerk

## DIRECTIONS TO WASHINGTON SHORES PRESBYTERIAN CHURCH

Address – Office: 3600 Rogers Dr, Orlando, FL 32805

(407) 295-4741



### TO GET TO WASHINGTON SHORES PRESBYTERIAN CHURCH, TAKE YOUR BEST ROUTE TO JOHN YOUNG PARKWAY IN ORLANDO:

- **South on the JYP from Colonial Drive or the 408 Expressway:** Follow the JYP south to Orange Center Blvd., and turn right. Follow Orange Center Blvd. to S. Goldwyn Ave. Proceed straight through the intersection onto Rogers Drive, which will swing left and then right before coming to the church. Watch for stop signs! Washington Shores Church is immediately before Washington Shores Elementary.
- **North on JYP from I-4:** Follow the JYP north to Orange Center Blvd., and turn left. Follow Orange Center Blvd. to S. Goldwyn Ave. Proceed straight through the intersection onto Rogers Drive, which will swing left and then right before coming to the church. Watch for stop signs! Washington Shores Church is immediately before Washington Shores Elementary.

### BEST ROUTES TO THE JYP:

- **Lake and Sumter Counties:** Florida's Turnpike, to Colonial Drive (50) or the 408 Expressway; or via Orange Blossom Trail (441).
- **I-4 Corridor North of Orlando:** I-4 to either Colonial Drive (50) or the 408 Expressway West.
- **I-4 Corridor South, including Spring Lake:** I-4 to the JYP, or I-4 to the 408 Expressway West.
- **Brevard, Okeechobee, and Indian River Counties:** I-95 to the 528 Expressway (Beachline) to the 417 Expressway to the 408 Expressway; or Florida's Turnpike to I-4, north to the JYP.

#### WIFI INFORMATION

Server Name: WSPC-GUEST  
Password: justice3600

**CENTRAL FLORIDA PRESBYTERY  
STANDING RULES FOR MEETINGS**

- A. Speakers at meetings shall give their names, their churches and, if pertinent, committee assignments.
- B. Speeches on debatable matters shall be limited to three (3) minutes per speaker unless extended by action of Presbytery.
- C. Matters of debate and decorum shall follow the most recent edition of ROBERTS'S RULES OF ORDER, NEWLY REVISED (G-3.0105).
- D. The docket shall include a mid-morning recess to provide time for informal fellowship, exercise and/or rest.
- E. Certified lay personnel employed by the Presbytery or any of its congregations, including educators, administrative personnel, musicians and business administrators shall be seated, with permission to speak, at all meetings of Presbytery. This does not include the right to vote or to make motions. Visitors may be given permission to speak when Presbytery so desires. This rule relates to certified persons who are not also ruling elders, who have been granted voice and vote at meetings according to the Manual of Presbytery (M-2.0201d).
- F. In all other matters, meetings of the Presbytery shall be governed by the most recent edition of ROBERT'S RULES OF ORDER, NEWLY REVISED, except in those cases where the BOOK OF ORDER provides otherwise (G-3.0105).

## ***Seeking to be Faithful Together:***

### **Guidelines for Presbyterians During Times of Disagreement**

In a spirit of trust and love, we promise we will...

<p><b>G</b>ive them a hearing... listen before we answer</p> <p><i>John 7:51 and Proverbs 18:13</i></p>	<p><b>1</b> Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;</p> <ul style="list-style-type: none"> <li>– we will keep our conversations and communications open for candid and forthright exchange,</li> <li>– we will not ask questions or make statements in a way which will intimidate or judge others.</li> </ul> <p><b>2</b> Learn about various positions on the topic of disagreement.</p> <p><b>3</b> State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.</p>
<p><b>S</b>peak the truth in love</p> <p><i>Ephesians 4:15</i></p>	<p><b>4</b> Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.</p> <p><b>5</b> Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;</p> <ul style="list-style-type: none"> <li>– we will not engage in name-calling or labelling of others prior to, during, or following the discussion.</li> </ul> <p><b>6</b> Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.</p>
<p><b>M</b>aintain the unity of the spirit in the bond of peace</p> <p><i>Ephesians 4:3</i></p>	<p><b>7</b> Indicate where we agree with those of other viewpoints as well as where we disagree.</p> <p><b>8</b> Seek to stay in community with each other though the discussion may be vigorous and full of tension;</p> <ul style="list-style-type: none"> <li>– we will be ready to forgive and be forgiven.</li> </ul> <p><b>9</b> Follow these additional guidelines when we meet in decision-making bodies:</p> <ul style="list-style-type: none"> <li>– urge persons of various points of view to speak and promise to listen to these positions seriously;</li> <li>– seek conclusions informed by our points of agreement;</li> <li>– be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;</li> <li>– abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines.</li> </ul> <p><b>10</b> Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.</p>

Adopted by the 204<sup>th</sup> General Assembly (1992) of the Presbyterian Church (U.S.A.) for use by sessions and congregations



# Central Florida Presbytery

## Quarterly Stated Meeting

Thursday, June 1st

Washington Shores Presbyterian, 3600 Rogers Drive, Orlando, FL 32805

Featuring

**Rev. Jermaine Ross-Allam**

Director, Center for Repair of Historical Harms  
Presbyterian Mission Agency



**2:00 – 2:45 p.m. Worship**

**Sermon Title: "Following the Empty Ways Your  
Ancestors Handed Down"**

**Text: 1 Peter 1:13-23**

**11:15 - 12:15 p.m. Plenary**

**"How is this Christian?"**

**The Good News of Repair and Reparations"**

Participants will learn why the Center for Repair exists, what the Center for Repair has done so far, why the difference between reparative actions and Reparations is theologically significant, why repairing historic harms is a critical step toward living into the full implications of the incarnation of God in Christ, and how to be part of the Center's Ministry. The plenary will include time for group discussion plus 15 minutes for Q & A.

Jermaine was ordained as minister of Word and sacrament by the Presbytery of the Twin Cities in 2013 where he began ordained ministry as executive director of 21<sup>st</sup> Century Academy at Kwanzaa Community Church PC(USA) in North Minneapolis—renamed Liberty Community Church—and Associate Pastor for Social Justice at Oak Grove Presbyterian Church. In addition to serving as the Center for Repair's first director, Jermaine is a PhD candidate in Social Ethics at Union Theological Seminary in Manhattan where he is completing a book tentatively titled "Trammled by the Bonds of Union: Social Ecology of anti-Black Violence and Impunity after Emancipation." Jermaine is also proud to volunteer with exceptionally awesome colleagues as a theology co-lead for Restorative Actions—an economic equity initiative born from the intersection of theology, justice, and economics. He currently lives and works remotely in Aibonito, Puerto Rico along with his wife Cherech.

## **WORKSHOP WITH REV. JERMAINE-ROSS ALLAM**

**Wednesday, May 31st 10:00 a.m. - Noon**

**Central Florida Presbytery Conference Room**

**3101 Maguire Blvd., Ste. 244, Orlando**

**RSVP for Workshop:**

**<http://www.cfpresbytery.org/connect.html>**

## **Workshop Title: "(P)Repairing for Reparations"**

Workshop participants will gain an historical understanding of public opinion about Reparations in church, state, and society from pre-Civil War discussions about compensation to slave owners to the current moment, and learn why U.S. American Protestants must make the 21st century the dawn of a new era characterized by routine, common sense repair and Reparations. There will be a lively group discussion about what it means for the Center for Repair to employ a "call and response repair ethic," and why it is imperative that repair and Reparations workspaces reform certain "anti-racist" communication habits. At the heart of this workshop is the critical distinction between what churches, municipalities, and states are able to repair and the Reparations that can only be executed on the federal level--and why organizing with both levels in mind is the key to highly functional and targeted solidarities with distinct communities around the globe calling for lasting, full-spectrum repair and Reparations.

***For more Information: Contact Cheryl Carson at [ccarson@cfpresbytery.org](mailto:ccarson@cfpresbytery.org) or 407-422-7125 x. 204.***



# *Honor the Lives & Legacy of Harry T. and Harriette V. Moore on Juneteenth*



The Moores were educators and the first Civil Rights activists in Florida. On Christmas Night, 1951, the Moores' home was bombed. Mr. Moore died immediately. Mrs. Moore died nine days later.

## *Park Tour*

**Moore Memorial Museum & Adults**  
2180 Freedom Avenue, Mims  
Great for Youth & Adults  
2180 Freedom Avenue, Mims - 1:00 p.m.

**Monday, June 19th 10:00 a.m. - 1:00 p.m.**  
Sponsored by Central Florida Presbytery's Anti-Racism Committee



*Sign up by Friday, June 9th  
for the tour and lunch. Cost \$10.*

**For more information and to register, go to:  
<http://www.cfpresbytery.org/anti-racism-committee.html>**

**CENTRAL FLORIDA PRESBYTERY – PRESBYTERIAN CHURCH (U.S.A.)**  
**SYNOD OF SOUTH ATLANTIC**  
**Proposed Docket**

## SUMMER STATED MEETING

**Thursday, June 1, 2023**

**Washington Shores Presbyterian Church, Orlando, FL**

**\* PLEASE PUT ALL PAGERS AND CELLULAR PHONES ON SILENT RING OR TURN THEM OFF.**

**\* NOTHING PRINTED IN THE PACKET IS TO BE READ ALOUD ON THE FLOOR OF PRESBYTERY.**

**\* PLEASE WEAR A MASK DURING THE MEETING, IN KEEPING WITH THE HOST CHURCH'S POLICY.**

1:00 pm Meeting Registration/Visit Displays/Fellowship

TIME	ITEM.....PAGE #
*2:00 pm	CALL TO ORDER/PRAYER – Paige McRight, Moderator
	WORSHIP
*2:50 pm	Plenary
3:50 pm	Break
4:00 pm	<p>Quorum / Adoption of the Docket / Appointments by Moderator</p> <p>Good News First: Camp and Conference Scholarships – Kenne Sparks</p> <p>FLAPDAN: Kathy Broyard</p> <p>Council – Ralphetta Aker McClary ..... 8</p> <ul style="list-style-type: none"> <li>○ Anti-Racism Committee – Erika Rembert Smith ..... 37</li> <li>○ Church Development Committee – Mike Foley..... 43</li> <li>○ Mission Development Committee – Olga Malave ..... Addendum</li> <li>○ Leadership Development Committee – Sheryl Chernault ..... 48</li> <li>○ Finance Committee – Cris Heceta ..... 50</li> <li>○ Presbytery Finances Task Force – David Lindemer</li> <li>○ Presbytery Transition Team – Bill Kramp</li> </ul> <p>Nominating Committee – Jody Mask ..... Addendum</p> <p>Presbyterian Women – Janet Foley..... 55</p> <p>Committee on Preparation for Ministry – Laurie Farquharson ..... Addendum</p> <p>Committee on Ministry: Bill Kramp..... 56</p> <p>Stated Clerk – Dan Williams ..... Addendum</p> <p>Announcements</p> <p>Next Meeting: Tuesday, September 12, 2023, 9:30 am – GraceWay Presbyterian Church, 10200 Morningside Dr, Leesburg, FL 34788</p> <p>Adjournment and Closing Prayer</p>

\* = Order of the Day

## WIFI INFORMATION

Server Name: WSPC-GUEST  
Password: justice3600

## COUNCIL REPORT

June 1, 2023

### RECOMMENDATIONS

1. **Anti-Racism policy.** That the Policy on Anti-Racism submitted by the Anti-Racism Committee be approved by Presbytery. (Attached; will be presented during the ARC report.)
2. **Disposition of Proceeds from Dissolved Congregations policy.** That Presbytery approve this policy. (See attached.)

### ACTIONS

1. **June 1, 2023 Stated Meeting** – Council reviewed items for the upcoming stated meeting:
  - a. Good News First: Camp and Conference Scholarships – Kenne Sparks
  - b. Worship -- Preaching: Rev. Jermaine Ross-Allam, Director of the new Center for Repair of Historical Harms, Presbyterian Mission Agency.
  - c. Offering: Washington Shores Food Pantry (food and money)
  - d. Plenary: Jermaine Ross-Allam
  - e. Guest: Kathy Broyard, FLAPDAN
2. **2024 Per Capita.** Council referred to the Finance Committee the 2024 per capita apportionment for review and recommendation through Council to the September 12 stated meeting.

	2023	2024
• <b>General Assembly</b>	9.85	9.80
• <b>Synod</b>	1.50	1.50
• <b>Presbytery</b>	<u>8.90</u>	<u>          </u>
<b>TOTAL</b>	20.25	

The following recommendation of the Presbytery Finances Task Force was also referred to the Finance Committee: That Council consider a \$5 increase to presbytery's share of the Per Capita in 2024.

3. **Presbytery Finances Task Force recommendations.** In its February meeting, Council created a task force to look into the 2023 Budget and propose ways in which the gap between anticipated income and projected expenditures could be addressed. The Task Force reported recommendations to the April 11 and May 16 Council meetings. The reports of this task force are attached to this report. The following is a list of actions taken by Council on the task force's recommendations:

#### April 11

- a. Council direct Finance Committee to look at the negative balance in the Operation Fund / unrestricted funds and make a recommendation to Council about moving funds (probably from discretionary / unrestricted) to correct.
- b. Council direct Executive Presbyter work with the Finance committee in projecting the income portion of the budget and presenting this information to Presbytery. We feel

this work should be done by Council through the Finance Committee in the future. In preparing the budget, please make note of line items funded through funds other than Operating

- c. When Finance Committee works on budget for 2024, the Committee should work with the Finance Manager to look at other Funds to provide resources where appropriate.
- d. Recommend the Council take the following steps
  - i. Complete a visioning plan for Presbytery. We therefore recommend there be a work group of Council and the EP Transition Team to turn [the entire February 14, 2023 Transition Team report] into a working Strategic Plan including making recommendations about staffing models and, correspondingly, office space needs. The appropriate Council committees could then use the information to take next steps with implementation. Task Force to be named by Ralphetta, Paige, and Bill Kramp. The material in [brackets] is an amendment added later in the meeting.
  - ii. Figure out staff and office-space needs and expectations, THEN re-imagine office to support
  - iii. Use other recommendations and resources to address the current lease
- e. Postponed action until a future meeting: Recommend that when the Presbytery is ready to address the issue of the lease, Council retain Foundry to negotiate with the landlord to determine the best feasible path forward to extricate ourselves from the remaining obligations of the lease (if it is determined that our current space no longer meets our needs).
- f. Council acted as the Board of Directors on this item: Pending review of Presbytery's investment policy and clarity on the fees involved, that Council authorize the Council Chairperson, Finance Chairperson, and Executive Presbyter to open a money market account.

#### May 16

- g. **Disposition of Proceeds from Dissolved Congregations guidelines.** That Council recommend this policy for Presbytery's action. (See Recommendation #2, above.)
  - h. **Per Capita.** That Council consider a \$5 increase in Per Capita in 2024. Referred to Finance Committee. (See #2, above)
  - i. **Stewardship and Generosity Team.** That Council create a Stewardship and Generosity Team, following the guidance in the Task Force's report. That the Stated Clerk develop appropriate manual language defining the Team's responsibilities.
  - j. **Designated Funds.** That Council review the descriptions of current funds with an eye towards consolidation of similar purposed-funds (examples in Task Force's report). Council referred this issue to the Finance Manager, in consultation with the Finance Committee, to clarify the specifications of each fund, and identify any funds which can be consolidated.
4. **Presbytery Transition Team.** The PTT brought items to Council for consultation and action in both the April 11 and May 16 meetings
- April 11 Actions taken:**
- 1. Council voted to approve the Team's recommendation to separate the roles of Executive Presbyter and Stated Clerk.



