



CENTRAL FLORIDA PRESBYTERY

**CHURCHES: PLEASE
COPY THIS PACKET FOR
ALL PASTORS AND
ELDER COMMISSIONERS**

Date: August 29, 2023

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

The Fall Stated Meeting of Central Florida Presbytery will convene at 9:30 a.m. on Tuesday, September 12, 2023, at the GraceWay Presbyterian Church, 10200 Morningside Dr., Leesburg, Florida. THIS IS A HYBRID MEETING, WITH A ZOOM COMPONENT TO THOSE COMMISSIONERS WHO WISH TO JOIN THE MEETING IN THAT FORMAT. Please note the directions on page 2 about how to register to join the meeting via Zoom. Once registered, you will be sent the Zoom link. Do not share this with anyone, as the Zoom feed is intended only for commissioners. The feed of the meeting will also be available on Facebook Live for guests who wish to follow the meeting. Activities during lunch and Open Spaces after lunch will not be available online.

A map showing the location of the meeting follows this letter. 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

- ***This meeting is being recorded to assist in the preparation of minutes and to ensure decisions are accurately recorded.*** Certain segments of the meeting will also be live-streamed, but these segments are not provided as a hybrid meeting, as no simultaneous aural communication will be available.
- Please read this packet in advance as the reports will not be read aloud during the meeting.
- **The offering** for the Fall Stated Meeting will go to benefit Life Boat Project you can learn more by clicking [here](#).
- 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 June 1, 2023 Stated Meeting minutes of Presbytery are available at the Clerk's table.
- If you need childcare, please notify the Presbytery office by **Tuesday, September 5.**

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

TO REGISTER FOR THE HYBRID OPTION OF THE MEETING:

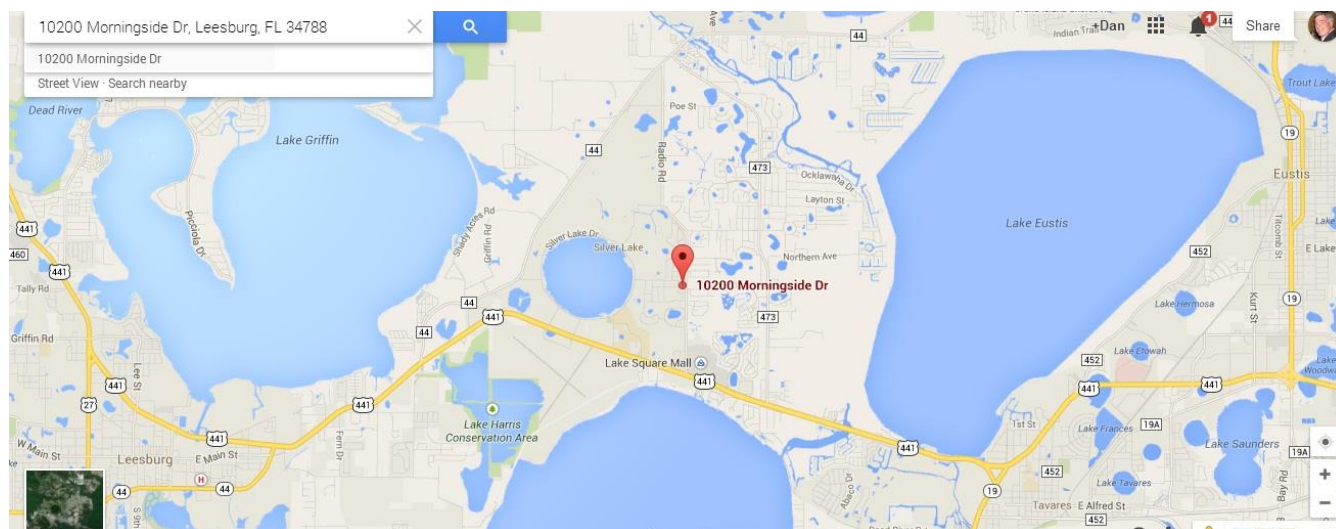
Elder Commissioners who will be attending the Fall Stated Presbytery Meeting via Zoom - Please use this [link](#) to register to receive the Zoom Link.

Please note: Each participant in the electronic/hybrid meeting is responsible for his or her connection to the Internet and teleconference; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented him or her from participating in the meeting, provided that at least a quorum of commissioners was connected and adequately able to participate.

DIRECTIONS TO GRACEWAY PRESBYTERIAN CHURCH

Address: 10200 Morningside Dr., Leesburg, FL 34788

Phone: (352) 728-1620



TO GET TO GRACEWAY CHURCH, TAKE YOUR BEST ROUTE TO US 441. THE ROAD TO THE CHURCH IS ACCESSED FROM 441 BETWEEN MT. DORA/EUSTIS AND LEESBURG ...

- **Orlando and points east and south:** Take Orange Blossom Trail (441) from the downtown area, or take the Turnpike or other expressways to 429. Exit 429 at OBT/441, west of Apopka.
- **Clermont/West Orange:** Take Rte. 27 north to Rte. 19. Take Rte. 19 north through Howey in the Hills to Rte. 441, turn left (twice) towards Leesburg.
- **Daytona Beach and Seminole/Volusia Counties:** Take I-4 to Exit 101C; head west on the 429 Expressway towards Mt. Dora. Turn right onto 441 (towards Leesburg). Alternate: from DeLand, take Rte. 44 towards Mt. Dora to 441, or turn onto 44A and follow it to Radio Road, north of the church.

THEN ...

1. Turn onto Radio Road – left turn from Leesburg, right turn from Eustis/Mt. Dora.
2. Follow Radio Road approximately one mile. GraceWay Presbyterian Church will be on the left at the intersection of Radio and Morningside Drive.

**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).

SPECIAL RULES OF ORDER FOR ELECTRONIC MEETINGS

- 1. Co-hosts shall be designated for the meeting to perform tasks that enable the smooth flow of the meeting, included but not limited to muting of a member's connection if it is causing undue interference with the electronic meeting, identifying people who desire to speak, and coordinating and counting any votes to be taken.
- 2. Each participant in the electronic meeting is responsible for his or her connection to the Internet and teleconference; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented him or her from participating in the meeting, provided that at least a quorum of commissioners was connected and adequately able to participate.
- 3. To seek recognition by the moderator, a member shall: (no-one will be recognized by raising their actual hand, they must use the "raise hand" icon.)
 - a. Use the "raise hand" icon in Zoom or *9 if using a telephone (mainly for points of order)

- b. To speak for or against an item up for discussion use the following non-verbal buttons available at the bottom of the Zoom participants window:
 - a. To speak in FAVOR - yes (green check)
 - b. To speak AGAINST - no (red x)
 - c. *9 if using a telephone
- 4. A member who intends to make a motion (main, amendment, postpone, etc.) should be written and emailed to the [clerk](#) and copied to the assistant clerk by 10:00 am the day of the meeting.
- 5. Voting rules.
 - a. Voice votes will not be taken, as having most, if not all, microphones active at the same time may cause feedback or other disruptions to the meeting.
 - b. Votes will be taken when appropriate by unanimous consent. If a member objects to giving consent, this should be done by using the raise hand feature (*9 if using telephone). The matter will then be subject to the usual debate and action.
 - c. Votes that require debate and action will be voted upon by using the poll feature in Zoom. Members should respond to the poll when it appears on their screen. If more than one member is using a single computer, they should register their votes using the chat function. If using a telephone use *9 to cast a negative vote
 - d. In certain circumstances, a vote may be taken using the yes (green check) and no (red x) response available at the bottom of the Zoom participants window.

