

**Minutes of Summer Stated Presbytery Meeting
at Gulf Breeze Presbyterian Church
August 12, 2025**

The Presbytery of Florida, Inc., of the Synod of South Atlantic of the Presbyterian Church (U.S.A.) met at Gulf Breeze Presbyterian Church for a Stated Meeting on Tuesday August 12, 2025.

	Present	Absent	Total
Ruling Elders:	24	15	39
- Session Commissioners	4	1	5
- Other Continuing Members (RE ministry moderators {}; RE officers {}; RE educators {0})	2	2	4
- CLP/CRE	30	18	48
Total Ruling Elders	32	32	64
Ministers of Word and Sacrament	62	50	112
Total Present and Total Absent	26	10	36
Congregations Represented	24	15	39

Ministers of Word and Sacrament present (32): *Michael Askew, Blair Beaver, Mark Broadhead, Rebecca “Becky” Bryan, Hanlim Chae, Kwonsoo Cho, Brad Clayton, Brant Copeland, Matthew Frease, Glenn Hodges, Jean Homrighausen, Harvey Jenkins, Kenneth Kelley, Sun Kim, James Krapf, William “Bill” Lamont, Lisa Martin, Roy Martin, James McTyre, A. J. Meador, Catherine “Cathy” Mooney, Linda Pitts, Emily Proctor, Robert Quiring, Nicole Richardson, Erin Rugh, Eric Spoon, John Wamsley, Stacey Kaye White, Bonnie Wilkins, Carol Wood, Joan Wooten*

(italics = Retired)

Ministers of Word and Sacrament absent (32): *Anne Apple, Frank Beall, William “Bill” Bess, Rob Bohnsack, Lorne Bostwick, Lewis Bullard, Jae Wan Chung, John Cole, Tai Cole, Terry Dyer, Raymond Guterman, Hugh Hamilton, Eugene “Gene” Harris, James Holley, Edward “Harry” Horne, John Kelsay, Ted Land, William “Bill” Lee, Ruth Mashewske, Lindsay Moffett, Luis Ocasio Torres, Mary Ellison O’Malley, Margaret “Greta” Reed, James “Jim” Rollins, Erin Rosica, James “Jim” Stansbury, Kim Stavenau, Sheldon Steen, John Stringer, Rob Sugg, Mary Vance, Trinity Whitley*

Excused Ministers (7): *Anne Apple, Lorne Bostwick, Raymond Guterman, Erin Rosica, Kim Stavenau, John Stringer, Trinity Whitley*

Unexcused Ministers (8): *Rob Bohnsack, Jae Wan Chung, John Cole, Tai Cole, James Holley, Luis Ocasio Torres, Mary Ellison O’Malley, Rob Sugg*

Ruling Elder Commissioners present/absent (17/21)