2. Council voted to empower Office and Personnel Committee to search for a part-time Stated Clerk, to begin 10/1/2023.
3. Council recommended that the Transition Team search for an interim Executive Presbyter

**May 16 actions taken (regarding the EP Ministry Information Form (MIF)):**

- a. **Narrative Questions.** That Council approve the narrative questions prepared by the Team. (Attached to this report.)
  - b. **Competencies.** That Council approve the ten competencies selected by the Team: Hopeful, Spiritual Maturity, Communicator, Change Agent, Contextualization, Willingness to Engage Conflict. Decision Making, Strategy and Vision, Financial manager, Organizational agility
  - c. **Effective Salary range.** That the Transition Team be authorized to use an effective salary range of \$80,000 - \$85,000.
  - d. **Open to a Clergy Couple?** Council indicated that they are not in favor of a clergy couple sharing the position.
  - e. **Language requirement.** Additional language beyond English would be a plus, but not required.
  - f. **References.** Erika Rembert Smith, Randy Simpson, Paige McRight, with Joyce Lieberman as alternate.
  - g. **Moving expenses.** Up to \$8,000.
5. **Strategic Planning Team.** In Action Item 3.d.i, above, Council created a joint team consisting of members of the Presbytery Transition Team and Council. This Team consists of Mike Foley, Cas Waddell, Guy Neff, and Ralphetta Aker McClary (all Council), and Danny Demoraes, Nancy Graham Ogne, and David Larry Kim (All PTT).
  6. **FLAPDAN Covenant.** Council approved an amendment to the covenant between the Florida Presbyterian Disaster Assistance Network (FLAPDAN) and the six Florida presbyteries. The amendment gave fuller details about budgeting, financial reports, and in particular, annual full financial review procedures.

## INFORMATION

1. **226<sup>th</sup> General Assembly (2024).** The 226<sup>th</sup> General Assembly meeting will take place from June 25 through July 4 in Salt Lake City, Utah. CFP is entitled to send two minister commissioners, two ruling elder commissioners, and one Young Adult Advisory Delegate. Nominations will need to secure at least one minister and one ruling elder to serve as alternate commissioners. If you are interested in serving the church in this capacity, please contact the Nominating Committee. The Committee especially needs recommendations from Sessions of ruling elders to consider as commissioners.
2. **GA Stated Clerk resignation.** The Rev. Dr. J. Herbert Nelson, II, has notified the church that he is stepping down as Stated Clerk of the General Assembly of the PC(USA). Nelson informed the Committee on the Office of the General Assembly (COGA) that he would not seek a third term and will resign, effective June 30, 2023. According to the standing rules of

the General Assembly, COGA will secure an acting Stated Clerk to serve until a new Clerk is elected at the General Assembly meeting in Salt Lake City in June 2024.

3. **The PC(USA) will be on PBS!** The PC(USA) partnered with the Viewpoint project — [viewpointproject.com](http://viewpointproject.com) — producer of high-quality social and educational documentaries for public television with the mission of positively impacting our communities and the world to produce and share a short video documentary. Our educational segment focuses on the denomination's Matthew 25 commitment to creating healthy, just communities and a radically inclusive world. In May, households across the U.S. can view this segment via their local public broadcasting station. Your local PBS station will have the opportunity to show this documentary between broadcasts. A shorter version of the segment will also air across a myriad of cable networks like CNN and HLN.



## REFERRALS FROM APRIL/MAY COUNCIL MEETINGS

### FINANCE COMMITTEE – BUDGET CONCERNS

1. Look at the negative balance in the Operation Fund/unrestricted funds and make a recommendation to Council about moving funds (probably from discretionary unrestricted) to correct.
2. Executive Presbyter: work with the Finance committee in projecting the income portion of the budget and presenting this information to Presbytery. In preparing the budget, please make note of line items funded through funds other than Operating
3. When Finance Committee works on budget for 2024, the Committee should work with the Finance Manager to look at other Funds to provide resources where appropriate.
4. Per capita apportionment: recommend to August Council meeting CFP per capita for 2024. Presbytery Finances Task Force recommends a \$5.00 increase.

### COUNCIL

1. **Visioning Plan.** Work group of Council and the EP Transition Team to turn the entire February 14, 2023 Transition Team report into a working Strategic Plan including making recommendations about staffing models and, correspondingly, office space needs. The appropriate Council committees could then use the information to take next steps with implementation.
  - a. Figure out staff and office-space needs and expectations, THEN re-imagine office to support
  - b. Use other recommendations and resources to address the current lease
2. **Office Lease.** *[Postponed action until a future meeting]* Recommend that when the Presbytery is ready to address the issue of the lease, Council retain Foundry Commercial to negotiate with the landlord to determine the best feasible path forward to extricate ourselves from the remaining obligations of the lease (if it is determined that our current space no longer meets our needs).
3. **Stewardship and Generosity Team.** That Council create a Stewardship and Generosity Team, following the guidance in the Task Force's report. That the Stated Clerk develop appropriate manual language defining the Team's responsibilities.
4. **Designated Funds.** That Council review the descriptions of current funds with an eye towards consolidation of similar purposed-funds (examples in Task Force's report). Council referred this issue to the Finance Manager, in consultation with the Finance Committee, to clarify the specifications of each fund, and identify any funds which can be consolidated.

### COUNCIL CHAIR, MODERATOR, FINANCE CHAIR, AND EP/SC

1. **Money Market Account.** Pending review of Presbytery's investment policy and clarity on the fees involved, that Council authorize the Council Chairperson, Finance Chairperson, and Executive Presbyter to open a money market account.

### PRESBYTERY TRANSITION TRANSITION TEAM

1. Council approved the Team's recommendation to separate the roles of EP and SC.

2. Council recommended that the Transition Team search for an interim Executive Presbyter

**OFFICE AND PERSONNEL**

1. **Stated Clerk.** Council voted to empower Office and Personnel Committee to search for a part-time Stated Clerk, to begin 10/1/2023.
2. **Position Description.** That O&P develop a position description for a part-time stated clerk. (Implied by #1).

## CENTRAL FLORIDA PRESBYTERY POLICY ON ANTI-RACISM

### RECOMMENDED

#### Biblical Background

Scripture in many places calls on the people of God to be a blessing to all peoples, to be reconciled and reconcilers. *Believing that we have been created in God's Image, we commit to the reconciling work necessary until all peoples find themselves integrated into the whole of society and treated with dignity and righteous justice.* The texts below are two that undergird this anti-racism policy:

*Galatians 3:26-28 – So in Christ Jesus you are all children of God through faith, for all of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.*

*Ephesians 2:14-16 - For he himself is our peace, who has made the two groups one and has destroyed the barrier, the dividing wall of hostility, by setting aside in his flesh the law with its commands and regulations. His purpose was to create in himself one new humanity out of the two, thus making peace, and in one body to reconcile both of them to God through the cross, by which he put to death their hostility.*

We, a diverse and complex community of believers, set forth and commit to operate under this policy. We will undertake this discipline individually and collectively as a church.

1. PRAY with an open mind and heart, and respond to God's leading.
2. LEARN:
  - to share the history, dynamics, and consequences of racism as power;
  - to listen empathetically to the hurts and hopes of people of color;
  - to listen to and hear the lived realities and stories of people of color without blaming, deflecting, or changing the subject.
  - to recognize the ways historic acts and attitudes of oppression continue to affect our view of society, culture, and racial tensions
  - to respect, with humility, marginalized people, including when or how they peacefully protest their mistreatment;
  - to recognize implicit bias (attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner) and the resulting habit of ingrained prejudice;
  - to avoid racially charged words and dehumanizing phrases.
  - study with others the Central Florida Presbytery's Statement on Racial Injustice
3. REPENT and ATONE:
  1. for personal acts of racism or colorism, acknowledging that we can veil racist or prejudiced thoughts and behaviors, even from ourselves
  2. for our failure to hear the cries of our marginalized kindred;
  3. for power imbalances and undercurrents of racism that limits access to leadership and control of faith institutions;

4. for valuing law and order and property above the lives of people of color;
5. for being silent in the face of racial injustice.

#### 4. AFFIRM:

- inclusion in leadership in the Central Florida Presbytery and Presbyterian Church (U.S.A.), while acknowledging that more work is necessary;
- that we sin before God and against humanity when we refer to any person as “other” or as “them”;
- our accountability to all people, regardless of color;
- the need to reform racialized aspects of our criminal justice system;
- the importance and value of a truth and reconciliation process for our faith traditions and nation;
- that faithfulness demands working for restitution and restorative justice from our faith institutions and our nation for Black, Indigenous, and other People Of Color (BIPOC)<sup>1</sup> communities because, “Repairing what’s broken is a distinctly biblical concept, which is why as people of faith we should be leading the way into redemption, restoration, and reconciliation.”<sup>2</sup>

#### 5. ACT:

- by practicing Christ’s love and acceptance of all people and all faiths by leading with love because we can never expect others to believe what we believe if we do not extend love to everyone.
- by bringing our prophetic voices into the public arena;
- by leading our congregations to recognize and confront racism;
- by calling for appropriate discipline, up to and including prosecution and/or termination of employment, of law enforcement officers who commit racist or brutal acts;
- by working to transform our system of policing, criminal justice, immigration, and mass incarceration systems that are decimating BIPOC communities;
- by working to eliminate inequities inflicted on non-white communities from health care to employment, from education to wealth, from the criminal justice system to housing;
- by taking responsibility for our part in the struggle for racial justice in all arenas of life;
- by making amends for our silence by speaking truth with humility and listening with deeper conviction to those we have offended.

#### **As a Presbytery, we shall:**

- provide opportunities for all members of the presbytery and our congregations to participate in educational events that promote understanding and discussion about racism and our racial history;
- encourage all committees, ministries, members and congregations to engage in efforts to end racial injustice by promoting equal access to leadership opportunities including a place and voice at the table with the Nominating Committee and the Committee on Representation taking the lead here.
- require Ministers of Word and Sacrament, Certified Christian Educators, Commissioned Pastors and presbytery staff to engage in anti-racism training on an ongoing basis; (triennially). Council, the Committee on Ministry and the Leadership Development Committee will take the lead to plan and offer this training. <sup>3</sup>

<sup>1</sup> Language changes over time and this reference is to all non-white people in our society including persons of Asian, Latin and other racial ethnic descent.

<sup>2</sup> LaTasha Morrison, *Be the Bridge: Pursuing God's Heart for Racial Reconciliation*. 2019, WaterBrook, Crown Publishing Group. p.154

<sup>3</sup> Recommendation to Council: Approve the Spring Stated Presbytery Meeting be changed to include an in-service training event for the Ministers of Word and Sacrament, Certified Christian Educators, Commissioned Pastors and presbytery staff in the morning. (thus, making it an all-day meeting)  
Rationale: this would allow trainings such as anti-racism and boundaries to be elevated in importance and a date each year for planning purposes.

- urge the leadership, staff and members of the presbytery's congregations to participate in the same recurring anti-racism training events;
  - provide resources/ training videos on the presbytery website for congregations to use for additional
- encourage Administrative Commissions and councils to consider designating a portion of the proceeds from any sales of property to further anti-racism work, such as:
  - support BIPOC ministries and congregations
  - establish and fund scholarships for BIPOC members of the presbytery's faith communities, leaders and youth to include camps, conferences, college, seminary, continuing education or training opportunities
- recommend that all individuals at every stage and age learn about racism in age-appropriate ways;
  - provide an anti-racism page on the website where individuals can find resources and training opportunities.
- promote storytelling events and intercultural experiences that help us understand our collective narrative as people of faith and the ways we are transformed by the Gospel and by intentional conversations with our racially diverse siblings;
  - capture stories from the storytelling events on video and/or other media to allow as many people as possible to have access to these. <sup>4</sup>
  - Send a copy of any videos/ media to the Presbyterian Historical Society for an even greater reach
- communicate the presbytery's awakened convictions, repentance, and commitment to a new awareness, utilizing:
  - Presbytery Newsletters
  - Presbytery Meetings
  - Social Media
  - Website
  - Podcast
- commit to be active and to publicly proclaim our new understandings as we express our faith through civic engagement.<sup>5</sup>
  - sponsor events for the purpose of educating and informing the general public, such as: Forums/ Debates/ Critical Conversations/Activists/ Movie Screenings;
  - promote the diverse leadership of the Presbyterian Church in a way that highlights the greater efforts of the denomination;
  - support efforts to eradicate cash bail (the Bail Project);
  - write guest columns in the newspaper or blogs;
  - use our Podcast as a platform
  - At least annually, acknowledge and state the original land use at a presbytery meeting as was recommended by the 223<sup>rd</sup> General Assembly (2018) of the PC(USA)<sup>6</sup> regarding the Doctrine of Discovery to all mid-councils.<sup>6</sup>

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<sup>4</sup> The budget implications for this are unknown at this time. Scott Prewitt and people at Full Sail can help us discover the costs involved.

<sup>5</sup> Historically this has included works for the abolitions of slavery, marches for civil rights, non-violent protest, sit-ins, communicating with elected officials, etc.

<sup>6</sup> Doctrine of Discovery: A Review of Its Origins and Implications for Congregations in the PC(USA) and Support for Native American Sovereignty  
[https://facing-racism.pcusa.org/site\\_media/media/uploads/facing\\_racism/doctrine-of-discovery-report-to-the-223rd-ga-2018-finalized-copy\\_as-approved.pdf](https://facing-racism.pcusa.org/site_media/media/uploads/facing_racism/doctrine-of-discovery-report-to-the-223rd-ga-2018-finalized-copy_as-approved.pdf)

**As a Presbytery, we adopt the following procedure for filing allegations and complaints of policy violations:**

Preventing discrimination, harassment and retaliation based on race is everyone's responsibility. Central Florida Presbytery and the sessions of local congregations cannot prevent or remedy discrimination, harassment, and retaliation based on race unless they know about them. This policy applies to allegations and complaints arising at the presbytery level that may occur at events such as: presbytery meetings, committee meetings, council, presbytery sponsored training even, Presbyterian Youth Council (PYC), Camps, etc.

An allegation is a written description of behavior of an individual that is suspected to be a violation of the Constitution of the Presbyterian Church (USA). A complaint is a written description of behavior of a council, or entity of a council that is suspected to violate the same standards through action in error or failure to act.

- **Reporting an Allegation– against an individual**
  - All allegations shall be submitted to the Stated Clerk, following the guidelines in D-10.0101.
  - Although individuals are encouraged first to choose have conversation with the person who has offended about what was offensive and resolve the matter; however a written summary of the incident is required to begin the formal disciplinary process.
  - Allegations should be reported in as timely of a manner as possible.
- Upon receipt of a written allegation, the Stated Clerk shall determine whether the allegation involves a member of presbytery.
  - If it involves a member of presbytery, the Stated Clerk shall follow the procedures for the initiation of an investigation for disciplinary process in D-10.0103.
  - If the complaint involves a member of a congregation, it shall be referred to the congregation's session.
- **Reporting a Complaint – against the presbytery** (committee, entity, or the presbytery itself).
  - Complaints alleging an irregularity or delinquency shall be handled as follows.
  - If the alleged irregularity or delinquency occurred during a meeting or event overseen by a committee or entity of the presbytery, the Stated Clerk shall forward the complaint to the presbytery's Permanent Judicial Commission, which shall handle it in accordance with D-6.000 and D-7.000 of the Rules of Discipline.
  - If the alleged irregularity or delinquency was committed by the presbytery itself, the complaint shall be sent to the Stated Clerk of the Synod of South Atlantic.