Seeking to be Faithful Together:

Guidelines for Presbyterians During Times of Disagreement

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

<p>Give them a hearing... listen before we answer</p> <p><i>John 7:51 and Proverbs 18:13</i></p>	<p>1 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"> – we will keep our conversations and communications open for candid and forthright exchange, – we will not ask questions or make statements in a way which will intimidate or judge others. <p>2 Learn about various positions on the topic of disagreement.</p> <p>3 State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.</p>
<p>Speak the truth in love</p> <p><i>Ephesians 4:15</i></p>	<p>4 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>5 Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;</p> <ul style="list-style-type: none"> – we will not engage in name-calling or labelling of others prior to, during, or following the discussion. <p>6 Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.</p>
<p>Maintain the unity of the spirit in the bond of peace</p> <p><i>Ephesians 4:3</i></p>	<p>7 Indicate where we agree with those of other viewpoints as well as where we disagree.</p> <p>8 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"> – we will be ready to forgive and be forgiven. <p>9 Follow these additional guidelines when we meet in decision-making bodies:</p> <ul style="list-style-type: none"> – urge persons of various points of view to speak and promise to listen to these positions seriously; – seek conclusions informed by our points of agreement; – be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience; – 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. <p>10 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 204th General Assembly (1992) of the Presbyterian Church (U.S.A.) for use by sessions and congregations



Margaret Olivia Kincaid Haney

Olivia is a Virginia native, a graduate of Mary Baldwin University (College), Louisville Presbyterian Theological Seminary, and is a Certified Clergy Coach through Auburn Seminary. She has served churches in Shenandoah Presbytery, (VA) and comes to Central Florida Presbytery from Providence Presbytery (SC) serving as a Mid-Council Leader with Hoover. During her years of ministry, she has worked in a variety of ministries, and outside of church work, has been an Academic Team coach, a substitute teacher, and posed as a track and cross-country coach.

Olivia and Hoover married in 1986; mom to Joseph, Alex (Nadege), Isaac and Laura, and Meeme to Alayna, born in August. They are great young adults all living in VA. When not doing Presbytery work, she enjoys cooking, reading mysteries, biographies and listening to music, (Classical to Jimmy Buffett and most anything in-between), as well as dancing to it all.

John Hoover Haney

Hoover is a Preacher's Kid from Virginia, West Virginia, and South Carolina. He graduated from Francis Marion University (College), Louisville Presbyterian Theological Seminary (MDiv) and Union Theological Seminary (DMin). He served congregations in Shenandoah Presbytery (VA) before being called to Mid-Council Ministry in Providence Presbytery (SC) with Olivia. He has been a small church pastor, led workshops on both small church ministry and lament and grief, served on many Presbytery committees, and a member and chair of the VA Electoral Board for Bath County, VA.

He is married to Olivia, father to their four children and Pops to little Alayna. When not doing the Lord's work, Hoover finds relaxation through doing yard work, hiking, and western novels. He is retired from roller coasters, but occasionally will zip line.

Together Hoover and Olivia are both history nerds, which can make conversation interesting. They also enjoy good food, hiking, streaming mysteries and comedies, board games, axe throwing, and watching their family grow in God's grace.

What excites "Team Haney" about Central Florida Presbytery?

We have found that we like working together and in this ministry, every day is very different. We feel an energy from the search committee which we feel is throughout the presbytery, and in that energy is imagination and change. We are excited to meet new people, face new challenges and see where God will lead all of us as we begin to reimagine what the church of 2024 and on will be and how we will share the gospel of Jesus Christ.



Young Adult Advisory Delegate Nominations NEEDED!

The Leadership Development committee is looking for involved and knowledgeable young adults who could represent the Central Florida Presbytery with enthusiasm and wisdom at the 226th General Assembly in Salt Lake City, UT, from June 25 - July 4, 2024 as a Young Adult Advisory Delegate (YAAD). General Assembly will be a hybrid event with Committee sessions in Salt Lake City, UT and Plenary sessions online.

We hope that you might have just the person in your congregation!

In selecting a person, consider the following criteria:

1. Active member of a Presbyterian Church (USA) congregation and between the ages of 17 and 23 (at the time General Assembly meets in June 2024).
2. Faithful disciple of Jesus Christ in all areas of life.
3. Participation in Presbytery youth or young adult activities and/or the life of the church in their congregation.
4. Potential for future contribution to your church and the larger church.
5. Available for online committee meetings June 25-27.
6. Available to go to the General Assembly meeting in Salt Lake City, UT June 29-July 4, 2024.
7. All expenses will be paid by GA.

Please have the young adult complete the attached form and return it to us by Friday, October 20, 2023. Include a letter of recommendation from someone who knows the young person in your congregation. Please Note: The application will not be considered unless both the application and letter of recommendation are received by Friday, October 20, 2023. The nomination process by the church does not require formal approval by the session.

Please send all material to the attention of Kenne Sparks by Friday, October 20, 2023 at the following address: Central Florida Presbytery, 3101 Maguire Blvd. Suite 244, Orlando, FL, 32803 or by email to ksparks@cfpresbytery.org.

A Leadership Development sub-committee will read the application responses and letters of recommendation and rank them. The top nominees will be interviewed, and the delegate and an alternate will be selected. The alternate only serves if the delegate is unable to serve.

Thank you for your help and timeliness!
Central Florida Presbytery
Leadership Development Committee



**MONTGOMERY
CENTER**
EST. 1957



***For all Volunteers and Professionals in
Church Ministry and Leadership***

Join us for FISH 2.0

SEPTEMBER 22-23, 2023

at Montgomery Center in Starke, Florida

*FISH 2.0 is for Sunday School teachers, Bible Study Leaders, Pastors, Deacons,
Elders, Youth Leaders, Christian Educators... all are welcome!*



REGISTER BY SEPTEMBER 8!

www.bit.ly/fishsept2023

Choose 2 workshops at registration.

Topics include:

- *Spiritual Practices*
- *Mental Health*
- *Recreation for All Ages*
- *Exploring the Bible*
- *Conversations about Race*

Options Include:

***Thursday Sabbath,
Friday Experiential Keynote,
Saturday Workshops and Keynote
Come for one day or all!***

Keynotes by the Rev. Michelle Thomas-Bush



Michelle Thomas-Bush is the Associate Pastor of Youth and their Families at Myers Park Presbyterian Church. Michelle is also a Certified Enneagram Coach, coaching teams and individuals. She is creator of Big Ideas in Youth Ministry. Michelle and her husband Dave have two college students, Violet and Camden. Michelle served her first call at Fort King in Ocala and then served at Riverside in Jacksonville. Michelle, her husband Dave and their children Camden and Violet all have wonderful and abundant memories of Camp Montgomery.

To Download the Registration Packet, Go to: <http://www.cfpresbytery.org/equip.html>
Questions? Email office@montgomerycenter.org or call 352-473-4516

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

FALL STATED MEETING

Tuesday, September 12, 2023

GraceWay Presbyterian Church, Leesburg, 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.**

8:30 am	Meeting Registration/Visit Displays/Fellowship	
TIME	ITEM.....	PAGE #
*9:30 am	CALL TO ORDER/PRAYER – Paige McRight, Moderator WORSHIP with the Sacrament of the Lord’s Supper	
10:15 am	Break	
10:30 am	Quorum / Adoption of the Docket / Appointments by Moderator Good News First: VBS/Summer Church Fun from throughout the Presbytery Synod Executive/Stated Clerk – Valerie Young Board of Pensions -- Clark Simmons Committee on Ministry: Bill Kramp Addendum Council – Ralphetta Aker McClary 11 <ul style="list-style-type: none"> ○ Anti-Racism Committee – Erika Rembert Smith 28 ○ Church Development Committee – Mike Foley 29 ○ Mission Development Committee – Olga Malave 34 ○ Leadership Development Committee – Sheryl Chernault Addendum ○ Finance Committee – Cris Heceta Addendum ○ Office and Personnel Committee – Cas Waddell ELECTION OF STATED CLERK <ul style="list-style-type: none"> ○ Installation of the Stated Clerk..... 36 	
*11:30 am	ORDER OF THE DAY: Retirement of EP/SC Dan Williams	
*12:00 pm	LUNCH RECESS and INTRODUCTION TO OPEN SPACES	
1:45 PM	OPEN SPACES.....	Addendum
2:30 pm	Presbytery reconvenes FLAPDAN -- Kathy Broyard Nominating Committee – Jody Mask Addendum Committee on Preparation for Ministry – Laurie Farquharson 38 Presbyterian Women – Janet Foley..... 41 Stated Clerk – Dan Williams Addendum Announcements Next Meeting: Tuesday, December 5, 2023, 9:30 am – Zoom meeting Adjournment and Closing Prayer	

* = Order of the Day

COUNCIL REPORT

September 12, 2023

RECOMMENDATIONS

1. **Stated Clerk election.** *[Handled during report of Office and Personnel Committee.]*

Recommendation: The Committee of Office and Personnel unanimously recommends **Christina Greenawalt** for the position of Stated Clerk.

Background information: We interviewed three candidates and Christina was selected for her understanding and experience as well as her history at Central Florida Presbytery as assistant as we transition to this period of an interim executive presbyter. She was by far the most qualified in every area of evaluation.

After an opportunity for nominations from the floor, the election will be held. Following the election of the Stated Clerk, the Moderator will lead presbytery in a service of installation of the new Stated Clerk.

2. **Board of Directors Secretary.** The Board of Directors recommends that the Stated Clerk elected during the September stated meeting be elected as Secretary of the Board of Directors, filling the unexpired term of Dan Williams. *(Handled after election of Stated Clerk during the report of the Office and Personnel Committee.)*
3. **Nominations Committee.** Council recommends that Presbytery elect Bob Hines (Retired minister) to fill an unexpired term on the Nominations Committee.
4. **Putnam Memorial support.** Council recommends that Presbytery amend the 2023 budget increase support for 2023 for Putnam memorial Presbyterian fellowship group by an additional \$3,000, to help pay for storage costs incurred by the group's move from First Presbyterian Church Daytona Beach to the Port Orange Presbyterian Church.
5. **2024 Per Capita Apportionment.** Council voted to recommend that Presbytery approve a per capita apportionment of \$25.00 for 2024.

Council	Per Capita	Change from 2023
General Assembly	\$9.80	minus 5 cents
Synod South Atlantic	\$1.50	unchanged
Presbytery	\$13.70	plus \$4.80
TOTAL	\$25.00	plus \$4.75

ACTIONS

1. **Stated Clerk TOC.** Council voted to approve the terms of call for Christina Greenawalt, Stated Clerk, effective October 1, 2023, pending her election on September 12, 2023. The Terms of Call are attached to this report.
2. **Interim Co-Executive Presbyters.** Council voted to approve the contract and terms of contract for Olivia and Hoover Haney, interim Co-Executive Presbyters, effective October 1, 2023 through September 30, 2024. (The intent is that the interim relationship be for 30 months, but the

Constitution limits temporary relationships to a maximum of 12 months, and is renewable.) The Interim Contracts, Position Description, and Terms of Contract are attached to this report.

3. **September Stated Meeting.** On August 29, Council voted to amend its action taken August 8 in order to hold the September stated meeting as a hybrid meeting instead of in-person only. Open Spaces and the lunch items will not be available in the hybrid meeting, only the worship and business portion of the meeting. Adjustments to the presbytery packet will be made to reflect this change.
4. **September 12, 2023 Stated Meeting**
 - a. Good News First: VBS reports (S. Chernault); El Redentor service on Confessions (J. Texidor)
 - b. Worship -- Preaching: Dan Williams. The Sacrament of the Lord's Supper will be celebrated.
 - c. Offering: reaching out to GraceWay- The Lifeboat Project
 - d. Plenary: no plenary this meeting
 - e. Open Spaces (after lunch)
 - f. Guest: Valerie Young, Synod Executive/Stated Clerk; Kathy Broyard (FLAPDAN), Clark Simmons, Board of Pensions.
2. **Livestream September stated meeting.** Permission was granted for GraceWay church to livestream the September stated meeting. This would be for viewing only and not as a hybrid meeting.

INFORMATION

1. **December 5 stated meeting.** The December stated meeting will be held via Zoom. Featured presenter: Rev. Liz Theoharis, Director of the Kairos Center for Religions, Rights, and Social Justice at Union Theological Seminary and Co-Chair of the Poor People's Campaign: A National Call for Moral Revival with the Rev. Dr. William J. Barber II. She is an ordained minister in the Presbyterian Church (USA) and teaches at Union Theological Seminary in New York City. Here is the link to her bio: <https://kairoscenter.org/staff/liz-theoharis/> She will speak to the issues of poverty.
2. **Properties held by CFP.** Central Florida Presbytery owns the following properties:
 - **Viera.** Five acres across the street from Viera High School. Purchased in early 2000's as the site for a ministry that was subsequently closed. Presbytery paid the mortgage on this property several years ago, but has no current plans for development of it.
 - **South Clermont.** 4.7 acres along Route 27, just south of Hartwood Marsh Road (0.3 acres was taken by the state to widen Route 27 to six lanes). The property was intended for the Crosspoint Presbyterian Church, which was closed at the end of 2012. Presbytery has been holding the land as property values are expected to increase when a 1,200 unit housing development is completed across the highway and the intersection on which the property sits becomes a signaled intersection. The New Church Development Committee is assessing whether the property might be used for a new congregation in south Clermont, or flipped to purchase property further south in the Four Corners area.
 - **Howey in the Hills.** 9.7 acres two miles south of Community Church along Route 19. Community Presbyterian bought this land in 2008 for \$430,000, intending to build a larger facility. In 2012, the congregation experience a schism, leaving the remnant congregation in control of the property, but with no need for the larger planned church. With the economic downturn in that era, projects surrounding the church's land were cancelled, and property values plummeted to an assessed value of \$107,000. Presbytery paid off the mortgage (approximately \$250,000) in 2014 and took control of the property. We have been waiting for property values to increase before possibly selling the land.

- **Votaw Street, Apopka.** This is the former Monte Sinai Presbyterian Church location. When the congregation no longer could afford the property, the presbytery assumed the mortgage as a co-borrower. The Lifeboat Project and Anchor Point worshipping community have been using the property ever since. Presbytery pays over \$21,000 annually for mortgage payments on the property, which would be good to get off our books if Lifeboat (or someone else) will purchase the property.

STATED CLERK TERMS OF CALL

CENTRAL FLORIDA PRESBYTERY			
2023 Proposed Terms of Call for Churches Issuing a New Call (version 12-05-2022)			
and Providing a Housing Allowance (CFP-0156)			
Phone 407-422-7125			FAX 407-422-7128
Church:	CFP Stated Clerk/pastor Merritt Island salary paid by church	Orlando	
Pastor:	Christina Greenawalt		
		2023 Minimum	Proposed Terms of Call
	If Part-Time , enter number of hours per week <i>Use Board of Pensions Calculators for lines 9a and 9b</i>		
COMPENSATION			
1	Annual Cash Salary	0	23,320
2	Housing Allowance		16,000
3	Utilities Allowance		
4	Is minister enrolled in Social Security? (Yes/No)	"Yes" is the default	Yes
4a	If Yes: SECA (Social Security) Tax Allowance in excess of 7.65 % of line 6 (optional)		2,243
4b	If No: Allowance in place of SECA (optional)		
5a	Other (optional medical, dental) - Identify		
5b	Other, continued - Identify		
5c	Moving expenses- must be reported on the Pastor's W-2 and included in SECA calculation. Not included in the benefits dues calculation.		
6	Sub Total (add lines 1-5b)	46,640	41,563
7	Contributions to tax-deferred plans [not church matching contributions]		
8	Effective Salary (add lines 6-7)	46,640	41,563
9a	Pastor Pension and Death Benefit Dues (10% of line 8)		4,156
9b	Pastor and Dependent Medical Dues (Min. 11500, max. 35000, otherwise 29% of Line 8)		12,053

10a	For SECA calculation: Optional pre-tax salary reduction - health FSA (\$3,050 maximum)		
10b	For SECA calculation: Optional pre-tax salary reduction - dependent care FSA (\$5,000 maximum)		
10	Employer's portion of SECA Tax (7.65% of line 6 plus line 5c less 4a,10a,10b)		3,008
11	Other Deferred Income [Employer <u>matching</u> contributions to PCUSA 403(b)(9)]		
12	Total Compensation (add lines 5c, 8, 9a,9b,10, 11)	46,640	60,781
REIMBURSED EXPENSES/ALLOWANCES:			
13	Auto/Travel (Minimum \$3,402)	3,402	3,402
14	Continuing Education/Professional Development (Minimum \$650)	650	1,000
15	Books (Minimum \$300)	300	300
16	Group Medical and Insurance (see instructions)		
17a	Other (Professional Expenses, cell phone, etc.) - Identify		
17b	Other, continued - Identify		
18	Total Reimbursed Expenses/Allowances (add lines 13, 14, 15, 16, 17a, 17b)		4,702
19	GRAND TOTAL COMPENSATION AND EXPENSES (add lines 12 and 18)		65,483
	Vacation (minimum one month)	One month	one month
	Study Leave (minimum 2 weeks)	2 weeks	2 weeks

TEMPORARY PASTORAL RELATIONSHIP AGREEMENT: INTERIM CO-EXECUTIVE PRESBYTER

The following agreement between Central Florida Presbytery in Orlando, Florida and _Margaret Olivia Haney_ is for the purpose of providing transitional or interim presbyter services to the staff, members, and congregations of the presbytery.

I. THE INTERIM CO-EXECUTIVE PRESBYTER:

- shall be a member of Central Florida Presbytery (CFP).
- shall serve as Head of Staff with administrative responsibility for the CFP mission.
- shall be a pastoral resource to pastors and commissioned pastors.
- shall be responsible for the tasks on the attached position description.