## **CENTRAL FLORIDA PRESBYTERY POLICY FOR THE DISTRIBUTION OF PROCEEDS FROM DISSOLVED CONGREGATIONS**

### **I. INTRODUCTION**

- a. Central Florida Presbytery and its member congregations are facing increased challenges of membership decline, financial stagnation and cultural and communal disengagement in church life. These pressures have resulted in churches closing and that trend is likely to continue. The presbytery supports congregations through redevelopment efforts, but for some, the challenges are insurmountable. When a congregation reaches the end of its life and is dissolved by the Presbytery, the Presbytery becomes the responsible steward of its remaining assets. We can show deep appreciation for decades of faithful ministries of these congregations by providing a way to use the remaining assets to support the mission of the church universal. Central Florida Presbytery therefore sees benefit in having a policy and process to redirect resources from dissolved congregations as a legacy to support existing church redevelopment and other ministry revitalizing initiatives.

### **II. PURPOSE**

- a. The goal of this policy is to provide guidance for the receipt, management and use of funds which come from closing and departing congregations and ministries of the Central Florida Presbytery.

### **III. FUNDS FROM CLOSED OR MERGED CONGREGATIONS**

- a. Closed or Closing congregations
  - i. The Presbytery or Administrative Commission, in considering allocation of the proceeds of the sale of property of a dissolved church, should be guided by the following allocation recommendations:
    - 1. 20% to entities or ministries previously supported by the congregation, with review and consent of Presbytery Council. Deference shall be given to the wishes of the congregation.
    - 2. 40% to church redevelopment /revitalization funds
    - 3. 10% to Presbytery operating funds. This connectional tithe supports the ongoing work of the Presbytery and compensates for the effort of staff and others to coordinate work with the closing congregation, and to make up for the loss of per capita.
    - 4. 10% to be used at the direction of the Anti-Racism Committee
    - 5. 20% to Presbytery discretionary funds and/or reserves as determined by Council.
- b. The property of merged congregations, including any sold assets, is often passed by the Presbytery to the new or surviving session, as the merged congregation is organized. Nonetheless, the merged congregations are encouraged to contribute 10% of the proceeds of any sold property to the Presbytery, in addition to



reimbursement to the Presbytery for expenses incurred as the congregation is moved towards dissolution and merger.

#### IV. PRESBYTERY AUTHORITY OVER FUNDS

- a. Once a determination has been made by the Presbytery or an Administrative Commission appointed by the Presbytery to close a congregation, following the guidelines of G-3.0303b, its real property should be transferred, by special warranty deed, to the Presbytery. The Administrative Commission, or if it has concluded its work, Presbytery Council and Board of Directors will manage the property and determine the disposition of assets according to approvals given (see subsection (b) below). The Presbytery ultimately bears the sole responsibility for determining the mission priorities of the Presbytery.
- b. At the time of the dissolution, or as later provided by the Administrative Commission, the Council will receive the report of the Administrative Commission as to the allocation of the proceeds. Depending on the powers originally granted by the Presbytery to the Administrative Commission, Council shall forward the report of the AC of actions taken or shall make recommendations to the Presbytery on the distribution of funds. In either case, Presbytery retains the authority to modify the decisions or recommendation of the Administrative Commission (see “d,” below). No disbursement recommended in the report of an Administrative Commission shall be made until the report is approved by Council or Presbytery.
- c. At the point where Presbytery votes on a recommendation of an Administrative Commission or receives its final report without making any changes, the Administrative Commission is discharged from its responsibilities and the Presbytery becomes the authorizing body for any future decisions regarding the allocation or re-allocation of funds.
- d. Presbytery will make every effort to honor the original intent over allocation of funds, but they may reallocate funds upon submission of the report by the Administrative Commission, or at any future date, in accordance with Presbytery vision, strategy and mission. These decisions will be made by a vote of Presbytery.

## Presbytery Finances Task Force April Report

In February, the council appointed a task force selected by the Moderator and Exec. Presbyter with the goal to investigate the causes of the significant financial losses the presbytery that the Presbytery could operate on balanced budget. The scope of the work given to the task force was very large, and we have not been able to complete all tasks assigned to us.

The Financial Task Force, in discussing the various aspects of the work charged to the group, feels strongly that many of the questions we were asked to address would benefit from a strong vision for CFP. The current vision plan was created in 2018 and does not take into account the effects of COVID on the way we operate. The EP Transition Team has done a great job of collecting information that could inform a vision, but there is work still to be done to turn this into clear recommendations.

We therefore **recommend** there be a work group of Council and the EP Transition Team to turn the SWOT study into a working Strategic Plan including making recommendations about staffing models and, correspondingly, office space needs. The appropriate Council committees could then use the information to take next steps with implementation.

The Financial Task Force would like to take the next month to put more work into generating a full report related to Funding Strategy (per capita), Investment strategy (using fund assets to use in budget and generate interest income), and resources to jump-start the Stewardship committee.

### Additional Actions Recommended

#### Funds of the Presbytery

As of 12/31/22, the Presbytery had unrestricted funds in the amount of \$652,528.90. With a projected deficit budget in 2023 of \$366,890, this would leave the unrestricted funds amount at \$285,638.90, which would not be enough to fund another full year at that level of deficit budgeting. The Task Force will have a full report of Funding Strategies at the May Council meeting, but in the meantime, we recommend that Council take the following actions:

- Council direct Finance Committee to look at the negative balance in the Operation Fund / unrestricted funds and make a recommendation to Council about moving funds (probably from discretionary / unrestricted) to correct.
- Council direct Executive Presbyter work with the Finance committee in projecting the income portion of the budget and presenting this information to Presbytery. We feel this work should be done by Council through the Finance Committee in the future.
  - In preparing the budget, please make note of line items funded through funds other than Operating
- When Finance Committee works on budget for 2024, the Committee should work with the Financial Manager to look at other Funds to provide resources where appropriate.

### Policy for the Distribution of Proceeds from Dissolved Congregations

1. We have a draft of a policy for this and will submit to council at the May meeting.
2. Open a money market fund to allow proceeds to gain interest while final details of disbursements are worked out
3. Council needs to appoint a team to work with ACs to get documents done which will allow churches to apply for grants from funds that have been created by recent church closings, thus making the grant applications consistent. (there is a draft of grant application requirements for a new "Legacy Fund" being established by the St Marks Administrative Commission, which could be easily adapted for this purpose as well.)

### Office Report

- **Recommend** the Council take the following steps

- Complete a visioning plan for Presbytery
- Figure out staff and office-space needs and expectations, THEN re-imagine office to support
- Use other recommendations and resources to address the current lease
- **Recommend** that when the Presbytery is ready to address the issue of the lease, Council retain Foundry to negotiate with the landlord to determine the best feasible path forward to extricate ourselves from the remaining obligations of the lease (if it is determined that our current space no longer meets our needs).
- There are no recommendations from the FTF about the Resource Center at this time – if the lease cannot be addressed, it is a moot point. The task of creating a vision for the Presbytery should include the question of whether the Resource Center is kept as-is, kept but moved to a separate location other than the Presbytery office, kept and re-imagined, or eliminated.

### Staffing Report

- **Recommend** the Council take the following steps
- Complete a visioning plan for Presbytery
- Figure out staff structure and task Office and Personnel Committee to create new job descriptions for these positions

### Full Office Report

#### From Charge:

Narrowing our financial deficit by reducing our expenditures over time to preserve our asset base. The plan to reduce the deficit will be based on information gained from the research done by the Transition Team and from further analysis as needed including the following:

- Analyzing the expenditures of the presbytery, included but not limited to:
  - Assessing whether any current programs ought to be discontinued or not otherwise funded.
- Determine whether the Presbytery should remain in its current office location or seek alternatives.
  - Contact the landlord and see if the current lease can be modified to a lesser cost. (Consider using Foundry Commercial or a tenant representative to assist in this process.)
  - Seek alternatives to the current lease, including but not limited to a smaller leased office; space used in one of presbytery's churches, staff working remotely, or a combination of these.
- Determine, in consultation with the Associate Executive Presbyter regarding use of resources, the future of the Resource Center, including but not limited to:
  - Eliminating the Resource Center and finding "homes" for the resources.
  - If a new location is sought, determining how to best house the resource center: in the new location, in a space provided by one of presbytery's churches, etc.

**Current Lease**

Costs include rent and CAM, which is a fee for the common area. It is a monthly fee with a year-end adjustment. This fee is divided among the tenants, but with less tenants, the cost goes up. The current lease does not have a mechanism for ending early, even with notice.

Lease Period	Dates	SF Rate	Monthly Rent	Annual Rent	Mthly CAM	Yr End Adj
Months 1-12	02/21-01/22	\$ 20.50	\$ 5,068.63	60,823.56	\$ 86.79	\$ 2,758.26
Months 13-24	02/22-01/23	\$ 21.12	\$ 5,220.69	62,648.28	\$ 164.35	
Months 25-36	02/23-01/24	\$ 21.75	\$ 5,377.31	64,527.72	\$ 317.94	
Months 37-48	02/24-01/25	\$ 22.40	\$ 5,538.63	66,463.56		
Months 49-60	02/25-01/26	\$ 23.07	\$ 5,704.79	68,457.48		
Months 61-72	02/26-01/27	\$ 23.77	\$ 5,875.93	70,511.16		
Months 73-84	02/27-01/28	\$ 24.48	\$ 6,052.21	72,626.52		
Months 85-87		\$ 25.21	\$ 6,233.78			

Talking with Foundry about the lease, they offered the following options:

- Talk with the landlords about negotiating a buyout (this could cost up to 80% of the amount owed on the rest of the lease).
- Sub-lease the property (this is allowed in the lease, subject to the approval of the landlord) – Foundry believes the area is marketable, and this may be possible if we can find the right tenant. Usual in a sublease to get up to 75% of the rent we would have to pay. We are still on the hook for the balance of the lease payments if the sub-tenant defaults

There is also the idea of asking the landlord about moving to smaller / more affordable space in the same complex (this was discussed at a previous meeting and is still an option to keep on the table)

Foundry would be willing to work with us to represent us, help this process. They would get a commission for finding a sub-lease tenant. They do have a good relationship with the landlord and could work well with them to help us.

**We do recommend that when the Presbytery is ready to address the issue of the lease, Council retain Foundry to negotiate with the landlord to determine the best feasible path forward to extricate ourselves from the remaining obligations of the lease.**

## Final Report of the Financial Task Force – May Council Meeting

### Disposition of Proceeds Document

The Task Force has finished preparing a Policy for the Distribution of Proceeds from Dissolved Congregations. We recommend its approval. This document will be a guide to Administrative Commissions working with churches where there is uncertainty about what to do with proceeds from the sale of church property. It also establishes clearly that funds earmarked through the Dissolution process are under the authority of the Presbytery, and designations on uses of those funds may be changed in accordance with the vision, strategy, and mission of the Presbytery. We **recommend** approval of the policy.

### Funding Strategy

The Task Force has been able to speak with representatives from several Presbyteries. While not every presbytery funds their work exactly the same way, there is generally a mixture of per capita, direct support, endowment funds, and occasional appeals or initiatives that fund the operation. We have these things in combination as well. The notable difference in funding styles is that some Presbyteries contacted collect Per Capita to support GA and Synod only, and make all Presbytery support independent of the Per Capita label. Results of transitioning to this in those Presbyteries saw some churches give support who had not previously given to Presbytery under a Per Capita system, but as these transitions took place pre-pandemic and giving went down during the pandemic, it was difficult with the information at hand to determine whether this strategy would be of any benefit to CFP.

Our combination of Per Capita, Shared Support, Investments, and recommending support of Presbytery in the policy on Distribution of Proceeds from Dissolved Congregations gives us multiple ways of financing Presbytery. However, the large deficit budgets and limited unrestricted funds of Presbytery make it challenging to plan to meet the future needs of Presbytery without making decisions such as running down reserves, re-allocating designated funds, or becoming dependent on a church closing every year in order to prop up the finances. As none of these are sustainable in the long-term, the Task Force does **recommend** that Council consider a \$5 increase in Per Capita in 2024. This is a large jump, but we believe it is necessary in order to bring the percentage of expenses covered by per capita to a healthier place and reduce the amount of the deficit. We recognize that the work being done in visioning may result in recommendations regarding staffing and office space that may reduce expenses in the future, but we believe that increasing income through Per Capita will still be vital to the ongoing Financial health of the Presbytery.

### Stewardship and Generosity Team

The Financial Task Force recognizes that simply increasing Per Capita will not solve the deficit budget problem. Without being in conversation with churches as to their ability and willingness to support Presbytery and their own needs, simply increasing the Presbytery portion of Per Capita will not be successful. The rejuvenation of the Stewardship Committee, which was folded into the Finance Committee, is an essential step in helping churches with their own financial security as well as soliciting Presbytery support. The Task Force was initially tasked with recommending names of people who could serve on such a team. We have done this and also sought to create documents that could help “jump-start” the work of the team. Below is a Stewardship Report with goals and tasks for the Stewardship and Generosity Team. There are

additional resource documents we will happily hand over once the Team is formed but are not needed for the Council meeting.

Specifically, we recommend the following individuals be considered to be asked to serve:

- Jeff Sumner
- Jeff Wood (now on Finance?)
- Tim Womack is willing to serve once COM term is done
- Jeff Sooknarine (Hope PC, Lake Nona)
- Ask Jeff Hosmer from North Lake if there is a good ruling elder from his church

We also recommend the following questions be asked to find others to serve:

- Are there churches that have highly effective stewardship and/or capital campaign programs that we could tap for expertise
- What churches are being generous in giving to Presbytery – get people from there to serve:
  - Celebration, Community
  - Cocoa Beach, Riverside
  - First, Deland
  - Kissimme, First
  - Lake Nona, Hope
  - Oakland, Oakland
  - Orlando, Grace Covenant
  - Vero, First
  - Winter Garden, Korean
- Who has asset management experience?
- Who has excellent communication developers?

### List of Designated Funds

One of the resources we wanted to create was a list of Designated Funds and their use. This includes grants that are available to churches and individuals, in order to share how Presbytery can be of service to the churches, and also to explain how we could hold so many assets yet be in need of greater support. It can also be a resource for the Financial Committee to consider making recommendations regarding re-allocation of funds if needed for the support of the vision, strategy, and mission of the Presbytery in budgeting for future years.

As this effort was concluded, the Financial Task Force felt it would be wise to **recommend** Council review the descriptions of current funds with an eye towards consolidation of similar purposed-funds. We have the ability to see “sub-funds” under a broader Fund heading, and grouping similar funds would simplify the Funds Reports and make it easier for churches and individuals to have a more accurate understanding of the resources of the Presbytery. Specific ideas / examples are below – they are simply ideas on groupings, not a recommendation of how to do so – note that some funds appear in more than one idea.

- There are multiple funds that support New Church Development and could be consolidated into one Fund (Outreach, Church builder, Riverside, United, Rosalie Potter, Campaign Fund)

- Consolidating or reorganizing Funds designated through actions of Administrative Commissions or Presbytery at the time of a disillusion of a church. These are capable of being re-allocated by vote of Presbytery, and some may serve a clearer purpose by organizing such funds under one heading. (If this is done, this fund could be called the “Legacy Fund” and could include Orlando, Titusville, St. Mark’s, Palmdale, John Calvin, and RIverside funds among others).
- Consolidate Funds that support grant and scholarship programs into one place (i.e. Orlando Pres funds that are used for Micro-grants, St Marks Legacy Funds, Palmdale funds, Scholarship Fund for Church Vocations, Genevive Lange monies that the Presbytery holds)
- Group Funds according to guidelines on the use of interest and/or growth – Many of the sub-funds in the Endowment Fund are designated for use in NCD yet allow for the interest earned to support the Operating Budget (Riverside, United, Rosalie Potter, Campaign), while other funds have rules about re-investing interest and gains into the fund itself (Genevive Lange). Keeping funds with similar rules in the same place is helpful.
- Be thoughtful about the names of the Funds – Endowment Fund is a misnomer in that most of the funds are not actually endowments.