II. INTERIM CO-EXECUTIVE PRESBYTER SERVICES:

- Lead the CFP strategic planning team to define strategic goals in mission, stewardship, new church development, and leadership development to execute in a post-COVID world.
- Work with the CFP community to restore and maintain financial health and stability, prioritizing financial and fiduciary accountability.
- Develop an effective culture of stewardship to support the financial needs and goals of the CFP community.
- Direct and support CFP staff in transition, which may include re-imagining new staffing models and the office location.
- Maintain accurate job descriptions and conduct reviews of employee performance and compensation.
- Strengthen collaboration, connection, and faith of clergy members and commissioned pastors: active and retired, in called and in temporary relations.
- Provide other administrative leadership, as needed (e.g., work with presbytery staff and committees; assist with general oversight of presbytery facilities; and represent the presbytery in dealing with outside organizations).

III. MINISTRY GOALS OF CENTRAL FLORIDA PRESBYTERY, A MATTHEW 25 PRESBYTERY

1. Vision Goals:

1. Enhance the mission and ministry of the presbytery by assessing existing programs and activities and envisioning ways to make them more effective as part of the work with the CFP strategic planning team.
2. Emphasize fellowship and reconciliation by engaging with presbytery staff, pastors, committees, and congregations to build and strengthen relationships at the presbytery and congregational level.
3. Ensure the viability of the presbytery and the well-being of its members and congregations by identifying and addressing areas of specific concern.
4. Encourage and celebrate the work of the Anti-Racism Committee (ARC).
5. Guide and promote new church development (NCD).
6. Encourage and promote transformational ministry in existing congregations.

2. Developmental Task Goals:

1. Come to terms with history. Identify and address existing issues and conflicts within the presbytery and also recognize and reinforce the on-going ministry of the members in the life and work of the presbytery.
2. Discover current identity or set new directions as part of work with the strategic planning team to envision and clarify the mission of the presbytery.
3. Facilitate needed shifts or changes in leadership: review and clarify job descriptions for staff and presbytery ministry team leaders; support the presbytery nominating committee processes in developing new leadership for the future.
4. Renew or strengthen denominational ties: participate in the denomination and share the focus and work of the larger Church with the presbytery and its congregations.
5. Commit to a new direction in ministry and prepare the presbytery for new executive leadership.

IV. THE COUNCIL

- A. The Council shall assist the Interim Co-Executive Presbyter in interpreting the goals for the presbytery and by encouraging members of the presbytery and its congregations to fulfill their responsibilities as members.
- B. The Council shall counsel the Interim Co-Executive Presbyter in the assessment of the goals and allow him/her reasonable time away to fulfill Presbytery responsibilities and opportunities related to achieving the goals.
- C. The Council shall support the Interim Co-Executive Presbyter in his/her ministry; provide regular financial compensation (according to the attached Terms of Contract); and pray for the Interim Co-Executive Presbyter during this contract period.

V. ACCOUNTABILITY

- A. During the length of the agreement, the Interim Co-Executive Presbyter shall be accountable to Central Florida Presbytery through the Council. At the end of the agreement, the Council shall conduct a performance review. The Council may designate a team (or personnel committee) to provide periodic assessment and feedback as appropriate and necessary during the term of the agreement. The Interim Co-Executive Presbyter may participate in any training/discussions sponsored and/or requested by the Presbytery.
- B. The Council understands that former Executive Presbyters shall abide by the ministerial ethics of the Presbytery concerning contacts with members of the presbytery and that any serious concerns in this matter shall be referred to the Committee on Ministry.
- C. The Interim Co-Executive Presbyter may assist the Executive Presbyter Pastor Nominating Committee with advice and making adequate reports to the Council and Presbytery.
- D. Any suggestions or concerns that the Interim Co-Executive Presbyter may have should be submitted to the Council, Committee on Ministry or the Office and Personnel Committee.
- E. The Interim Co-Executive Presbyter understands that he/she will not be considered for the position of the next installed Executive Presbyter and seeks to prepare the way for the coming of an installed Executive Presbyter.

VI. DURATION OF CONTRACT

- A. This agreement is for a period of 12 months, renewable. The contract is to begin on October 1, 2023.
- B. This agreement may be terminated by the Council upon 30 days written notice. The Interim Co-

Executive Presbyter may terminate the agreement with 30 days written notice and forfeiture of any payment beyond that for actual services in the 30-day period.

- C. This agreement may be extended in 1 to 12-month periods, upon written notice to and approval of the Council and Committee on Ministry.

VII. Interim Co-Executive PRESBYTER COMPENSATION

- A. The Interim Co-Executive Presbyter is employed on a () full-time or (X) part-time basis, serving approximately 30 hours per week, and shall be compensated for services following the Presbytery's Terms of Contract spreadsheet attached to this agreement.
- B. **Optional Post-Interim Compensation:** At the conclusion of the agreement period, full salary and allowances, or an amount to be agreed upon by both parties to this agreement, may be paid to the departing Interim Co-Executive Presbyter as necessary to provide income while he/she actively seeks a new contract. Any amount agreed upon shall not exceed an amount equal to 3 months compensation from the expiration of the contract or the beginning of the Interim Co-Executive Presbyter's next contract, whichever comes first. This does not include such Vacation and Study Leave as may be due at the time of expiration.
- Approved by the Council _____ Declined by the Council _____ X _____.**
- C. Vacation is to be earned at the rate of 1 week per quarter and used or accumulated as agreed on.
- D. Study Leave of 2 weeks is pro-rated annually.
- E. Any released time provisions for special commitments and any other conditions of service may be listed here:

Vacation leave October 14-21, 2023; we will revisit adequacy of reimbursables at the end of one year.

VIII. APPROVALS *(Signed copies are to be given to each party)*

- A. The Council approved this contract and its conditions.

Signed (Stated Clerk): _____ Date: _____

- B. The Interim Co-Executive Presbyter accepted the terms of this contract.

Signed (Interim Co-Executive Presbyter): _____ Date: _____

TEMPORARY PASTORAL RELATIONSHIP AGREEMENT: INTERIM CO-EXECUTIVE PRESBYTER

The following agreement between Central Florida Presbytery in Orlando, Florida and ___John Hoover Haney is for the purpose of providing transitional or interim presbyter services to the staff, members, and congregations of the presbytery.

I. THE INTERIM CO-EXECUTIVE PRESBYTER:

- shall be a member of Central Florida Presbytery (CFP).
- shall be a pastoral resource to pastors and commissioned pastors.
- shall be responsible for the tasks on the attached position description.

II. INTERIM CO-EXECUTIVE PRESBYTER SERVICES:

- Lead the CFP strategic planning team to define strategic goals in mission, stewardship, new church development, and leadership development to execute in a post-COVID world.
- Work with the CFP community to restore and maintain financial health and stability, prioritizing financial and fiduciary accountability.
- Develop an effective culture of stewardship to support the financial needs and goals of the CFP community.
- Direct and support CFP staff in transition, which may include re-imagining new staffing models and the office location.
- Maintain accurate job descriptions and conduct reviews of employee performance and compensation.
- Strengthen collaboration, connection, and faith of clergy members and commissioned pastors: active and retired, in called and in temporary relations.
- Provide other administrative leadership, as needed (e.g., work with presbytery staff and committees; assist with general oversight of presbytery facilities; and represent the presbytery in dealing with outside organizations).

III. MINISTRY GOALS OF CENTRAL FLORIDA PRESBYTERY, A MATTHEW 25 PRESBYTERY

1. Vision Goals:

1. Enhance the mission and ministry of the presbytery by assessing existing programs and activities and envisioning ways to make them more effective as part of the work with the CFP strategic planning team.
2. Emphasize fellowship and reconciliation by engaging with presbytery staff, pastors, committees, and congregations to build and strengthen relationships at the presbytery and congregational level.
3. Ensure the viability of the presbytery and the well-being of its members and congregations by identifying and addressing areas of specific concern.
4. Encourage and celebrate the work of the Anti-Racism Committee (ARC).
5. Guide and promote new church development (NCD).
6. Encourage and promote transformational ministry in existing congregations.

2. Developmental Task Goals:

1. Come to terms with history. Identify and address existing issues and conflicts within the presbytery and also recognize and reinforce the on-going ministry of the members in the life and work of the presbytery.
2. Discover current identity or set new directions as part of work with the strategic planning team to envision and clarify the mission of the presbytery.
3. Facilitate needed shifts or changes in leadership: review and clarify job descriptions for staff and presbytery ministry team leaders; support the presbytery nominating committee processes in developing new leadership for the future.
4. Renew or strengthen denominational ties: participate in the denomination and share the focus and work of the larger Church with the presbytery and its congregations.
5. Commit to a new direction in ministry and prepare the presbytery for new executive leadership.

IV. THE COUNCIL

- A. The Council shall assist the Interim Co-Executive Presbyter in interpreting the goals for the presbytery and by encouraging members of the presbytery and its congregations to fulfill their responsibilities as members.
- B. The Council shall counsel the Interim Co-Executive Presbyter in the assessment of the goals and allow him/her reasonable time away to fulfill Presbytery responsibilities and opportunities related to achieving the goals.
- C. The Council shall support the Interim Co-Executive Presbyter in his/her ministry; provide regular financial compensation (according to the attached Terms of Contract); and pray for the Interim Co-Executive Presbyter during this contract period.

V. ACCOUNTABILITY

- A. During the length of the agreement, the Interim Co-Executive Presbyter shall be accountable to Central Florida Presbytery through the Council. At the end of the agreement, the Council shall conduct a performance review. The Council may designate a team (or personnel committee) to provide periodic assessment and feedback as appropriate and necessary during the term of the agreement. The Interim Co-Executive Presbyter may participate in any training/discussions sponsored and/or requested by the Presbytery.
- B. The Council understands that former Executive Presbyters shall abide by the ministerial ethics of the Presbytery concerning contacts with members of the presbytery and that any serious concerns in this matter shall be referred to the Committee on Ministry.
- C. The Interim Co-Executive Presbyter may assist the Executive Presbyter Pastor Nominating Committee with advice and making adequate reports to the Council and Presbytery.
- D. Any suggestions or concerns that the Interim Co-Executive Presbyter may have should be submitted to the Council, Committee on Ministry or the Office and Personnel Committee.
- E. The Interim Co-Executive Presbyter understands that he/she will not be considered for the position of the next installed Executive Presbyter and seeks to prepare the way for the coming of an installed Executive Presbyter.

VI. DURATION OF CONTRACT

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- B. This agreement may be terminated by the Council upon 30 days written notice. The Interim Co-Executive Presbyter may terminate the agreement with 30 days written notice and forfeiture of

any payment beyond that for actual services in the 30-day period.

- C. This agreement may be extended in 1 to 12-month periods, upon written notice to and approval of the Council and Committee on Ministry.

VII. Interim Co-Executive PRESBYTER COMPENSATION

- A. The Interim Co-Executive Presbyter is employed on a () full-time or (X) part-time basis, serving approximately 30 hours per week, and shall be compensated for services following the Presbytery's Terms of Contract spreadsheet attached to this agreement.
- B. **Optional Post-Interim Compensation:** At the conclusion of the agreement period, full salary and allowances, or an amount to be agreed upon by both parties to this agreement, may be paid to the departing Interim Co-Executive Presbyter as necessary to provide income while he/she actively seeks a new contract. Any amount agreed upon shall not exceed an amount equal to 3 months compensation from the expiration of the contract or the beginning of the Interim Co-Executive Presbyter's next contract, whichever comes first. This does not include such Vacation and Study Leave as may be due at the time of expiration.

Approved by the Council _____ **Declined by the Council** X _____.

- C. Vacation is to be earned at the rate of 1 week per quarter and used or accumulated as agreed on.
- D. Study Leave of 2 weeks is pro-rated annually.
- E. Any released time provisions for special commitments and any other conditions of service may be listed here:

Vacation leave October 14-21, 2023; we will revisit adequacy of reimbursables at the end of one year.

VIII. APPROVALS *(Signed copies are to be given to each party)*

- A. The Council approved this contract and its conditions.

Signed (Stated Clerk): _____ Date: _____

- B. The Interim Co-Executive Presbyter accepted the terms of this contract.

Signed (Interim Co-Executive Presbyter): _____ Date: _____

Position Description
CFP Interim Co-Executive Presbyters
10/1/23 to 4/1/26

General Description:

The position of Interim Co-Executive Presbyters is a full-time position with a 30 month term. The Interim Co-Executive Presbyters will serve as head of staff for the Presbytery employees, and have primary responsibility for the administration of the Mission of CFP. He or she will be the staff resource to the task force creating CFP's future strategy.

Accountability:

The Interim Co-Executive Presbyters will be accountable to CFP through the Presbytery Council.

Qualifications:

The Interim Co-Executive Presbyters shall be Teaching Elders in the PCUSA who have demonstrated successful leadership in the following areas:

- Leadership of the transition goals and processes of Mid-Councils;
- Review and revision of financial management and stewardship practices and administration;
- Communication strategy and content development;
- Planning for Presbytery and congregational participation in meeting strategic goals;
- Thorough knowledge of PCUSA polity and commitment to the life, structure and ethos of the PCUSA.

Responsibilities:

The Interim Co-Executive Presbyters will work with Presbytery leadership to develop missional leadership skills and practices to enable the Presbytery to meet its strategic goals including:

- **Financial management – Work with the Finance Committee to provide oversight of the CFP to ensure:**
 1. Accurate, timely reporting;
 2. Development and implementation of financial controls;
 3. Acknowledgment of major financial gifts ;
 4. Timely remittance of funds to fulfill CFP commitments;
 5. Accountability to church councils for use of funds;
 6. Encouragement of a Presbytery-wide ethos of stewardship.
- **Administration - Provide supervision of the work of the Presbytery staff to meet emerging strategic goals:**
 - Coordinate with the strategy development task force in analysis of the CFP staffing model;

1. Regular staff meetings;
 2. Annual evaluation of employee performance, adequacy of job descriptions, and compensation;
 3. Opportunities for staff growth and development;
 4. Staffing of Presbytery's committees;
 5. Participate in determining the future of the CFP office.
- **New Church Development (NCD) - Guide and promote new church development**
 - **Relationships with Church Councils - Facilitate regular, effective communication with CFP churches, sister Presbyteries, and our Synod and the General Assembly:**
 1. Exchange information and resources among congregations and sister Presbyteries;
 2. Utilize best practices for current technology.
 - **Pastoral Care**
 - Develop ways to welcome new members to our ministry, and strengthen connections among all CFP members;
 - Be a resource of pastoral care and support to the Presbytery's pastors, retired pastors, and CE's as well as to the CFP staff and our elected leadership in the Presbytery, and leadership in CFP's congregations.
 - **Ecumenical Relations - Serve as the primary ecumenical officer for the Presbytery in matters of concern with other denominations and agencies.**

TERMS OF CONTRACT

CENTRAL FLORIDA PRESBYTERY		
2023 Temporary Relations Proposed Terms of Contract Addendum		
for Churches Providing a Housing Allowance (Version 12-05-2022)		
Phone 407-422-7125, Fax 407-422-7128		
Instructions: Enter data in Column C.		Cells outlined in blue auto-calculate
SECA will only calculate if Line 4, Column C is Yes.		Calculations round to nearest dollar.
Name:	Margaret Olivia Haney	City: Orlando, FL
Position:	Interim Co-Executive Presbyter	
		PROPOSED TERMS OF CONTRACT
	If Part-time position, enter number of hours/week	30
COMPENSATION		
1	Annual Cash Salary	29,750
2	Housing Allowance	12,750
3	Utilities Allowance	
4	Is minister enrolled in Social Security? (Yes/No)	Yes
4a	If Yes: SECA (Social Security) Tax Allowance <i>in excess of 7.65 % of line 6</i> (optional)	
4b	If No: Allowance in place of SECA (optional)	
5a	Other (optional medical, dental) - Identify Dental; VSP Vision	2,000
5b	Other, continued - Identify	
5c	Moving expenses- must be reported on the Pastor's W-2 and included in SECA calculation.	
6	Sub Total (add lines 1-5b)	44,500
7	Contributions to tax-deferred plans [not church matching contributions]	
8	Effective Salary (add lines 6-7)	44,500