### Stewardship Report

**Purpose** – to staff, develop, and implement the Stewardship / Generosity team of CFP

**In such a way** that all congregations respond through participating, at a minimum towards both per capita and mutual mission giving

**So that** the annual stewardship percentage goals of the mission of CFP can be achieved and realized

*Henri Nouwen (paraphrase): “Fundraising is first and foremost a form of ministry. It is a way of announcing our vision and inviting other people into our mission. It is proclaiming what we believe in such a way that we offer other people an opportunity to participate with us in the broader vision ... Fundraising is **not** a response to crisis”.*

#### WWAT (Where we are today)

CFP has a non-functioning Stewardship / Generosity Team and there is no clear communication (*ask*) with our congregations, Sessions, and clergy.

2022 giving data:

11 of 62 (17.7%) churches made a shared mission commitment for 2022

24 of 62 churches (54.8%) gave money in Shared Mission totaling \$308,134.87

Per Capita Given	Number and % of Churches	Gave Shared Mission?
0 given	5 of 62 (8%)	None
1% to 49% given	4 of 62 (6.5%)	2 churches gave
50% to 89%	3 of 62 (4.8%)	None
90% or more	50 of 62 (80.6%)	32 churches gave

#### WWWTB (Where we want to be)

To have a highly functioning Stewardship / Generosity Team that communicates with a clear and focused message in regards to CFP’s mission and presents the obligations of each “particular” congregation to be participatory regarding Stewardship / Generosity, thus realizing increased revenue. To also be equipping congregations in creating effective Stewardship campaigns and Capital campaigns as they have need, and through sharing information about Presbytery programs and grants that support congregational work.

#### Keep in Mind

- Better Relationships = Better Results: If churches don’t feel connected to Presbytery or a part of the team, they won’t value supporting it. This team is asked to bring ideas to Council about opportunities to build better relationships with our churches. This would include whenever they hear back from churches about why they feel disconnected, and/or to forward information when they are given inspired ideas.
- Churches can’t give what they don’t have: The Stewardship Team needs to make sure their work and scope is not just meeting the Presbytery’s needs, but those of the churches as well. The Stewardship Team should seek to help churches with their Stewardship programs and be knowledgeable enough to connect them to other revitalization and grant

programs of the Presbytery. As our churches are strengthened, they can better support the Presbytery.

- Long-range goals, visioning, etc. of the Presbytery needs to have a component that says what percentage of the budget is being raised in the churches – if the Stewardship / Generosity Team doesn’t know what the goal is, how can they aim for it?
- Don’t have negative self-value. We need to have an understanding and pride in the value we have to offer and make sure the congregations know about it. Make sure everyone knows we are a connectional church and supporting churches through supporting the staff, who encourage and work with pastors and sessions. We are supporting new church developments.
- There needs to be a clear “ask” – right now churches and pastors are not being asked to give, but crafting a blanket “please support Presbytery” will not accomplish as much as a targeted, clear request made to a church. Communicate the amount of per capita being assessed in the coming year. Ask for a specific amount or percentage of the church budget to be given to Mission Support.
- Get personal – letters are okay, but it is more effective to get in front of pastors, clerks of session and sessions to make our case. Someone can put down a letter without reading it through – it’s harder to ignore someone talking to you.
- Other potential ideas to explore:
  - Capital initiatives are something that churches do – often, there is a mission component to those campaigns. Presbytery could talk to churches that are going to do a campaign and maybe ask if Presbytery could be a 2% beneficiary of that campaign. (doesn’t Presbytery co-sign the loan?)
  - Can we encourage pastors to contribute to Presbytery as the worshipping body to which we belong?
  - Building church regional support – There are only 3 churches in Indian River County to help where there are struggles. First Vero supported Westminster with up to \$100k over 5 years to help them call a full-time pastor when their budget would not support that commitment on their own. Are there more opportunities for regional support groups?

#### QUICK HIT TASKS:

Task Name	Deadline	Person Responsible	Notes
Identification of agreed upon stewardship goals (i.e. percentage goal for	Summer 2023	Council	Determining the current and/or proposed funding strategy (per capita, unified mission, invested funds), including:

congregational giving) for 2024			<ul style="list-style-type: none"> <li>Developing challenge goals for Sessions for per capita and unified mission support.</li> </ul>
Establishment of a Highly functioning Stewardship/Generosity Team	Summer 2023	CPF Staff and Council	<p>Identify persons in the presbytery skilled in stewardship management including pastors and other leaders whose churches consistently succeed in promoting stewardship and persons skilled in asset management to develop an aggressive communications plan to engender an increasing sense of ownership of all our churches and ministries in the growth of CFP.</p> <ul style="list-style-type: none"> <li>Jeff Sumner</li> <li>Jeff Wood (now on Finance?)</li> <li>Tim Womack is willing to serve once COM term is done</li> <li>Jeff Sooknarine (Hope PC, Lake Nona)</li> <li>Ask Jeff Hosmer from North Lake if there is a good ruling elder to put in this group</li> <li>Are there churches that have highly effective stewardship and/or capital campaign programs that we could tap for expertise</li> <li>What churches are being generous in giving to Presbytery – get people from there to serve: <ul style="list-style-type: none"> <li>Celebration, Community</li> <li>Cocoa Beach, Riverside</li> <li>First, Deland</li> <li>Kissimme, First</li> <li>Lake Nona, Hope</li> <li>Oakland, Oakland</li> <li>Orlando, Grace Covenant</li> <li>Vero, First</li> <li>Winter Garden, Korean</li> </ul> </li> <li>Who has asset management experience?</li> <li>Who has excellent communication developers?</li> <li></li> </ul>

Establish a clear and succinct message as to both the resources and needs of CFP (an elevator talk)	Summer 2023	CPC Finance Committee	<ul style="list-style-type: none"> <li>• The funds snapshot</li> <li>• The Per Capita Funding information to show how Per Capita doesn't even cover a quarter of our expenses</li> <li>• The grants information that show ways the Presbytery is able to support churches</li> <li>• The explanation of Per Capita and Shared Mission Support</li> <li>• Clarity as to restricted funds and what annual CPF can access</li> <li>• ? – Other revelations</li> </ul>
Reach out and Listen to Target Groups		Stewardship/ Generosity Team	<ul style="list-style-type: none"> <li>• Ask leaders of congregations who currently support the Presbytery through Per Capita and Shared Mission Giving to share what they value in the presbytery and the reasons that financial support from their congregation has value to them <ul style="list-style-type: none"> <li>◦ Celebration, Community</li> <li>◦ Cocoa Beach, Riverside</li> <li>◦ First, Deland</li> <li>◦ Kissimme, First</li> <li>◦ Lake Nona, Hope</li> <li>◦ Oakland, Oakland</li> <li>◦ Orlando, Grace Covenant</li> <li>◦ Vero, First</li> <li>◦ Winter Garden, Korean</li> </ul> </li> <li>• Talk with leaders of churches who we know are connected to and support the work of Presbytery but whose churches do not financially support it to ask what stands in the way of the church doing so.</li> <li>• Speak with leaders of churches who feel ambivalent or disapprove of Presbytery and are willing to be honest as to the reasons why they may not encourage their church to support it.</li> <li>• Speak with leaders of churches who do not support Presbytery with any per capita giving and find out why that is <ul style="list-style-type: none"> <li>◦ Clermont, South Lake (Struggling?)</li> <li>◦ Daytona Beach, Riverside United</li> <li>◦ Fruitland Park, New Life (struggling?)</li> <li>◦ Oviedo, Tuskawilla</li> </ul> </li> </ul>

Establish Revenue growth goals		Stewardship/ Generosity Team	<ul style="list-style-type: none"> <li>Creating a plan with specific goals to increase giving by increasing the Per Capita and Outreach to the congregations not fully support CFP.</li> <li>Idea from Council: The plan should focus on the mission that “CFP’s role is to be in partnership with churches for <i>mutual</i> support.” It will include a deepening focus on the challenges God has laid on CFP to maximize the stewardship of resources with which our judicatory has been blessed.</li> </ul>
Establish a <i>clergy</i> “Zoom” meeting identified CFP’s Stewardship/ Generosity Strategy	August/ September 2023	Stewardship/ Generosity Team CFP Staff	
Request to be on the docket of each “particular” church’s Session Meeting prior to the establishment of their annual budget (August/ September).	August/ September 2023	Stewardship/ Generosity Team	<ul style="list-style-type: none"> <li>Be ready to share information from “elevator talk” as well as grant programs / resources for churches</li> <li>Be ready with an “ask” for that congregation based on past giving and funding goals</li> </ul>
Receive "Estimates of Giving" Responses	November 2023	Stewardship/ Generosity Team	
Follow-up response and Thanks You's	December 2023	Stewardship/ Generosity Team	

**LONGER TERM:**

Task Name	Deadline	Person Responsible	Notes
Identify Regional Stewardship/ Generosity Testimonies			
Establish Annual Stewardship Campaign Strategies for Congregations (Annual Workshop - In-Person and Zoom)			
Develop training for COM members to do during triennial visits			

Suggest Shared Capital Campaign Initiatives			
Provide "particular" church support and leadership			
Own an "Ask and You Shall Receive" mentality			

**DESIGNATED FUNDS IN CFP**  
**As of March 31, 2023**

Significant funds have come into Central Florida Presbytery over the past 20 years, with most of those funds since 2009. Though some of the funds are as a result of bequests to the Presbytery, a majority of those funds are as a result of the sale of church property when congregations have been dissolved.

The administrative commissions that have been established by the Presbytery to oversee the use and distribution of the net proceeds from the sale of the church assets, have designated much of the funds to be used, in general, to provide funds for new church development (NCD) and assist churches with property related needs.

As a result, there are numerous funds available in Central Florida Presbytery from which grants are available to both congregations and individuals. Most of the grant programs fall within the responsibility of a specific committee to oversee. Further, it would appear some of the grant programs are well known to our churches and individuals, whereas others are not. Here are some of the major funds and the status based upon the information we have been able to gather. The amount of funds available are an approximate amount as of March 31, 2023.

One final point: Decisions will need to be made as to how to utilize the earnings from these funds. Based on what you see in this report, there is not a consistent policy. For example, \$3 million that was sitting in the checking account has just recently been moved into a bank savings account and is currently earning interest at a rate of 3.5%. Once the funds are moved into a money market account, the interest rate will be more in the 4.25% range. Earnings will approximate \$10,000 a month.

1. John Calvin Fund

**\$2,900,000** – This was originally established in 2009 following the sale of the church property. In 2010, a committee appointed by the Board of Directors made recommendations regarding the distribution of the proceeds. These recommendations, with the focus being on new church development, were approved by the Presbytery in 2010. For a number of years funds have been used to support capital obligations, new church developments, and 1001 worshipping communities, all of which fall under the Church Development Committee (CDC). In 2022, these grants totaled \$112,000 and included Anchor Point, Fuente de Sanidad, Missing Peace, Philadelphia Brazilian Fellowship, Putnam Memorial, Restauracion Y Esperanza, and Somang. In addition, there is \$445,000 on deposit with PILP to assist churches in securing lower interest rates

on their loans. Finally, there are \$255,000 in loans to churches.

The balance of \$2.9 million has been designated by the Presbytery to support the above noted areas. There is not a specific grant program in place. Recommendations for grants are made by the CDC to Council.

2. Micro Grants for Transformational Initiatives (Orlando Presbyterian Church)  
**\$200,000** – Orlando Pres. was dissolved in 2019. The AC established that 75% of the funds would be used for, “CFP Church Development work.” This micro grant program provides funding to congregations and faith communities for new exploratory initiatives focused on both internal and external transformation. There is a grant program and application in place, with the Congregational Transformation Team serving as the approving authority.
3. CFP Reformation Grants (First Presbyterian Church of Titusville)  
**\$405,000** – This program has recently been established, overseen by the Transformation Team under the CDC. The program is intended to help congregations with significant revitalization programs take a first step forward in growing the reach and vitality of their congregation. There is a grant program and application in place. (It should be noted, this fund is listed as part of the Endowment Fund.)
4. St. Mark’s Legacy Fund  
**\$1,100,000** – This congregation was dissolved in 2021. Specific grants were made by the AC, several of which have been funded. The remaining \$1.1 million has been designated as the St. Mark’s Legacy Fund. The minutes from the March 31, 2023 AC meeting states that this fund is, “...to assist congregations with emerging property-related needs or other property-related emergencies.” Guidelines for use of this fund have been approved by the AC and an application is currently being developed.  
  
 It should be noted that at the March 31, 2023 meeting, the AC decided to reduce the amount in The Legacy Fund by approximately \$270,000 and transfer that amount to the Presbytery to cover operating expenses. The balance shown above is after that transfer.
5. Church Builder’s Fund  
**\$27,000 – Permanently Restricted**  
**\$42,000 - Temporarily Restricted**  
 A “permanent” fund established in 1992 to support NCD. Investment earnings are used to support the operating budget. There does not appear to be a grant program in place.
6. Palmdale Legacy Fund (Pending Approval of AC report)  
**\$500,000** – This congregation will be dissolved officially in 2023. As part of the proceeds of the sale of the property, a Fund is being created to support struggling churches through grants that will support Board of Pension obligations with the goal of giving churches support for revitalization efforts through opportunities to bring in experienced pastoral support. These grants will not be available until guidelines and an application process are created and approved.



7. Genevieve Lange Scholarship Fund

**\$737,000** – Lange bequeathed \$500,000 to CFP in 2013. She stated that funds should be used, “for scholarships through the CFP.” The fund is managed by the Presbyterian Foundation, with investment earnings sent quarterly to the Presbytery. A grant program and application are in place and the program is overseen by a Scholarship Committee. It awards scholarships for attendance at conferences, leadership development programs and events, and scholarships in support of church vocations.

8. Scholarship Fund for Church Vocations

**\$36,000 - Permanently Restricted**

**\$37,000 – Unrestricted**

Established in 1980 with funds received from Howard & Marble Gress to provide financial assistance to candidates for the ministry under the care of the Presbytery.

Contributions received from installation services and interest income have increased the value of the fund. There is uncertainty as to why part of the funds are classified as unrestricted.

These are funds that are currently part of the “Endowment Fund”. (Note: not all of these are endowments, however, they are listed as subsets of the Endowment Fund. These funds do not have established grant programs and there are no records of any grants having been made. Investment earnings are used to support Presbytery’s operating budget.

9. Riverside Presbyterian Church

**\$320,000 – Permanently Restricted**

**\$255,000 – Temporarily Restricted**

There is a note that states 20% of the proceeds from the sale of the church property was to be established as a permanent fund with the interest to help existing churches and to provide funds for NCD. We have no knowledge of what the permanently restricted funds are restricted for.

10. United Fund

**\$45,000 – Temporarily Restricted**

It is from the sale of Highlands Presbyterian and has been in place for at least 20 years. In one report it states that the funds are to be used for NCD. We know nothing beyond that.

11. Rosalie J Potter Fund

**\$100,000 – Permanently Restricted**

**\$95,000 – Temporarily Restricted**

Information states that this was a permanent fund established in 2004 on the death of Potter to provide perpetual support for NCD. However, this date may be incorrect.

12. Campaign Fund

**\$56,000 – Permanently Restricted**

**\$47,000 – Temporarily Restricted**

This was part of the Celebrate the Future Campaign and was an endowment for NCD.

## Central Florida Presbytery Interim Executive Presbyter MIF Narrative Questions

### **# 1 - How would you describe the congregation's/organization's specific vision for ministry?**

To be a family continually led by Word and Spirit, working together in the gospel, preaching the good news in local communities, creating disciples among diverse peoples, nurturing one another in prayer, worship, and fellowship.