9a	Optional Pastor Pension/Disability/ Death Benefit Dues See Board of Pensions Website (www.pensions.org) - Employer Information	4,450
9b	Optional Pastor Medical Dues See Board of Pensions Website - Employer Information	12,905
9c	Optional 12% Post-Retirement Dues (applies if Honorably Retired Pastor works at least 20 hr/week)	
continued on the next page		
10a	For SECA calculation: Optional pre-tax salary reduction - health FSA (\$3,050 maximum)	
10b	For SECA calculation: Optional pre-tax salary reduction - dependent care FSA (\$5,000 maximum)	
10	Employer's portion of SECA Tax (7.65% of line 6 plus line 5c less 4a,10a,10b)	3,404
11	Other Deferred Income [Employer <u>matching</u> contributions to PCUSA 403(b)(9)]	
12	Total Compensation (add lines 8, 9a,9b,9c, 10, 11)	65,259
REIMBURSED EXPENSES/ALLOWANCES:		
13	Auto/Travel	4,150
14	Continuing Education/Professional Development	900
15	Books	300
16	Group Medical and Insurance (see instructions)	
17a	Other (Professional Expenses, cell phone, etc.) - Identify Professional Expenses	600
17b	Other, continued - Identify Cell phone	600
18	Total Reimbursed Expenses/Allowances (add lines 13, 14, 15, 16, 17a, 17b)	6,550
19	GRAND TOTAL COMPENSATION AND EXPENSES (add lines 5c, 12 and 18)	71,809

CENTRAL FLORIDA PRESBYTERY		
2023 Temporary Relations Proposed Terms of Contract Addendum		
for Churches Providing a Housing Allowance (Version 12-05-2022)		
Phone 407-422-7125, Fax 407-422-7128		
Instructions: Enter data in Column C.		Cells outlined in blue auto-calculate
SECA will only calculate if Line 4, Column C is Yes.		Calculations round to nearest dollar.
Name:	John Hoover Haney	City: Orlando
Position:	Interim Co-Executive Presbyterian	
		PROPOSED TERMS OF CONTRACT
	If Part-time position, enter number of hours/week	30
COMPENSATION		
1	Annual Cash Salary	29,750
2	Housing Allowance	12,750
3	Utilities Allowance	
4	Is minister enrolled in Social Security? (Yes/No)	Yes
4a	If Yes: SECA (Social Security) Tax Allowance in excess of 7.65 % of line 6 (optional)	
4b	If No: Allowance in place of SECA (optional)	
5a	Other (optional medical, dental) - Identify	
5b	Other, continued - Identify	
5c	Moving expenses- must be reported on the Pastor's W-2 and included in SECA calculation.	6,000
6	Sub Total (add lines 1-5b)	42,500
7	Contributions to tax-deferred plans [not church matching contributions]	
8	Effective Salary (add lines 6-7)	42,500
9a	Optional Pastor Pension/Disability/ Death Benefit Dues See Board of Pensions Website (www.pensions.org) - Employer Information	4,250

9b	Optional Pastor Medical Dues See Board of Pensions Website - Employer Information (Clergy Couple - Olivia enrolled in PP)	
9c	Optional 12% Post-Retirement Dues (applies if Honorably Retired Pastor works at least 20 hr/week)	
continued on the next page		
10a	For SECA calculation: Optional pre-tax salary reduction - health FSA (\$3,050 maximum)	
10b	For SECA calculation: Optional pre-tax salary reduction - dependent care FSA (\$5,000 maximum)	
10	Employer's portion of SECA Tax (7.65% of line 6 plus line 5c less 4a,10a,10b)	3,710
11	Other Deferred Income [Employer <u>matching</u> contributions to PCUSA 403(b)(9)]	
12	Total Compensation (add lines 8, 9a,9b,9c, 10, 11)	50,460
REIMBURSED EXPENSES/ALLOWANCES:		
13	Auto/Travel	4,150
14	Continuing Education/Professional Development	900
15	Books	300
16	Group Medical and Insurance (see instructions)	
17a	Other (Professional Expenses, cell phone, etc.) - Identify Professional Expenses	600
17b	Other, continued - Identify Cell phone	600
18	Total Reimbursed Expenses/Allowances (add lines 13, 14, 15, 16, 17a, 17b)	6,550
19	GRAND TOTAL COMPENSATION AND EXPENSES (add lines 5c, 12 and 18)	63,010

CFP Anti-Racism Committee (ARC) Report September 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.

As members of the Anti-Racism Committee (ARC) pondered Florida's anti-immigration laws that went into effect on July 1, 2023, the ARC was reminded by the Book of Confessions (PCUSA) that in every age, the church has expressed its witness in words and deeds as the need of the time required.

In this age, the ARC felt the need to speak as this law went into effect. Therefore, the committee wrote a statement by, and on behalf of the ARC, and sent it to Florida's Governor and House and Senate leadership to express the committee's concern. The statement was also shared with the members and congregations of the Presbytery and, subsequently, with Mid-Council leaders throughout the PCUSA. The statement was signed by the committee members from whom the statement came.

Realizing that the law created anxiety and fear for many documented and undocumented migrants in our state, the ARC reached out to our Hispanic & Latinx pastors and expressed care and concern for them. The committee wanted to hear directly from the pastors about how the new anti-immigration law is affecting their communities and to find out the ARC and the presbytery can support them and their communities as we navigate the potential challenges ahead.

The ARC remains committed to the eradication of all forms of racism and 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.

The 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

Committee Members:

Rev. Erika Rembert Smith (Chair), Dr. Cheryl Carson, Ruling Elder Cris Heceta, Rev. Omar Gonzalez, Ruling Elder Mary Beardall Hoffman, Ruling Elder Nina Wilson Jones, Rev. Jody Mask, Ruling Elder Ralphetta Aker McClary, Rev. Dr. Paige McRight, Mrs. Katie Connor Rives, Ruling Elder Amy Schmidt

**Church Development Committee
Report to Council
August 8, 2023**

New Church Development Sub-Team Report

Discussion on Missing Peace:

Pastor Katy Steinberg provided the New Church Development Committee with a written report on the status of Missing Peace. After a good discussion about Katy's work with Missing Peace and as Temporary Stated Supply Pastor of First Presbyterian Church of Daytona Beach, the committee unanimously voted to continue the funding for Missing Peace.

Discussion on Putnam Memorial

The sale of First Presbyterian Church Daytona Beach left this ministry without a home. They were able to find a new location with Port Orange Presbyterian Church. With a lack of storage in the new location there is an unexpected expense of \$250 per month for this ministry.

While the standard donation was already approved and provided for this ministry we felt that it was not quite enough this year with them losing their location unexpectedly. We wanted to provide additional support for this ministry in this time of transition.

The New Church Development Committee Recommends to the Presbytery Council a one-time \$3,000 donation to Putnam Memorial in addition to the money they have already received this year. This way they can continue forward as planned and find footing going forward.

The New Church Development Committee is recruiting interested members of the Presbytery to serve on a team to investigate and lay the ground-work for a New Church plant in the Clermont area of Central Florida. If you are interested in serving on this team contact Danny Demoraes (demoraesd@gmail.com) or Mike Foley (Rmfoley510@gmail.com).

Submitted by: Danny Demoraes

Transformation Sub-Team Report

The Transformation Sub-Team reviewed and approved a Micro-Grant to Spring Lake Presbyterian Church in the amount of \$5,000.

Submitted by: Calvin Gittner

Evangelism Sub-Team Report

1. Review of the Committee's Purpose and Objectives:

The committee members revisited the purpose and objectives of the committee, as established by the Church Development Committee. It was agreed that the main aim of the sub-committee is to determine the future direction and focus of its activities.

2. Discussion on the Need for a Survey:

The committee discussed the importance of gathering feedback and insights from relevant stakeholders to make informed decisions about the committee's future. It was acknowledged that since the committee rarely meets, a survey would be an efficient way to reach a broader audience and collect valuable input.

3. Survey Objectives and Scope:

The committee members brainstormed and identified the following key objectives for the survey:

- To gauge the current beliefs about and interest in evangelism within the congregations of the presbytery
- To understand pastors', educators', and sessions' expectations and needs from the committee.
- To identify potential areas of improvement or expansion for the committee's educational and equipping initiatives.
- To be a brief survey, that is likely to be answered

4. Survey Design and Implementation:

To facilitate the survey process, the committee assigned David Collins to design the survey questionnaire. He was tasked with creating a set of well-structured questions that align with the survey objectives.

For the survey implementation, he will explore various online survey platforms and select the most suitable one to conduct the survey.

5. Timeline and Responsibilities:

The committee agreed on the following timeline for the survey project:

- Survey Questionnaire Design: To be completed by July 29, 2023
- Survey Submitted for Approval by Church Development Committee on August 1, 2023
- Request to Council for Survey Distribution: August 8, 2023
- Survey Distribution: To begin on September 12, 2023 and end on October 12, 2023
- Data Analysis and Report Compilation: To be completed by October 30, 2023

6. Any Other Business:

There were no additional items brought up for discussion during the meeting.