#### ***How will this vision impact the community?***

1. Our presbytery is a diverse group, leading to both beauty and opportunities. Families disagree but are still called to love each other. Our presbytery encourages respectful discourse while we work together to build the kingdom of God.
2. Being led by Word and Spirit, our congregations humbly come before God for all decisions that are made as we seek to live out the Gospel, instead of relying on our own understanding.
3. As we engage with our diverse local communities, we will not feed them bread alone but also the Word of God.
4. In our best attempts to live out the Gospel, we seek to nurture and care for one another, honoring and esteeming one another, being intentional in our support and prayerful presence.
5. We strive to make disciples through the preaching, hearing, and living of the Word, in humility and grace, by the power of the Holy Spirit. We want to live out the Bible in a way that becomes irresistible to the community.
6. This vision is not about how each of our churches can grow in numbers by relying on our own strength. Rather, it is in leaning on God and letting the Holy Spirit lead, guide, and shine, that the Kingdom is impacted by God's working through us.

### **#2 - How do you feel called to reach out to address the emerging needs of your community or constituency? Or/ What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?**

Central Florida Presbytery encompasses wide-ranging geography and nuanced congregational perspectives. With 63 churches plus New Worshiping Communities and fellowship groups across 10 counties, our boundaries include metro, suburban, small-town, rural, coastal, and resort communities. Congregations are tethered by essential Reformed tenets while showcasing a moderately diverse range of theological and cultural perspectives. Many gatherings embrace traditional worship formats and liturgy; a few are rattling long-held paradigms and exploring new ways to engage the world.

CFP is a Matthew 25 Presbytery, promoting values to build congregational vitality, dismantle structural racism, and eradicate systemic poverty. Though our membership has declined and we have shuttered a handful of churches since 2015, CFP has also chartered two new congregations in that window, and more than 17,000 members remain active.

In a culture radically re-shaped by COVID – and clouded by the rise of the “nones,” tribalism, and the widening secularization of culture – we feel called to:

- Equip churches to find more stable footing
- Inspire congregational vitality and creativity
- Nourish leadership from within the presbytery and its congregations

- Resource congregations to reach a world starved for connection
- Foster inter-church ties and mutual care for maximum impact to leaders, congregants, and the world
- Empower holy imagination while leaning into the wisdom that has brought us this far

**#3 - How will this position help you to reach your vision and mission goals?**

***Or / How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?***

This position will help us reach our vision and mission goals by:

- Collaborating with the council-appointed team to design and implement an updated vision and strategic development plan for Presbytery.
- Emphasizing transparency, communication, and accountability in Presbytery governance and decision-making.
- Working with the existing financial task force to address challenges through sustainable funding and resource allocation.
- Encouraging diversity, inclusivity, and equity in all aspects of Presbytery life.
- Fostering innovation, creativity, and adaptability in response to our challenges and opportunities.
- Nurturing and supporting our members' spiritual growth and well-being through an attentive ear to God and each other.

**#4 - Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.**

The person we seek as our Interim Executive Presbyter must be a spiritually mature individual, who is grounded in prayer, and who walks daily with God. The Interim EP will have the administrative and relational skills needed without neglecting the spiritual dimension of the position. We seek a leader who helps others lead. In order to grow CFP's witness and influence, our Interim EP will need to quickly evaluate and understand our present situation, and work with us as we assess our strengths, weaknesses, opportunities, and threats in order to develop a new Presbytery strategy.

In addition to being a visionary and strategist, the Interim EP must exhibit empathy for those serving in the pastoral roles of our churches. We seek a good listener who is situationally aware, proactive in equipping colleagues in ministry, and able to make difficult decisions, while never losing sight of Christ and the PC(U.S.A.).

We seek a person who demonstrates:

- Experience in financial planning, goal-setting, and in establishing a culture of stewardship.
- The skill of casting a vision and of asking questions and seeking answers spoken and unspoken.
- Imagination for new and creative expressions of churches and worshiping communities.
- Pastoral care and sensitivity, especially in collaboration with pastors, commissioned pastors, interims, retired pastors, and elders.

- Skill as a motivational change agent and as a non-anxious presence who consults, coaches, delegates, and de-escalates and manages conflict.
- An awareness of the diversity of society and a commitment to doing justice.
- Proficiency in articulate and creative communication, using diverse media.

**# 5 - *What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.***

**Introduction:**

The position of Interim Executive Presbyterian is a full-time position. A major responsibility will be to lead a team to define CFP's strategy for the future and the staffing design to execute that strategy in a post-COVID world. The new strategy may include implementing a new concept of "Presbytery Office" and restructuring our staff as needed. In addition, the Interim EP will serve as head of staff with primary responsibility for administration of the mission of Central Florida Presbytery, and will be a pastoral resource to our pastors and commissioned pastors. The person called to this position will demonstrate interpersonal skills to build up and strengthen relationships at the Presbytery and congregational levels. The Interim EP must demonstrate proactive leadership, vision-casting, and the ability to clearly communicate the steps needed to turn our vision into reality. The Interim EP will not be eligible to become the next called EP.

**Responsibilities:**

- Guide the ongoing development of CFP strategy for the future, proactively prioritizing the essential vs. the important to follow God's will.
- Lead CFP's planning process to define strategic goals in mission, stewardship, new church development, and leadership development.
- Work collaboratively with the CFP community to restore and maintain our financial health and stability by prioritizing financial and fiduciary accountability.
- Develop an effective culture of stewardship to support the financial needs and goals of the presbytery, local congregations, and the greater community.
- Direct and support the CFP staff through a time of transition by maintaining accurate job descriptions and conducting annual reviews of employee performance and their compensation.
- Strengthen the collaboration, connection, and faith of all clergy members and commissioned pastors: active and retired, in called and temporary relationships.

**CFP Anti-Racism Committee (ARC) Report  
May 2023**

**ARC Mission Statement**

*The mission of the Anti-Racism Committee (ARC) of the Central Florida Presbytery (CFP) is to help believers recognize personal racial biases that cause us to fall short of following Jesus Christ in all that we do. In doing so, the ARC offers resources and opportunities for believers to be prayerfully transformed by the renewing of their minds, their words, and their actions.*

The ARC will host a presbytery-wide day at the Harry and Harriet T. Moore Cultural Center in Mims on June 19, 2023. Participants will watch an educational film, tour the Moore's home, fellowship over lunch with an opportunity to engage in meaningful conversation. All are invited and encouraged to join us. Information about the event, including how to RSVP posted on the CFP website and will be shared in the Presbytery's newsletter.

In alignment with the PCUSA's call for each Presbytery to create an anti-racism policy, the ARC presents the attached proposed policy to the Presbytery for review and approval as a recommendation to the Presbytery for approval.

ARC continues to plan educational opportunities and resources for congregations and members of CFP that provide an opportunity to learn more about personal racial biases that cause us to fall short of following Jesus Christ.

Information about each of these opportunities will be communicated through the CFP newsletter and website. ARC continues to encourage members and congregations to join us as we live out our Matthew 25 call to dismantle structural racism so that all people are treated with the dignity, equity and respect befitting those created in the image of God.

Respectfully submitted,  
Rev. Erika Rembert Smith, ARC Chair

## CENTRAL FLORIDA PRESBYTERY POLICY ON ANTI-RACISM

### RECOMMENDED

#### Biblical Background

Scripture in many places calls on the people of God to be a blessing to all peoples, to be reconciled and reconcilers. *Believing that we have been created in God's Image, we commit to the reconciling work necessary until all peoples find themselves integrated into the whole of society and treated with dignity and righteous justice.* The texts below are two that undergird this anti-racism policy:

*Galatians 3:26-28 – So in Christ Jesus you are all children of God through faith, for all of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.*

*Ephesians 2:14-16 - For he himself is our peace, who has made the two groups one and has destroyed the barrier, the dividing wall of hostility, by setting aside in his flesh the law with its commands and regulations. His purpose was to create in himself one new humanity out of the two, thus making peace, and in one body to reconcile both of them to God through the cross, by which he put to death their hostility.*

We, a diverse and complex community of believers, set forth and commit to operate under this policy. We will undertake this discipline individually and collectively as a church.

4. PRAY with an open mind and heart, and respond to God's leading.

5. LEARN:

- to share the history, dynamics, and consequences of racism as power;
- to listen empathetically to the hurts and hopes of people of color;
- to listen to and hear the lived realities and stories of people of color without blaming, deflecting, or changing the subject.
- to recognize the ways historic acts and attitudes of oppression continue to affect our view of society, culture, and racial tensions
- to respect, with humility, marginalized people, including when or how they peacefully protest their mistreatment;
- to recognize implicit bias (attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner) and the resulting habit of ingrained prejudice;
- to avoid racially charged words and dehumanizing phrases.
- study with others the Central Florida Presbytery's Statement on Racial Injustice

6. REPENT and ATONE:

6. for personal acts of racism or colorism, acknowledging that we can veil racist or prejudiced thoughts and behaviors, even from ourselves
7. for our failure to hear the cries of our marginalized kindred;
8. for power imbalances and undercurrents of racism that limits access to leadership and control of faith institutions;

9. for valuing law and order and property above the lives of people of color;
10. for being silent in the face of racial injustice.

#### 4. AFFIRM:

- inclusion in leadership in the Central Florida Presbytery and Presbyterian Church (U.S.A.), while acknowledging that more work is necessary;
- that we sin before God and against humanity when we refer to any person as “other” or as “them”;
- our accountability to all people, regardless of color;
- the need to reform racialized aspects of our criminal justice system;
- the importance and value of a truth and reconciliation process for our faith traditions and nation;
- that faithfulness demands working for restitution and restorative justice from our faith institutions and our nation for Black, Indigenous, and other People Of Color (BIPOC)<sup>7</sup> communities because, “Repairing what’s broken is a distinctly biblical concept, which is why as people of faith we should be leading the way into redemption, restoration, and reconciliation.”<sup>8</sup>

#### 5. ACT:

- by practicing Christ’s love and acceptance of all people and all faiths by leading with love because we can never expect others to believe what we believe if we do not extend love to everyone.
- by bringing our prophetic voices into the public arena;
- by leading our congregations to recognize and confront racism;
- by calling for appropriate discipline, up to and including prosecution and/or termination of employment, of law enforcement officers who commit racist or brutal acts;
- by working to transform our system of policing, criminal justice, immigration, and mass incarceration systems that are decimating BIPOC communities;
- by working to eliminate inequities inflicted on non-white communities from health care to employment, from education to wealth, from the criminal justice system to housing;
- by taking responsibility for our part in the struggle for racial justice in all arenas of life;
- by making amends for our silence by speaking truth with humility and listening with deeper conviction to those we have offended.

#### **As a Presbytery, we shall:**

- provide opportunities for all members of the presbytery and our congregations to participate in educational events that promote understanding and discussion about racism and our racial history;
- encourage all committees, ministries, members and congregations to engage in efforts to end racial injustice by promoting equal access to leadership opportunities including a place and voice at the table with the Nominating Committee and the Committee on Representation taking the lead here.
- require Ministers of Word and Sacrament, Certified Christian Educators, Commissioned Pastors and presbytery staff to engage in anti-racism training on an ongoing basis; (triennially). Council, the Committee on Ministry and the Leadership Development Committee will take the lead to plan and offer this training. <sup>9</sup>

<sup>7</sup> Language changes over time and this reference is to all non-white people in our society including persons of Asian, Latin and other racial ethnic descent.

<sup>8</sup> LaTasha Morrison, *Be the Bridge: Pursuing God's Heart for Racial Reconciliation*. 2019, WaterBrook, Crown Publishing Group. p.154

<sup>3</sup> Recommendation to Council: Approve the Spring Stated Presbytery Meeting be changed to include an in-service training event for the Ministers of Word and Sacrament, Certified Christian Educators, Commissioned Pastors and presbytery staff in the morning. (thus, making it an all-day meeting)  
Rationale: this would allow trainings such as anti-racism and boundaries to be elevated in importance and a date each year for planning purposes.

- urge the leadership, staff and members of the presbytery's congregations to participate in the same recurring anti-racism training events;
  - provide resources/ training videos on the presbytery website for congregations to use for additional
- encourage Administrative Commissions and councils to consider designating a portion of the proceeds from any sales of property to further anti-racism work, such as:
  - support BIPOC ministries and congregations
  - establish and fund scholarships for BIPOC members of the presbytery's faith communities, leaders and youth to include camps, conferences, college, seminary, continuing education or training opportunities
- recommend that all individuals at every stage and age learn about racism in age-appropriate ways;
  - provide an anti-racism page on the website where individuals can find resources and training opportunities.
- promote storytelling events and intercultural experiences that help us understand our collective narrative as people of faith and the ways we are transformed by the Gospel and by intentional conversations with our racially diverse siblings;
  - capture stories from the storytelling events on video and/or other media to allow as many people as possible to have access to these.<sup>10</sup>
  - Send a copy of any videos/ media to the Presbyterian Historical Society for an even greater reach
- communicate the presbytery's awakened convictions, repentance, and commitment to a new awareness, utilizing:
  - Presbytery Newsletters
  - Presbytery Meetings
  - Social Media
  - Website
  - Podcast
- commit to be active and to publicly proclaim our new understandings as we express our faith through civic engagement.<sup>11</sup>
  - sponsor events for the purpose of educating and informing the general public, such as: Forums/ Debates/ Critical Conversations/Activists/ Movie Screenings;
  - promote the diverse leadership of the Presbyterian Church in a way that highlights the greater efforts of the denomination;
  - support efforts to eradicate cash bail (the Bail Project);
  - write guest columns in the newspaper or blogs;
  - use our Podcast as a platform
  - At least annually, acknowledge and state the original land use at a presbytery meeting as was recommended by the 223<sup>rd</sup> General Assembly (2018) of the PC(USA)<sup>12</sup> regarding the Doctrine of Discovery to all mid-councils.<sup>6</sup>

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<sup>10</sup> The budget implications for this are unknown at this time. Scott Prewitt and people at Full Sail can help us discover the costs involved.

<sup>11</sup> Historically this has included works for the abolitions of slavery, marches for civil rights, non-violent protest, sit-ins, communicating with elected officials, etc.

<sup>12</sup> Doctrine of Discovery: A Review of Its Origins and Implications for Congregations in the PC(USA) and Support for Native American Sovereignty  
[https://facing-racism.pcusa.org/site\\_media/media/uploads/facing\\_racism/doctrine-of-discovery-report-to-the-223rd-ga-2018-finalized-copy\\_as-approved.pdf](https://facing-racism.pcusa.org/site_media/media/uploads/facing_racism/doctrine-of-discovery-report-to-the-223rd-ga-2018-finalized-copy_as-approved.pdf)



**As a Presbytery, we adopt the following procedure for filing allegations and complaints of policy violations:**

Preventing discrimination, harassment and retaliation based on race is everyone's responsibility. Central Florida Presbytery and the sessions of local congregations cannot prevent or remedy discrimination, harassment, and retaliation based on race unless they know about them. This policy applies to allegations and complaints arising at the presbytery level that may occur at events such as: presbytery meetings, committee meetings, council, presbytery sponsored training even, Presbyterian Youth Council (PYC), Camps, etc.

An allegation is a written description of behavior of an individual that is suspected to be a violation of the Constitution of the Presbyterian Church (USA). A complaint is a written description of behavior of a council, or entity of a council that is suspected to violate the same standards through action in error or failure to act.