7. Adjournment:

The committee chair thanked all attendees for their participation and contributions to the meeting. The meeting was adjourned at 3:05pm

Submitted by: David Collins

Evangelism Survey
From the Evangelism Sub-Committee of the Church Development Committee
August 1, 2023

Thank you for participating in this survey. Your feedback will help us understand the beliefs and interest in evangelism among members of smaller congregations in the PC(USA) denomination. Please answer the following questions honestly and to the best of your ability.

Section 1: Demographic Information

1. Gender:

- Male
- Female
- Non-binary/Other

2. Age:

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or older

3. Ethnicity:

- Caucasian/White
- African American/Black
- Hispanic/Latino
- Asian/Pacific Islander
- Native American/Indigenous
- Other (please specify) _____

4. How long have you been attending your current PC(USA) congregation?

- Less than 1 year
- 1-5 years
- 6-10 years
- More than 10 years

Section 2: Beliefs about Evangelism

1. How would you define evangelism?

- Sharing the gospel with non-believers to bring them to faith in Jesus Christ.
- Actively participating in outreach activities and service to the community.
- Strengthening the faith of current believers within the congregation.

2. In your opinion, how important is evangelism in the context of your congregation?

- Not important at all
- Slightly important
- Moderately important

- Very important
- Extremely important

3. What role do you believe evangelism plays in fulfilling the mission of the PC(USA) denomination?

- Essential for fulfilling the mission
- Somewhat important for fulfilling the mission
- Not very important for fulfilling the mission
- Not at all important for fulfilling the mission
- Unsure

4. How do you personally feel about engaging in evangelism activities?

- Excited and enthusiastic
- Willing but somewhat unsure
- Reluctant but willing to try
- Uncomfortable and unwilling

5. Does evangelism primarily happen inside or outside the church premises?

Inside the church

Outside the church

Equally inside and outside the church

6. In your opinion, how should evangelism be incorporated into worship services?

- A. Integrate evangelistic messages and invitations to faith during sermons or worship messages.
- B. Offer opportunities for congregants to share personal testimonies and experiences related to evangelism.
- C. Use worship music and hymns with evangelistic themes to inspire and engage attendees.
- D. Include moments of prayer and reflection focused on reaching out to non-believers during worship.
- E. Provide printed materials or digital resources about evangelism for attendees to take home.
- F. Utilize multimedia presentations, videos, or testimonials to highlight successful evangelism efforts.
- G. Encourage congregational members to invite friends and acquaintances to worship services.
- H. Incorporate evangelistic outreach events, such as community service projects, as part of worship activities.
- I don't believe worship services are meant to include evangelism
- J. Other (please specify) _____

Section 3: Interest and Involvement in Evangelism

1. Have you participated in any evangelism activities organized by your congregation in the past year?

- Yes
- No
- If yes, please briefly describe the types of evangelism activities you have been involved in (e.g., door-to-door outreach, community events, mission trips, etc.).

▪ If no, what are the main reasons why you have not participated in evangelism activities? (Select all that apply)

- Lack of interest
- Time constraints
- Unsure how to get involved
- Fear of rejection or negative response
- Personal beliefs do not align with evangelism
- Other (please specify) _____

2. Would you be more likely to participate in evangelism activities if there were training and resources available to support you?

- Yes, definitely
- Yes, probably
- No, probably not
- No, definitely not

Section 4: Suggestions and Feedback

1. In your opinion, what could the Presbytery do to encourage and support more active engagement in evangelism?

2. Are there any specific topics or aspects related to evangelism that you would like your congregation to address or discuss in the future?

Section 5: Additional Information

Is there anything else you would like to share about your beliefs, interests, or experiences related to evangelism in the context of your congregation?

Thank you for completing this survey. Your input is invaluable in helping us understand and address the beliefs and interests in evangelism within our congregation. If you have any additional comments or suggestions, please feel free to share them with us.

Optional

Name

Email Address

Phone Number

Mission Development Committee
Meeting Minutes 8/22/2023

Attending: Olga Malavé-Mercado, Chair, Ken Lasseter, Barbara Sayles, Ferdi Britts, Elizabeth Johnson. Excused: Mary Hoffman, Larry Cuthill, Ralphetta Aker McClary.

The meeting was opened with prayer by Ferdi Britts.

The minutes of the last meeting were approved.

- Ken Lasseter reported on Cuba. Their economy has not improved. There are still many shortages. Randy Simpson and Pat Zinn will represent the Central Florida Presbytery at the “business meeting” in Cuba in September. This meeting will also be attended by representatives of the Baltimore Presbytery. Finances of the Central Presbytery of Cuba and ways that we can work together will be discussed.
- In October, Randy Simpson and Ken Lasseter will attend the Cuba Partners Network Gathering in Maryland. This is a networking meeting of PCUSA churches nationwide that do mission work in Cuba. We are also making plans to host a Pastor from Santa Clara for a few days before that meeting.

It was decided to make the next Presbytery trip to Cuba March 12 thru 19, 2024 and to set a fundraising goal of \$12, 000 for transportation and lay leadership training.

Ken also reported that he had found a website of a company in Spain that could ship many things into Cuba. He sent 30 pounds of frozen chicken leg quarters to the church in Remedios for a cost of about \$69.

- Barbara Sayles reported for PATH. All partners are doing well and working hard. The Society of St Andrew is busy gleaning and has had some new farms join. Year to date, they have distributed 2,435,279 lbs. to 92 agencies. Madagascar project is busy distributing fruit trees and seeds, digging wells and building water catchment systems.
 - Second Harvest through its summer break spots served 150,000 meals to children this summer. With a grant from DaVita they are starting a program to make tailor-made meals specialized for critically ill patients. For the year ended in June, they served 82 million meals through 625 partners in seven 7 counties. The culinary Training program graduated its 50th class with job placement of almost 100%.
 - AIR Guatemala hosted mission teams for 3 weeks in June and planted 2,222 fast growing trees, built 9 fuel efficient stoves, and painted a training center. Employees have planted 900,000 trees and are also working on vegetable gardens.
- Barbara reported on the mission trip to Peru. The group worked with an organization for homeless boys. They did such activities as conducting Vacation Bible School, making bricks and roof tiles. She described it as a wonderful trip.
- Barbara also reported that Amira Barhan, International Peace Maker from Palestine that we invited, will be in Central Florida from October 6th through the 9th. A motion was made

and passed to provide funds for her to stay 2 nights at a local hotel. She will be hosted one night by Cheryl Mahan.

- Barbara and Olga will meet and work up a proposed budget, which then will be sent to the committee for approval. They will consider money for the Cuba mission.

The meeting was closed with prayer by Ferdi.

Submitted by Ken Lasseter

(This is an edited version of our Minute, OLM)

INSTALLATION OF COUNCIL LEADERS AND STAFF

This liturgy may be used by a presbytery, a synod, or the General Assembly to install council leaders (normally the moderator, vice moderator, and stated clerk) and staff (normally the general or executive presbyter and associate executive). When council staff are ministers of Word and Sacrament, the service for the Installation of a Pastor (460) may be adapted to the council setting. Installation may be part of a service based on the Service for the Lord's Day, or it may be used alone. When included in a complete service, installation should follow the sermon and precede the celebration of the Eucharist. The presider and those to be installed may gather at the baptismal font or pool. The font or pool should be filled with water.

SENTENCES OF SCRIPTURE

The presider leads all present:

As many of you as were baptized into Christ have clothed yourselves with Christ.

There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all are one in Christ Jesus.

Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace.

There is one body and one Spirit, just as we were called to the one hope of our calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

CALL TO DISCIPLESHIP

We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

The great ends of the church are the proclamation of the gospel for the salvation of humankind; the shelter, nurture, and spiritual fellowship of the children of God; the maintenance of divine worship; the preservation of the truth; the promotion of social righteousness; and the exhibition of the Kingdom of Heaven to the world.

The presider continues:

The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment, an offering and a responsibility.

The presider or other appropriate person(s) shall relate the form of service to which persons are being installed. Those being installed may express their hope for this calling. The presider addresses those being installed:

Christina, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways that serve Christ. God has called you to particular service. Show your purpose by answering these questions. Who is your Lord and Savior?

Jesus Christ is my Lord and Savior.

Will you be Christ's faithful disciple, obeying his word and showing his love?

I will, with God's help.

Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus,

to love neighbors, and to work for the reconciling of the world?

I do.

Will you pray for and serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

I will, with God's help.

The presider addresses all present:

Do you, members of Central Florida Presbytery, confirm the call of God to Christina Greenawalt, as Stated Clerk in the service of Jesus Christ?

We do.

Will you support and encourage her in this ministry?

We will.

INSTALLATION PRAYER

Faithful God, in baptism you claimed us; and by your Holy Spirit you are working in our lives, empowering us to live a life worthy of our calling. We thank you for leading Christina to this time and place. Establish her in your truth, and guide her by your Holy Spirit, that in your service she may grow in faith, hope, and love, and be a faithful disciple of Jesus Christ, to whom, with you and the Holy Spirit, be honor and glory, now and forever.

Other petitions appropriate to specific forms of council service may be offered.

Almighty God, in Jesus Christ you called disciples and, by the Holy Spirit, made them one church to serve you. Let your Spirit rule your church, so that we may be joined in love and service to Jesus Christ, who, having gone before us, is coming to meet us in the promise of your kingdom.

Amen.

BLESSING AND CHARGE

The presider addresses those who have been installed:

Christina, you are installed to service as Stated Clerk in Central Florida Presbytery. May the God of peace make you holy in every way, and keep your whole being, spirit, soul, and body, free from every fault at the coming of our Lord Jesus Christ.

Alleluia! Amen.

Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.

Thanks be to God.

Presbyterian Church. Book of Common Worship (pp. 498-501). Presbyterian Publishing. Kindle Edition.

**COMMITTEE ON PREPARATION FOR MINISTRY REPORT
TO CENTRAL FLORIDA PRESBYTERY
September 2023**

The Committee on Preparation for Ministry of the Central Florida Presbytery meets on the fourth Tuesday of each month. The committee submits this report:

INFORMATION

1. Annual Consultations



The committee met with Jean Homrighausen for her annual consultation and acted to continue her as a candidate. Jean is pursuing some avenues through the denomination and the NCD Committee toward the possibility of starting The Center for Creative Contemplation, associated with Maitland Presbyterian Church.

2. Removal From Inquirer Rolls

The committee acted on the written request of Marcie Winter to remove her from the Ministry of Word and Sacrament process. She is no longer an Inquirer under care of Central Florida Presbytery.

3. New Inquirer



The committee met with Kenne Sparks, Maitland Presbyterian, and enrolled him as an Inquirer under presbytery care. Kenne will be beginning at San Francisco Theological Seminary in September. We are looking forward to accompanying Kenne on his journey to become a Ministry of Word and Sacrament.

4. CPM Handbook: The recently revised and approved CPM Handbook can be found on the Presbytery website at: <http://www.cfpresbytery.org/teaching-elder-ministry-process.html>

5. Clinical Pastoral Education

What is Clinical Pastoral Education (CPE)? CPE is a combination of professional education and hands on experience providing spiritual care to people in various contexts. Through supervised encounters, students participate in an educational setting designed for professional chaplains and clergy. CPE can take place in various settings including hospitals, clinics, hospices, or rehabilitation settings. CPE develops a number of important pastoral competencies including listening, empathy, reflection, analysis, diagnosis, and critical theological reflection. CPE is just one required element in our preparation process that our Presbytery utilizes to ensure effective pastoral skills for our candidates. Because it is a policy of our presbytery that all candidates participate in CPE, the presbytery pays for the program costs. All CPE programs must be certified through the Association of Clinical Pastoral Education. Find out more about ACPE at <https://acpe.edu>

6. Persons Seeking a Call:

The Committee reminds pastors and elders that the Committee on Preparation for Ministry should be contacted when a church member begins to consider exploring a call to ministry and making plans to attend seminary. The Committee wants to consult with the potential inquirer before they making a decision about which seminary to attend. Church Sessions. A member of the CPM would be pleased to meet with the session before it interviews the person and considers an endorsement. It is hoped that people considering the Ministry of Word and Sacrament as a Teaching Elder will have given significant service to their church and demonstrated leadership in their churches before they consider becoming inquirers and asking for session endorsement. It is advisable to complete the required Career Counseling Program and become an Inquirer before beginning seminary. In addition, several PC(USA) seminaries have significant scholarships for outstanding students identified by their church and the Presbytery before they begin seminary. For information on the process, please contact Cheryl Carson, CFP Staff Support to CPM at: ccarson@cfpresbytery.org or visit the web site at: [http:// www.cfpresbytery.org/teaching-elder-ministry-process.html](http://www.cfpresbytery.org/teaching-elder-ministry-process.html).

Candidates		
Name (CPM Liaison)	Church	Seminary (graduation)
Janira Colon+ (Laurie Farquharson)	El Redentor, Oviedo	Wesleyan Seminary (December 2021)
Jean Homrighausen+!*# (Laura Walters Baskett)	Maitland	Columbia Theological Seminary (December 2021)
Josue Raymond +# (Craig Sumey)	First, Lake Mary	Asbury Theological Seminary (May 2019)
Katie Rives +!* (Chris Carson)	GraceWay, Leesburg	Dubuque Theological Seminary (December 2022)
Sharon Tatum +* (Laura Walters Baskett)	Church of the Lakes, Orlando	Dubuque Theological Seminary (May 2023)
Carmen Torman +* (Jim Pate)	Church of the Lakes, Orlando	Dubuque Theological Seminary (May 2023)

* Candidates on pulpit supply list.

! Candidates who are Certified Ready to Be Examined for a Call

Ruling Elders with authorization by CPM to Preside over the Lord's Supper when invited by a Session.

+Seminary graduates

Inquirers		
Name (CPM Liaison)	Church	Seminary
Terri Bassett (Nancy Gard)	Glenwood	Asbury Theological Seminary (Graduated May 2023)
Kenne Sparks (Sandra Otero)	Maitland	San Francisco Theological Seminary (Begins Sept 2023)

Educators in Endorsement/Certification Process		
Name	Church	Process
Ashley Camp	Westminster by the Sea, Daytona Beach Shores	Christian Education Associate

Presbyterian Women Moderator's Report
Fall Stated Presbytery Meeting – September 12, 2023



The Presbyterian Women Coordinating Team of Central Florida meets virtually for our bimonthly meetings where we pray, plan, coordinate, share ideas and information regarding the ministry of PW and the mission driven work of our amazing PW ladies throughout our entire Presbytery. Our next meeting is scheduled for September 2023.

Summer Annual Bible Study Fellowship

“Sacred Encounters: The Power and Presence of Jesus Christ in Luke-Acts” by Author: Olive Mahabir

Facilitated by: Reverend Christina Greenawalt

The Presbyterian Women Annual Summer Bible Study Fellowship was Saturday, August 12th from 9 a.m. to 2 p.m. Our gracious host for the Bible Study was the Presbyterian Women of First Presbyterian Church Vero Beach. There were over 70 women attending from around Central Florida Presbytery for an inspiring day of Bible Study and fellowship together.

We were thrilled to be meeting for our first in-person Bible Study Event since the pandemic and blessed that First Presbyterian Church of Vero Beach was our gracious host. Julie Hill, Vice Moderator of Presbyterian Women of Central Florida Presbytery worked closely with Beth Pritchett, the co-moderator at Vero Beach and the PW Coordinating Team and the amazing team of ladies from First Presbyterian Church Vero Beach did an excellent job welcoming everyone!

This study invites us to consider Jesus, “the Good Shepherd” who shared the Good News through sacred encounters with everyday people. The Gospel according to Luke and the book of Acts, “one story in two parts,” demonstrate the unfolding of God’s redemptive purposes in human history and present a distinctive perspective on the purpose and work of Jesus Christ. Written by Luke, a physician and traveling companion of Paul, the message to the early Christian community (and to us) is radical, inclusive and hope filled.

Our outstanding leader was the Reverend Christina Greenawalt, Pastor of Merritt Island Presbyterian Church, and Assistant Stated Clerk of Central Florida Presbytery. Reverend Greenawalt provided powerful insights into the 2023-2024 Horizons Bible Study, “Sacred Encounters: The Power and Presence of Jesus Christ in Luke-Acts” by Olive Mahabir.

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

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



CENTRAL
FLORIDA
PRESBYTERY

REQUEST FOR EXCUSE

Date of meeting to be excused from:

*Fall Stated Meeting: September 12, 2023
GraceWay 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)
c/o Central Florida Presbytery
3101 Maguire Blvd. - Suite 244
Orlando, FL 32803
407.422.7128 (fax)