- **Reporting an Allegation– against an individual**
  - All allegations shall be submitted to the Stated Clerk, following the guidelines in D-10.0101.
  - Although individuals are encouraged first to choose have conversation with the person who has offended about what was offensive and resolve the matter; however a written summary of the incident is required to begin the formal disciplinary process.
  - Allegations should be reported in as timely of a manner as possible.
- Upon receipt of a written allegation, the Stated Clerk shall determine whether the allegation involves a member of presbytery.
  - If it involves a member of presbytery, the Stated Clerk shall follow the procedures for the initiation of an investigation for disciplinary process in D-10.0103.
  - If the complaint involves a member of a congregation, it shall be referred to the congregation's session.
- **Reporting a Complaint – against the presbytery** (committee, entity, or the presbytery itself).
  - Complaints alleging an irregularity or delinquency shall be handled as follows.
  - If the alleged irregularity or delinquency occurred during a meeting or event overseen by a committee or entity of the presbytery, the Stated Clerk shall forward the complaint to the presbytery's Permanent Judicial Commission, which shall handle it in accordance with D-6.000 and D-7.000 of the Rules of Discipline.
  - If the alleged irregularity or delinquency was committed by the presbytery itself, the complaint shall be sent to the Stated Clerk of the Synod of South Atlantic.



## *Honor the Lives & Legacy of Harry T. and Harriette V. Moore on Juneteenth*



The Moores were educators and the first Civil Rights activists in Florida. On Christmas Night, 1951, the Moores' home was bombed. Mr. Moore died immediately. Mrs. Moore died nine days later.

**Moore Memorial Museum & Park Tour**  
2180 Freedom Avenue, Mims  
**Great for Youth & Adults**  
**Monday, June 19th 10:00 a.m. - 1:00 p.m.**  
Sponsored by Central Florida Presbytery's Anti-Racism Committee

*Sign up by Friday, June 9th  
for the tour and lunch. Cost \$10.*

*For more information and to register, go to:*  
<http://www.cfpresbytery.org/anti-racism-committee.html>



**Church Development Committee**  
**Report to Presbytery**  
**June 1, 2023**

The Church Development - Transformation Team met March 29, 2023 to discuss our process for reviewing Reformation Grant requests. We agreed on a smaller review team that would consist of: Joe Wendorph – Chair of Reformation Grant Review Team and Member of Transformation Team; Calvin Gittner – Chair of Transformation Team; Mike Foley – Chair of Church Development Committee; Anda Ray – Member of Committee on Ministry; A member of Finance Committee and Cheryl Carson Associate Executive Presbyter.

Joe Wendorph is working on edits that will clarify the language on the Grant Proposal Process and make it clearer who should apply and what information is needed

Grants under \$50,000 would be approved by the Team. Grants over \$50,000 would be approved by Council.

The Reformation Grant Review Team will review and approve Grants in April and October and will announce the deadline for grants to be submitted and approved.

Cheryl Carson is working on a Grant checklist of things a grant needs to include

The Reformation Grant Review Team will be meeting with the Administrative Commission for First Presbyterian Church of Daytona Beach to discuss problems we have had with their grant request.

The Church Development Committee and the Reformation Grant Review Team seeks guidance from Council and Finance Committee concerning the amount of money that is in the account that is funding the Reformation grants. Are we using only interest from the account or is the entire amount available for grants. We need guidance moving forward on how much is available for future grant requests.

Respectfully Submitted

Reverend Dr. Mike Foley – Chair – Church Development Committee



## VITAL CONGREGATIONS & LEAP INITIATIVES REPORT TO PRESBYTERY June 1, 2023

### VITAL CONGREGATIONS INITIATIVE



Central Florida Presbytery invites you and your congregation to join in the Second Wave of the *Vital Congregations Initiative*. The presbytery has been chosen to participate in this ministry of revitalization, and up to 15 of our congregations will have the opportunity to work toward transformation for their church.

Here's What You Can Expect: The Revitalization Initiative is a one-year covenant relationship between the PC(USA), Central Florida Presbytery, and committed congregations to prayerfully walk with pastors and existing congregations in intentional efforts of revitalization.

**Fall 2023 (August – November)** builds authentic relationships of faith. Churches explore the 7 Marks of Vital Congregations through worship and study. They then embark on an honest assessment, capturing their unique stories, confessing their realities, and discerning the Spirit's call to action.

**Winter/Spring 2024 (January - May)** is about completing the assessments relating to the strengths and weaknesses of the congregation, and identifying the wants and needs of the church's neighbors. Through two congregational gatherings, the results of the church's assessments are shared and the church members discern and develop together their action plan.

For more details about the initiative, please see the attached Vital Congregations flyer. If you have additional questions or you're interested in having a VCI Facilitator come and speak to your Session, please don't hesitate to contact Cheryl Carson at [ccarson@cfpresbytery.org](mailto:ccarson@cfpresbytery.org). You may also wish to speak with the pastors at the following churches that completed Wave One of the VCI Initiative:

El Buen Vecino, Kissimmee  
First, Eustis  
Pineda, Melbourne  
Rockledge  
St. Andrews, Forest City  
St. Cloud

You may also view the video from the December presbytery meeting where testimonials about the process were shared by pastors and church leaders of the congregations that had completed the process. The video may be viewed at:  
<https://www.youtube.com/watch?v=woV51RzBCIE>

## **VITAL CONGREGATIONS INITIATIVE** Central Florida Presbytery

Vital Congregations Initiative (VCI) is a program of the (PCUSA)Presbyterian Mission Agency.

**PURPOSE** of the Vital Congregations Initiative is:

**To work alongside leaders of existing congregations continually assessing, discerning and living into faithful actions that increase vitality through intentional spiritual practices that take them deeper into following Jesus Christ, so that their own lives are changed, congregations are transformed and the mission of God spreads throughout particular communities and the world.**



The Vital Congregations Initiative is built around ***seven marks of vital congregations***:

1. **Lifelong Discipleship Formation vs. Complacent “Christian” piety**
2. **Intentional Authentic Evangelism vs. “Christian” Hypocrisy**
3. **Outward Incarnational Focus vs. Inward Institutional Survival**
4. **Empower Servant Leadership vs. the Pastor’s job**
5. **Spirit-Inspired Worship vs. Self-gratifying worship**
6. **Caring Relationships vs. Any other Social Club; façades**
7. **Ecclesial Health vs. Unhealthy dysfunction**

### **SAMPLE TIMELINE:**

#### **2023: Year I: Relational -- Building Intentional Relationships and Honest Assessment of Congregations**

- ☐ January – August – Second Wave Registration Period
- ☐ August – Pastor Cohort(s) begin meeting
- ☐ September-October 7 week preaching and teaching series on 7 Marks of Vital Congregations
- ☐ October–November USCVS survey, Mission Insite report, and Neighborhood Analysis

#### **2024: Year II: Incarnational -- Revitalizing Churches in Three Actions: Re-forming, Missional Clustering, Death and Resurrection**

- ☐ January – May - Pastor will participate in monthly Pastor Cohort meetings
- ☐ January - February VCI Workshop One: Report results of USCVS survey, Mission Insite report, and Neighborhood Analysis in congregational gathering

- ☐ February–March Season of Prayer and Discernment around Results
- ☐ March – May VCI Workshop Two: Creating Congregational Action Plan
- ☐ April – May Sessions Assign Responsibilities for Action Plan and Ministry Responses Begin

**COST:** There is no cost for congregations to participate.

**GET STARTED:** If your Session desires an in-depth and lasting approach to finding vitality, please contact Cheryl Carson in the Presbytery Office. The Initiative is open to any congregations in the presbytery, regardless of size or perceived health.



Cheryl Carson  
 Associate Presbyter and Coordinator of CFP Vital Congregations Initiative  
[CCarson@cfpresbytery.org](mailto:CCarson@cfpresbytery.org)  
 407-422-7125 ext. 204

For more information about the Initiative, visit the web site here:

<https://www.presbyterianmission.org/ministries/theology-formation-and-evangelism/vital-congregations/>



## Leadership Development Committee Report to Presbytery 6-1-2023

### **Cohort Update:**

The survey results collected at the March Presbytery meeting were reviewed. Only 26 responses were received. However, a majority of respondents were in favor of the cohorts. The most popular topics included: Church Transformation & Growth; Enneagram & Leadership; Congregational Life and Christian Education.



Conversations have begun to create a Church Transformation and Growth Cohort that would be held weekly August 1<sup>st</sup> – September 13<sup>th</sup> with Rev. Dr. Tim Rogers-Martin as Cohort Facilitator. Watch for more details to come.

### **Youth & Collegiate Ministries:**

#### **Camps & Conferences Scholarships**

Over 124 \$50 scholarships were awarded for children and youth from 10 churches to participate in camps and conferences this summer. Youth & Collegiate Ministries Coordinator Kenne Sparks will serve as a Small Group Leader at Montreat Youth Conference Week 1 and 2.

Kenne also assisted in securing grant funding for El Buen Vecino from Montreat Center at \$200/student for 6 students.

#### **Merritt Island Wildlife Refuge Youth Event**



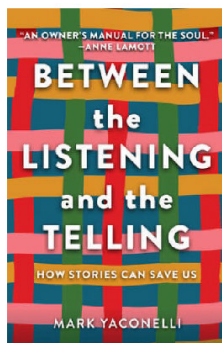
Grace Covenant youth, Adrianna and Kaitlyn, check out a manatee rib bone while Ranger Courtney Johnson delivered a talk about Manatees and environmental concerns in the Merritt Island National Wildlife Refuge. Twenty-six middle and high school students from four of our churches participated in the presentation, viewed manatees, cleaned up at Haulover Canal, made wildflower seed "bombs," and joined together for a lunchtime devotional.



### Church Youth Ministry Visits

Kenne attended a Sunday youth service at El Redentor and had an amazing time. He also met with Danny Demoraes about summer camps, and is working to make contact with Oakland's Russell Williams. Currently working with Washington Shores to do an after Montreat event with youth talking about their experience, fellowship and lunch. Contact Kenne at [ksparks@cfpresbytery.org](mailto:ksparks@cfpresbytery.org) to schedule a visit with your youth.

### Book Club:



### Next Selection:

## Between the Listening and the Telling: How Stories Can Save Us

by Mark Yaconelli

### Club Discussion:

**Thursday, June 8, 2023 at 1:30 p.m.**

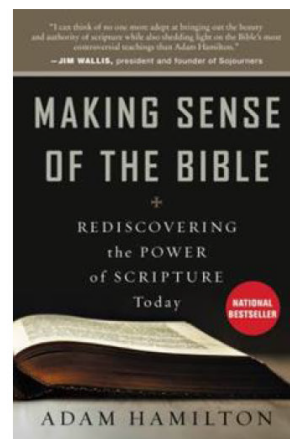
Via Zoom and In-person at CFP Office

### Resource Center:



Now is a great time to check out (literally) and preview short-term summer studies and fall curriculum for adults, youth and children.

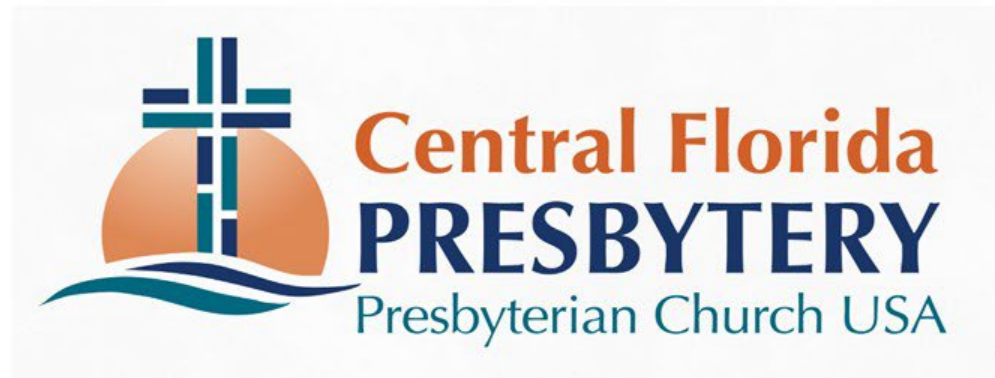
And it's so simple to do! Any pastor, staff member, or member of a church can check out resources for free. You can go to our on-line catalog search engine at <https://cfpresbytery.booksys.net/opac/cfp/#menuHome>, pop in some keywords and see what's available. To check something out or for help in getting suggestions about resources to use in your context, email CFP Associate Executive Presbyterian Cheryl Carson at [ccarson@cfpresbytery.org](mailto:ccarson@cfpresbytery.org).



### FISH 2.0 Update:

Registration will go live before the end of May for this learning and fellowship event being held Friday – Saturday September 22-23 at Camp Montgomery in Keystone Heights. On Friday evening and Saturday midday, keynote speaker: Michelle Thomas Bush, will lead workshops. There are 10 workshops scheduled over two time periods on Saturday. Tracks are: Recreation, Spiritual Practices, Creative Bible Study, Anti-Racism, and Mental Health featuring leaders from co-sponsors Central Florida Presbytery, St. Augustine Presbytery, SOAP Region of the Association of Partners in Christian Education and Montgomery Conference Center. Watch for more info soon.





# Finance Committee

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Q1 2023 FINANCIALS



CENTRAL FLORIDA PRESBYTERY OPERATING RESULTS VS YTD AND FULL-YEAR 2023 BUDGET					
	Jan - Mar 23	Q1 Budget	Full-Year Budget	% of Q1 Budget	% of FY Budget
4000 · PER CAPITA APPORTIONMENT	33,815.18	27,444.00	109,777.00	123.2%	30.8%
4030 · SHARED MISSION SUPPORT	63,852.70	50,000.00	200,000.00	127.7%	31.9%
4600 · Investment Inc/Dividends/Fees	1,262.12	3,375.00	14,750.00	37.4%	8.6%
4730 · Capital Obligation frm Outreach	8,637.92	8,842.00	24,952.00	97.7%	34.6%
4760 · NCD/1001Worshiping frm Outreach	62,500.00	62,500.00	94,500.00	100.0%	66.1%
4790 · MicroGrants From Discretionary	6,500.00	6,500.00	15,000.00	100.0%	43.3%
4880 · Misc Income	0.00	2,500.00	10,000.00	0.0%	0.0%
<b>TOTAL INCOMING FUNDS</b>	<b>176,567.92</b>	<b>161,161.00</b>	<b>468,979.00</b>	<b>109.6%</b>	<b>37.6%</b>
5000 · COUNCIL	883.11	3,680.00	36,069.00	24.0%	2.4%
5140 · ANTI-RACISM COMMITTEE	0.00	2,400.00	9,600.00	0.0%	0.0%
5280 · CHURCH DEVELOPMENT	80,478.21	83,442.00	155,952.00	96.4%	51.6%
5460 · LEADERSHIP DEVELOPMENT	864.51	1,406.25	19,925.00	61.5%	4.3%
5620 · MISSION DEVELOPMENT	3,250.00	6,125.00	28,450.00	53.1%	11.4%
5840 · COMMITTEE ON MINISTRY	40.36	750.00	3,000.00	5.4%	1.3%
6000 · FINANCE COMMITTEE	0.00	125.00	500.00	0.0%	0.0%
6100 · OFFICE & PERSONNEL	141,151.95	144,894.75	574,623.00	97.4%	24.6%
6620 · PREPARATION FOR MINISTRY	508.07	1,637.50	5,750.00	31.0%	8.8%
6840 · SEXUAL MISCONDUCT PREVENTION	116.00	500.00	2,000.00	23.2%	5.8%
<b>TOTAL OPERATING EXPENSE</b>	<b>227,292.21</b>	<b>244,960.50</b>	<b>835,869.00</b>	<b>92.8%</b>	<b>27.2%</b>
<b>ORDINARY OPERATING SOURCE / (USE) OF FUNDS</b>	<b>(50,724.29)</b>	<b>(83,799.50)</b>	<b>(366,890.00)</b>	60.5%	13.8%
4630 · Market Adjustments	13,199.32				
<b>NON-OPERATING SOURCE / (USE) OF FUNDS</b>	13,199.32	0.00	0.00		
<b>NET SOURCE / (USE) OF FUNDS</b>	<b>(37,524.97)</b>	<b>(83,799.50)</b>	<b>(366,890.00)</b>	<b>44.8%</b>	<b>10.2%</b>

Mar 31, 23		Mar 31, 23	
		includes Palmdale, First Titusville, St Marks	
11100 - Wells Fargo Checking Account	3,455,514.19	20000 - Accounts Payable	112,065.37
11150 - Wells Fargo Money Market	332,521.31	Total Accounts Payable	112,065.37
11200 - Presbyterian Investment & Loan	595,000.00		
11300 - Schwab - Equity	863,939.16	20100 - Bank of America Credit Cards	
11350 - Schwab - Fixed Assets	4,174,065.33	20100.4 - BoA CC - C Greenawalt	138.61
Total Checking/Savings	9,421,039.99	Total 20100 - Bank of America Credit Cards	138.61
		Total Credit Cards	138.61
12000 - Accounts Receivable	12,561.85		
Total Accounts Receivable	12,561.85	20200 - Payroll Liabilities	
12500 - Undeposited Funds	45,861.51	20200.1 - P/R taxes	(2,343.12)
13000.1 - PrePaid Insurance	3,204.25	20200.3 - Insurance W/H	(98.66)
13000.3 - Other Pre Palds	(24,675.82)	20200.5 - Pension W/H	100.00
Total 13000 - Pre Paid	(21,471.57)	20200.7 - Health Flexible Spending W/H	(227.19)
13500.1 - Mission Trips	(800.00)	Total 20200 - Payroll Liabilities	(2,568.97)
13500.7 - Security Deposit	10,765.78	22000.2 - Continuing Education	6,458.50
Total 13500 - Deposits	9,965.78	22000.5 - Triennium	5,000.00
15020 - Due From Ops - Mission Fund	107,842.38	Total 22000 - Other Liabilities	11,458.50
15040 - Due From Ops - Outreach Fund	4,032,713.79		
15050 - Due From Ops - Church Builders	87,884.96	23000 - Homeward Bound	11,588.93
15060 - Due From Ops - Revolving Fund	63,907.74	25020 - Due to Mission Fund	107,842.38
15080 - Due From Ops - Capital Replcmnt	3,561.44	25040 - Due to Outreach Fund	4,032,713.79
15090 - Due From Ops - Ministers Aid	1,104.15	25050 - Due to Church Builder's Fund	87,884.96
15100 - Due From Ops - Scholarship Fund	42,782.58	25060 - Due to Revolving Fund	63,907.74
15110 - Due From Ops - Discretionary	3,670,998.37	25080 - Due to Capital Replacement	3,561.44
15130 - Due From Ops - Endowment Fund	1,194,660.83	25090 - Due to Ministers Aid Fund	1,104.15
15140 - Due From Ops - Lange Fund	30,243.26	25100 - Due to Scholarship Fund	42,782.58
16040 - Notes Rec - Clermont, Crosspoint	20,000.00	25110 - Due to Discretionary Fund	3,670,998.37
16043 - Notes Rec 1 - New Hope	255,861.94	25130 - Due to Endowment Fund	1,194,660.83
16115 - Notes Rec 2 - New Hope	9,000.00	25140 - Due to Lange Fund	30,243.26
16120 - Notes Rec - Clermont, S Lake	11,859.96	Total Other Current Liabilities	9,256,177.96
17000 - Unconditl Promises to Give	1,000.00	TOTAL CURRENT LIABILITIES	9,368,381.94
17100 - Allowance for Uncollected	(1,000.00)		
Other Current Assets	9,532,421.40	26150 - Monte Sinai	104,095.89
Total Other Current Assets	9,566,777.12	26155 - Oviedo	56,752.92
TOTAL CURRENT ASSETS	19,000,378.96	TOTAL NON-CURRENT LIABILITIES	160,848.81
		TOTAL LIABILITIES	9,529,230.75
18000 - Monte Sinai Church	370,526.03	NET ASSETS (Assets - Liabilities)	12,551,617.64
18100 - Oviedo Church	402,095.90		
18300 - El Redentor Church & Site	1,218,130.35	31000 - Net Assets - Operating	402,077.05
18500 - Howey-in-the Hills Site	197,280.51	31020 - Net Assets - Mission Fund	90,415.61
18600 - Oviedo Church Site	213,832.78	31040 - Net Assets - Outreach Fund	4,318,491.65
18700 - South Clermont Site	491,172.29	31050 - Net Assets - Church Builders	86,969.65
18800 - Viera Church Site	306,774.12	31060 - Net Assets - Revolving Fund	64,762.55
18900 - Office Equipment	6,804.48	31080 - Net Assets - Capital Replacemnt	3,561.44
18990 - Accumulated Depreciation	(978,333.84)	31090 - Net Assets - Ministers Aid Fund	1,404.15
Total Fixed Assets	2,228,282.62	31100 - Net Assets - Scholarship Fund	89,491.74
19010 - Beneficial Int'n Perp Tr-Pharr	50,770.42	31110 - Net Assets - Discretionary Fund	3,294,173.25
19013 - Beneficial Int'n Perp Tr-Salmon	24,074.48	31130 - Net Assets - Endowment Fund	1,586,559.06
19015 - Beneficial Int'n Perp Tr-Young	172,411.48	31140 - Net Assets - Lange Fund	737,342.95
19100 - Beneficial Int'n Perp Tr-Gress	37,724.06	31150 - Net Assets - Property/Equip	2,075,271.61
19140 - Lange Scholarship	567,206.37	32000 - Designated Legal Fund	75,000.00
Total Other Assets	852,186.81	39000 - Retained Earnings	(353,476.67)
TOTAL NON-CURRENT ASSETS	3,080,469.43	Net Income	79,573.60
TOTAL ASSETS	22,080,848.39	NET ASSETS BY FUND	12,551,617.64
		Check	-

# Balance Sheet for year ending 31 March 2023



City/Church Name	Membership 12/31/2021	Per Capita 2023 - \$20.25 Assessed	Per Capita 2023 - \$20.25 Received	Shared	CFP	Commitment 2023	Directed	Special Offerings	Other Giving	Misc
Apopka, First	41	830.25	400.00							
Bushnell, Bushnell	12	243.00								
Celebration, Community	618	12,514.50	3,129.00	5,001.00		20,000.00				
Clermont, South Lake	118	2,389.50								
Cocoa Beach, Riverside	176	3,564.00	891.00	2,499.99		10,000.00				500.00
Cocoa, Cocoa	103	2,085.75	525.00	450.00				50.00	67.00	127.82
Daytona Beach, First	91	1,842.75								
Daytona Beach, Riverside United	50	1,012.50								
Daytona Beach, Westminster-Sea	713	14,438.25	3,662.31	300.00						
Deland, First	453	9,173.25	1,834.66	4,000.00		20,000.00			600.00	
Deltona, Deltona	102	2,065.50	649.00	300.00				25.00		515.50
Eustis, First	401	8,120.25								
Forest City, St. Andrews	45	911.25	911.25					2,449.00		38.15
Fruitland Park, New Life	87	1,761.75								
Glenwood, Glenwood	100	2,025.00	2,025.00	1,200.00		1,200.00		470.00		607.37
Howey--Hills, Community	33	668.25						672.00		333.00
Indialantic, Eastminster	473	9,578.25								
Kissimmee, El Buen Vecino	84	1,701.00	450.54							
Kissimmee, First	89	1,802.25	300.38	3,175.02			272.00	1,175.00		272.00
Lady Lake, North Lake	1,228	24,867.00	6,203.09					10,516.37		
Lake Mary, First	65	1,316.25								
Lake Mary, Markham Woods	473	9,578.25	2,411.01	2,446.32			1,527.50	1,000.00		2,221.51
Lake Nona, Hope	80	1,620.00	1,620.00	4,445.00			1,000.00			253.18
Leesburg, Graceway - Lake Square	205	4,151.25	1,037.79	1,750.03						769.55
Leesburg, First	149	3,017.25	754.32	1,000.00				760.00	750.00	
Longwood, Wekiva	441	8,930.25	8,930.00	1,000.00				213.00	320.00	1,648.00
Maitland, Maitland	440	8,910.00	1,446.75				1,050.00	580.00		1,387.61
Melbourne, Good Shepherd	204	4,131.00								
Melbourne, Palmdale	0	0.00								
Melbourne, Pineda	109	2,207.25								
Merritt Island, Merritt Island	190	3,847.50	961.74	249.99				130.00	1,535.00	371.16
Mt. Dora, First	208	4,212.00	1,025.01	2,124.99				1,430.00	160.00	346.87

# Giving by Congregation – Q1 2023

[illegible]

**Presbyterian Women Moderator's Report for the Summer Stated Meeting  
of Central Florida Presbytery – June 1, 2023**



The Presbyterian Women Coordinating Team of Central Florida meets virtually for our bimonthly meetings where we plan, coordinate, share ideas and information regarding our Presbytery. Our last meeting was May 16, 2023, with our next meeting scheduled for July 25, 2023, via Zoom.

**Introducing the Upcoming 2023-2-2024 PW/Horizons Bible Study:**

The ministry of the PW of Central Florida Presbytery is busy planning for the upcoming 2023-2024 Bible Study, entitled, “*Sacred Encounters” the Power and Presence of Jesus Christ*” in Luke-Acts by author Olive Mahabir. The in-person Bible Study will be introduced on Saturday, August 12<sup>th</sup> at First Presbyterian Church Vero Beach, facilitated by Reverend Christina Greenawalt, Assistant Stated Clerk and Pastor of Presbyterian Church Merritt Island.

**PW Spring Birthday Offering:** I have visited with 8 of our sister churches so far in May, who have held Birthday Offering luncheons, bible study and fellowship events, where they are planning for their upcoming year that will start back in the fall.

**PW Annual Gathering 2024:** We are grateful to Quest Presbyterian Church in Ocoee, Florida who has offered to host the 2024 Annual Gathering, to be held on Saturday, February 3, 2024. The planning committee, led by Vice Moderator, Julie Hill, is already hard at work.

**Information Only and Ongoing Business:**

- PW Coordinating Team In-Person Leadership Retreat – will be held in September – early October 2023.
- Olga Malave and Stacey Williams will author featured articles for the Synod of South Atlantic PW Tidbits newsletter that will be published early Fall.
- Columbia Friendship Circle Ambassador: as the representative for Central Florida Presbytery, Janet Foley will attend a Board Meeting this Fall in Decatur, GA.
- I attended the PW of the Synod of South Atlantic Spring Stated Meeting on April 28, 2023, via Zoom, with an in-person meeting scheduled this Fall.

Thank you for your support of Presbyterian Women and continued prayers.

**Respectfully Submitted, Janet Foley, PW Moderator of Central Florida Presbytery**

**Committee on Ministry  
Report to Summer Stated Presbytery Meeting  
June 2023**

**RECOMMENDATIONS**

The Committee on Ministry recommends the following to the presbytery:

1. Rev. Dr. Jason Hefner (Bio and Statement of Faith at the end of report)
  - a) Central Florida Presbytery receive Rev. Dr. Jason Hefner as a member of CFP effective June 1, 2023, after pending dismissal from Washington Presbytery.
  - b) That Presbytery approve the call of Jason Hefner as the Pastor of Lighthouse Christ Presbyterian Church in Ormond Beach, effective July 1, 2023
  - c) That Presbytery approve the following terms of call:

<b>COMPENSATION</b>	<b>Terms</b>
Cash Salary	50000
Housing Allowance	45000
Other: dental	1163
Moving Expenses	5000
<b>Sub-total</b>	<b>96163</b>
Contributions to Tax-deferred plans	5000
<b>Effective Salary</b>	<b>101163</b>
Pension, Death, Disability	10116
Board of Pensions	29337
Employer's portion of SECA	7739
Other Deferred Matching PCUSA	5000
<b>Total Compensation</b>	<b>158356</b>
Auto/Travel	3402
Continuing Education	650
Books	300
Profession expenses	1500
<b>REIMBURSED EXPENSES/ALLOWANCES</b>	<b>5852</b>
<b>GRAND TOTAL Compensation and Expenses</b>	<b>164208</b>
Vacation	1 month
Study leave	2 weeks
Sabbatical	3 months in 2026

- d) That the Committee on Ministry name an administrative commission to install Rev. Dr. Jason Hefner at a time and date to be arranged with the session



lighthouse Christ Presbyterian Church

2. COM recommends that Presbytery approve the three-year renewable commission of Elizabeth "Liz" Smith as a Commissioned Pastor serving at North Lake Presbyterian Church Lady Lake, FL, effective June 1, 2023. In addition:
  - a. That Presbytery approve the following Constitutional authorizations in this commission: Moderator Session; Administer the Sacrament of the Lord's Supper; Administer the Sacrament of Baptism; Perform a service of Christian marriage within the congregation as authorized by the session. (G-2.1001)
  - b. That Presbytery approve the following financial terms of contract for this commission:  
\$40,000 Annual Salary, 4 weeks' vacation, Continuing Education and Books as requested by Liz and approved by Head of Staff, (benefits are carried by spouse).
  - c. That the Committee on Ministry appoints Jeff Hosmer as a mentor and supervisor for Liz Smith (G-2.1004)
3. COM recommends the approval of the following Terms of Call:

a. **Brenda Loyal, First Mt. Dora**

<b>COMPENSATION</b>	<b>Terms</b>
Cash Salary	35000
Housing Allowance	47500
<b>Sub-total</b>	<b>82500</b>
<b>Effective Salary</b>	<b>82500</b>
Pension, Death, Disability	8250
Board of Pensions	23925
Health FSA	2500
Employer's portion of SECA	6120
Matching Deferred PCUSA	3500
<b>Total Compensation</b>	<b>124295</b>
Auto/Travel	943
Continuing Education	
Books	200
Profession expenses	
<b>REIMBURSED EXPENSES/ALLOWANCES</b>	<b>1143</b>
<b>GRAND TOTAL Compensation and Expenses</b>	<b>125438</b>
Vacation	1 month
Study leave	2 weeks

b. **David y. Kim, Pastor, Harvest Church, Winter garden**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	42300	44500
Housing	22700	24000
Utilities	10500	11500
Other	5776	6120
Effective Salary	<b>81276</b>	<b>86120</b>
Pastor Pension/Death Benefit Dues	8128	8612
Pastor Medical Dues	21945	24975
Employer's portion of SECA	5776	6120
Deferred matching		
Total Compensation	<b>117124</b>	<b>125827</b>
Auto/Travel	9600	10800
Continuing Education/Professional Dev.	1000	1000
Books	1000	1000
Other		
REIMBURSED EXPENSES/ALLOWANCES	<b>11600</b>	<b>12800</b>
GRAND TOTAL Compensation and Expenses	<b>128724</b>	<b>138627</b>
Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks

**c. Ferdi Brits, Pastor, Presbyterian Church of the Lakes, Orlando**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	46800	46880
Housing	34000	39662
Utilities		
Other		
Effective Salary	<b>80880</b>	<b>86542</b>
Pastor Pension/Death Benefit Dues	8088	8654
Pastor Medical Dues	21838	25097
Employer's portion of SECA	6187	6620
Deferred matching	36270	36270
Total Compensation	<b>153263</b>	<b>163184</b>
Auto/Travel	3406	3406
Continuing Education/Professional Dev.	650	650
Books	300	300
Other	1944	1944
REIMBURSED EXPENSES/ALLOWANCES	<b>6300</b>	<b>6300</b>
GRAND TOTAL Compensation and Expenses	<b>159563</b>	<b>169484</b>

Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks

**d. InChul Nam, Pastor, Korean Presbyterian Church of Orlando, Winter garden**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	28000	30000
Housing	24000	25500
Utilities	9000	9600
SECA in excess	4667	4980
Sub total	65667	70080
Other – Contributions to tax-deferred non matched		
Effective Salary	65667	<b>70080</b>
Pastor Pension/Death Benefit Dues	6567	7008
Pastor Medical Dues	19043	20323
Employer's portion of SECA	4667	4980
Deferred matching		
Total Compensation	<b>95944</b>	<b>102392</b>
Auto/Travel	6000	7200
Continuing Education/Professional Dev.	1000	1000
Books	1000	1000
Other		
REIMBURSED EXPENSES/ALLOWANCES	<b>8000</b>	<b>9200</b>
GRAND TOTAL Compensation and Expenses	<b>103944</b>	<b>111592</b>
Vacation	1 Month	1 Month
Study Leave	2 Weeks	2 Weeks

**e. Mario Bolivar, Pastor, First Presbyterian Church, Eustis**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	46110	46110
Housing	30528	30528
Utilities		
Other	1633	1633
Effective Salary	78625	<b>78625</b>
Pastor Pension/Death Benefit Dues	7863	7863
Pastor Medical Dues	21229	22801
Employer's portion of SECA	6015	6015

Deferred matching		
Total Compensation	113731	<b>115304</b>
Auto/Travel	5000	5000
Continuing Education/Professional Dev.	2000	2000
Books	345	345
Other	6600	6600
REIMBURSED EXPENSES/ALLOWANCES	13945	<b>13945</b>
GRAND TOTAL Compensation and Expenses	127676	<b>129249</b>
Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks

**f. Jeff Hosmer, Pastor, North Lake Presbyterian Church, Lady Lake**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	56350	62768
Housing	65000	65000
Other	2000	2000
Sub-total	<b>123350</b>	129768
Differed not matching	5000	5000
<b>Effective Salary</b>	<b>128350</b>	<b>134768</b>
Pastor Pension/Death Benefit Dues	12835	13477
Pastor Medical Dues	34655	350000
Employer's portion of SECA	9436	9927
Deferred matching		
Total Compensation	<b>185276</b>	<b>193171</b>
Auto/Travel	4800	4800
Continuing Education/Professional Dev.	2000	2000
Books	1000	1000
Other	2784	2784
REIMBURSED EXPENSES/ALLOWANCES	<b>10584</b>	<b>10584</b>
GRAND TOTAL Compensation and Expenses	<b>195859</b>	<b>203755</b>
Vacation	1 month	6weeks
Study Leave	2 weeks	2 weeks

**g. Shawn Smith, Associate Pastor, North Lake Presbyterian Church, Lady Lake**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	51200	51660
Housing	30000	33600

Sub-total	81200	85260
Deferred non-matching	1200	1260
Effective Salary	<b>82400</b>	<b>86520</b>
Pastor Pension/Death Benefit Dues	8240	8652
Pastor Medical Dues	22248	25091
Employer's portion of SECA	6212	6522
Deferred matching		
Total Compensation	<b>119100</b>	<b>126785</b>
Auto/Travel	4800	4800
Continuing Education/Professional Dev.	1000	1000
Books	1000	1000
Other	2048	2048
REIMBURSED EXPENSES/ALLOWANCES	<b>8848</b>	<b>10484</b>
GRAND TOTAL Compensation and Expenses	<b>127948</b>	<b>137633</b>
Vacation	1 month	5 weeks
Study Leave	2 weeks	2 weeks

#### **h. Scott Worth, Pastor, Presbyterian Church of the Good Shepherd, Melbourne**

COMPENSATION	<b>2022 Terms</b>	<b>2023 Terms</b>
Cash Salary	31650	31850
Housing	29000	29000
Other	4463	4863
Sub-total	65113	65713
Deferred non-matching	2000	2000
Effective Salary	<b>67113</b>	<b>67713</b>
Pastor Pension/Death Benefit Dues		6771
Pastor Medical Dues		19637
Employer's portion of SECA		0
Deferred matching		
Total Compensation		<b>94121</b>
Auto/Travel	4000	40000
Continuing Education/Professional Dev.	1000	1000
Books	500	500
Other	2000	2300
REIMBURSED EXPENSES/ALLOWANCES	<b>7500</b>	<b>7800</b>
GRAND TOTAL Compensation and Expenses		<b>101921</b>
Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks

**i. Brian Stamper, Pastor, (Quest) St. Paul's Church, Ocoee**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	59460	59460
Utilities paid by church	4800	4800
Manse	1000	1000
Sub-total	60460	60460
Manse Value	31128	34241
Effective Salary	<b>91588</b>	<b>94701</b>
Pastor Pension/Death Benefit Dues	9159	9470
Pastor Medical Dues	24729	27463
Employer's portion of SECA	7006	7245
Deferred matching		
Total Compensation	<b>137282</b>	<b>143679</b>
Auto/Travel	4537	4537
Continuing Education/Professional Dev.	8000	800
Books	300	300
Other		
REIMBURSED EXPENSES/ALLOWANCES	<b>5637</b>	<b>5637</b>
GRAND TOTAL Compensation and Expenses	<b>142919</b>	<b>149316</b>
Vacation	1 month	6weeks
Study Leave	2 weeks	2 weeks

**j. Sandy Lacy, Pastor, Rockledge Presbyterian Church**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	50000	50000
Housing	20000	20000
Sub-total	70000	70000
Deferred non-matching		
Effective Salary	<b>70000</b>	<b>70000</b>
Pastor Pension/Death Benefit Dues	7000	7000
Pastor Medical Dues	18900	20300
Employer's portion of SECA	5355	5355
Deferred matching		
Total Compensation	<b>101255</b>	<b>102655</b>
Auto/Travel	2400	2400
Continuing Education/Professional Dev.	1652	1652
Books	300	300

Other		
REIMBURSED EXPENSES/ALLOWANCES	<b>4352</b>	<b>4352</b>
GRAND TOTAL Compensation and Expenses	<b>105607</b>	<b>107007</b>
Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks

**k. Oscar Clavel-Arauz, Pastor, Wekiva Presbyterian Church, Longwood**

COMPENSATION	<b>2022 Terms</b>	<b>2023 Terms</b>
Cash Salary	29600	31600
Housing	3000	3200
Other	494	520
Sub-total	60094	64120
Deferred non-matching	10400	10400
Effective Salary	<b>70494</b>	<b>74520</b>
Pastor Pension/Death Benefit Dues	7049	7452
Pastor Medical Dues	19033	21611
Employer's portion of SECA	4597	4905
Deferred matching		
Total Compensation	<b>101173</b>	<b>108488</b>
Auto/Travel	3402	3500
Continuing Education/Professional Dev.	1000	1000
Books	600	600
Other	1500	
REIMBURSED EXPENSES/ALLOWANCES	<b>6502</b>	<b>5100</b>
GRAND TOTAL Compensation and Expenses	<b>107675</b>	<b>113588</b>
Vacation	1 month	5 weeks
Study Leave	2 weeks	2 weeks

**l. William Lewis, Pastor, Community Presbyterian Church, Celebration**

COMPENSATION	<b>2022 Terms</b>	<b>2023 Terms</b>
Cash Salary	71717	75302
Housing	64766	68004
Utilities	3400	3400
Other	4500	4500
Sub-total	144383	151206
Deferred non-matching		
Effective Salary	<b>144383</b>	<b>151206</b>

Pastor Pension/Death Benefit Dues	14438	15121
Pastor Medical Dues	38983	40826
Employer's portion of SECA	11046	11567
Deferred matching		
Total Compensation	<b>208850</b>	<b>218719</b>
Auto/Travel	4500	4500
Continuing Education/Professional Dev.	2000	2000
Books	1000	1000
Other	2500	2500
REIMBURSED EXPENSES/ALLOWANCES	<b>10000</b>	<b>10000</b>
GRAND TOTAL Compensation and Expenses	<b>218850</b>	<b>228719</b>
Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks

**m. Erika Rembert-Smith, Pastor, Washington Shores Presbyterian Church, Orlando**

COMPENSATION	2022 Terms	2023 Terms
Cash Salary	35135	35838
Housing	35135	35838
SECA in Excess	5376	5483
Sub-total	75646	77159
Deferred non-matching		
Effective Salary	<b>75646</b>	<b>77159</b>
Pastor Pension/Death Benefit Dues	7565	7716
Pastor Medical Dues	20424	22376
Employer's portion of SECA	5376	5483
Deferred matching		
Total Compensation	<b>109011</b>	<b>112734</b>
Auto/Travel	4470	4470
Continuing Education/Professional Dev.	2375	2375
Books	500	500
Other	1853	1853
REIMBURSED EXPENSES/ALLOWANCES	<b>9198</b>	<b>9198</b>
GRAND TOTAL Compensation and Expenses	<b>118209</b>	<b>121932</b>
Vacation	1 month	1 month
Study Leave	2 weeks	2 weeks



## ACTIONS TAKEN

The Committee on Ministry took the following actions:

1. **Minutes:** Approved the following minutes:
  - a. February 02, 2023
  - b. April 13, 2023
2. Approved the Pastoral Relationship between Rev. Dr. Brenda Loyal and First Presbyterian Church, Mount Dora, effective May 22, 2023. (see above for TOC)
3. Approved the contract renewals for the following Temporary Pastoral Relationships:
  - a. St. Andrews, Forest City and Neil Ricketts, Stated Supply, part-time, effective November 1, 2022
  - b. Upsala and Wendell Colson, Stated Supply, part-time, effective January 1, 2023
  - c. Eastminster Presbyterian Church, Indialantic and Darice Dawson, Parish Associate, part-time
  - d. GraceWay Church, Leesburg and Ian Lamont, Interim Pastor, full-time, effective January 1, 2023
4. Approved the addition to the COM Handbook a process to convert a temporary pastoral relationship to a called pastoral relationship to meet the requirements of G-2.0504 b and c
  - a. b. Temporary Pastoral Relationships  
 Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of the Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister of the Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor.

- b. c. Exceptions  
 A presbytery may determine that its mission strategy permits a minister of the Word and Sacrament currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a minister of the Word and Sacrament employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting.

5. Approved the Validated ministry request for Linda Wright Simmons
6. Approved the formation for a PNC for First Presbyterian Church, St. Cloud
7. Approved the formation of a PNC for GraceWay Church, Leesburg
8. Approved the following Ministry Information Forms (MIF)
  - a. Eastminster Presbyterian Church
  - b. First Presbyterian Church, Wildwood
  - c. Ormond Beach Presbyterian Church
  - d. Grace Covenant Presbyterian Church, Orlando

**Information:** Received the following as information

- Lynn Miller's has "retired" her Commissioned Pastor Commission from North Lake Presbyterian Church. Central Florida Presbytery is grateful for her service and wish her Godspeed in the next season of her life.
- The CLC is making changes that are beginning to be implemented
- Received the Mission Studies from Westminster By-the-Sea
- Interim Quarterly Reports from: Westminster By-The-Sea

**Rev. Jason R. Hefner, D. Min**  
**Biography**

I grew up in and around the church. As a teenager, I was drawn to religious interests. I was active in my high school youth group and philosophy club and spent many summers in the Christian camping scene. My college years were typified by religious questioning and soul-searching, which culminated in a sense of call to pastoral ministry. I was ordained as a Minister of Word and Sacrament by the Presbyterian Church (U.S.A) in 2000. For the past 20+ years I have served as a clergy person in diverse settings, always striving to offer the best spiritual care I can and to grow in my own profession of faith. I am married to the former Dao Pham, of San Jose, California. We have three daughters, Lily, Arwen, and Melody. I enjoy swimming, reading, biking, and playing guitar.

I believe that learning and gaining new skills are essential to being an effective pastor. As a life-long learner, I have spent many hours in the classroom. I have degrees in comparative religion, clinical mental health counseling, divinity, and spirituality. I am a member of several professional organizations, including the Washington Presbytery, a community of the elders and clergy of the Presbyterian Church (U.S.A.), The American Counseling Association, and the Pastoral Leadership Renewal Group, sponsored by Samaritan Counseling and Consulting.

I've served in a variety of settings and among diverse people. I currently minister as pastor to Faith United Presbyterian Church in Washington, Pennsylvania. Previously, I served as a chaplain in the United States Navy. While stationed in Europe, I led multi-day retreats for personnel living overseas that focused on spirituality, marital resiliency, and personal wellness. On a ship, I provided care to sailors on the high seas, far from home and family. In a hospital, I worked with physicians, psychologists, and other medical professionals to care for families and patients.

Before military life, I was an associate pastor, who focused on youth ministry and families. Before that I was a volunteer in various ministries, like InterVarsity Christian Fellowship.

God has had something for me to do at every stage of life and I am enthusiastic about the ministry opportunities that are ahead.

**Rev. Jason R. Hefner, D. Min**  
**Statement of Faith, January 2023**

God is the supreme spirit, perfect in every way. God created everything, and all good. Humankind was made in God's image. Though God's sovereignty is absolute, God created humankind to enjoy freedom. At the instigation of the Evil One and by their own fault, humanity sinned against God. The resulting state of sin, which all humankind inherits and perpetuates, alienates people from God and each other. God intervenes and reveals the divine nature as not only Creator, but Savior and Lord as well.

God has self-revealed in history through the covenant with Israel testified to by the patriarchs, Law, and prophets. Fulfilling the messianic hope, Jesus Christ appeared. He was proven to be the Son of God when God raised him from the dead. After his resurrection, the promised Holy Spirit was sent to the early disciples. This experience led Christians to worship God as three distinguishable, yet unified, persons: The Triune God. God the Father is the font of authority. The Father issues the decrees of creation and providence. The Father looks upon creation with love, mercy, and justice. God the Son incarnated as Jesus of Nazareth and lived in faith, love, and obedience to God the Father and gave himself in service to humankind. Jesus' death and resurrection deal with the problem of sin. All who trust in Jesus as Savior and Lord will be saved. God the Holy Spirit is the agent of revelation and salvation. The Holy Spirit brings conversion, repentance, and sanctification, making us children of God. The Spirit is the architect of the Church, gifting us with abilities, wisdom, and love to enable our embodiment of the gospel to and for the world.

The Church, composed of believers from every time and place, shares in God's ongoing mission to redeem creation and humanity by proclaiming the gospel, sharing the sacraments, and calling all people into Christian community. This mission was given by Jesus Christ, who is the head of the Church and supplies it with everything needed for its mission. The Reformed tradition emphasizes a connected and confessional way of being. We proclaim the Word of God relying on the ministry of the Holy Spirit, the authoritative witness of the Scriptures, and the historic confessions of the Church. In the local congregation, we administer two sacraments, the Lord's Supper and Baptism, which are visible signs and means of invisible graces. We work for truth, community, and righteousness in the world. In these ways the congregation nurtures Christians and is a sign to the world of what God intends for all humanity.

Jesus Christ has promised that he will return. He will conclude history, vanquish evil, and reveal a new heaven and earth, where God's Kingdom will have no end. The saints of God will be resurrected in glorious bodies. Eagerly looking forward to that day, we make the most of our time by being a community of faith, hope, love, and witness which opens the Kingdom of God to all people, so that all may joyfully watch and pray, "Come, Lord Jesus."



CENTRAL  
FLORIDA  
PRESBYTERY

**REQUEST FOR EXCUSE**

Date of meeting to be excused from:

*Summer Stated Meeting: June 1, 2023  
Washington Shores Presbyterian Church*

NAME \_\_\_\_\_

CHURCH \_\_\_\_\_

PLEASE EXCUSE ME FOR:

\_\_\_\_\_ The entire meeting

\_\_\_\_\_ For the hours from \_\_\_\_\_ to \_\_\_\_\_.

I need to be excused because:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

**RETURN FORM TO:** Dan Williams, Stated Clerk ([dwilliams@cfpresbytery.org](mailto:dwilliams@cfpresbytery.org))  
c/o Central Florida Presbytery  
3101 Maguire Blvd. - Suite 244  
Orlando, FL 32803  
407.422.7128 (fax)

**CENTRAL FLORIDA PRESBYTERY**  
**MOTION and/or AMENDMENT FORM**