Blountstown, First – unexcused

ChIPLEY, First – Cheryl McCall

Crestview, First – excused

DeFuniak Springs, Bethel – unexcused

DeFuniak Springs, Euchee Valley – excused

29 **DeFuniak Springs, First** – Hilda Jackson
 30 **Destin, First** – unexcused
 31 **Fort Walton Beach, First** – M. G. Moran
 32 **Fort Walton Beach, Korean** – Greg Obermier
 33 **Freeport, Freeport** – Karen Miller
 34 **Gretna, Gretna** – excused
 35 **Gulf Breeze, Gulf Breeze** – Rachel Commer
 36 **Havana, First** – unexcused
 37 **Laurel Hill, Laurel Hill** – Tracey Curenton
 38 **Lynn Haven, First** – Rich Kangas
 39 **Marianna, First** – Brian V. Pelt
 40 **Milton, First** – unexcused
 41 **Monticello, First** – unexcused
 42 **Navarre, Navarre** – Glyn Brown
 43 **Panama City Beach, Gulf Beach** – Donna Acton
 44 **Panama City, Grace** – excused
 45 **Panama City, Parkway** – Don Mitchell
 46 **Pensacola, First** – Susan Rapier
 47 **Pensacola, Korean** – unexcused
 48 **Pensacola, Northminster** – Lisa Chormann
 49 **Pensacola, Trinity** – Eileen McGaerey, Rick Mullin
 50 **Quincy, First** – Joe May, Vicki Bell
 51 **Red Bay, Red Bay** – excused
 52 **Sawdust, Woodland** – Kathy Pack
 53 **Tallahassee, Christ** – excused
 54 **Tallahassee, Faith** – Elaine Youngblood, Bobby Bull
 55 **Tallahassee, Fellowship** – Elizabeth McGinnis
 56 **Tallahassee, First** – Greg Riccardi
 57 **Tallahassee, Lafayette** – Sandra Kuhn
 58 **Tallahassee, Trinity United** – unexcused
 59 **Wewahitchka, First** – excused
 60 **Sessions not represented:**
 61 **Excused Churches (7):** 1st, Crestview; Euchee Valley, DeFuniak Springs; Gretna; Grace, Panama City;
 62 Red Bay; Christ, Tallahassee; 1st, Wewahitchka
 63 **Unexcused Churches (8):** 1st, Blountstown; Bethel, DeFuniak Springs; 1st, Destin; 1st, Havana; 1st,
 64 Milton; 1st, Monticello; Pensacola Korean Community; Trinity United, Tallahassee
 65 **Continuing Members:**
 66 **CREs present (2):** Alan House, Greg Seltzer
 67 **CREs absent (2):** Tanya Fernandes, Joanne Kublik
 68 **Christian Educators with voice and vote present (0):**

69 **Christian Educators with voice present (1):** Christy Williams

70 **Presbytery Staff Members (2):** Michael Martin – Accountant/Treasurer; Melissa Willis – Administrator

71 **Non-TE Officers/Ministry Moderators (5):** Vicki Bell, Mary Hodges, Richard Kangas, Linda Lovins,
72 Don Mowat

73 **Visitors (12):** Rick Clubb (Gulf Beach, Panama City Beach), Paul Dubbs, Larry Plank, Becky Rose
74 (Freeport), DeEtte Decker (PC(USA) Office of Innovation), Judi Seltzer (1st, Pensacola), Cathy Miitchell
75 (Parkway, Panama City), Linda Wamsley (Euchee Valley, DeFuniak Springs), Pam Nulty (Northminster,
76 Pensacola), Susan White (Northminster, Pensacola), Greg Chormann (Northminster, Pensacola), Henry
77 Martin

78 **Visiting Ministers (2):** Dana Waters (Presbyterian Foundation), John McFayden

79 **OPENING PRAYER, QUORUM, DOCKET**

- 80 • Moderator Mary Hodges called the meeting to order at 9:00 AM CDT/10:00 AM EDT. A quorum (ten
81 Ministers of Word and Sacrament and ten elders, representing at least ten member congregations) was
82 present. The moderator opened the meeting with prayer.
- 83 • It was moved and seconded to approve Reverend Eric Spoon as Recording Clerk. The motion was
84 approved.
- 85 • It was moved and seconded to approve the docket with one change, moving the Pastoral Transitions
86 report to immediately following the Core Team report. The motion was approved.

87 **WELCOME**

- 88 • Bill Lamont welcomed the Presbytery to Gulf Breeze Presbyterian Church, giving instructions for the
89 day's activity, meals, and facilities.

90 **INTRODUCTIONS**

- 91 • First-time ruling elders, teaching elders, corresponding members, and visitors were introduced.

92 **MORNING WORSHIP**

- 93 • The Reverend DeEtte Decker from the Interim Unified Agency led the assembly in worship,
94 preaching "Innovation Isn't New – It's Spirit-Led," from Acts 10:1-48.

95 **MINISTRY PARTNER REPORTS**

- 96 • Dana Waters – Presbyterian Foundation
 - 97 ○ Dana is the local representative for this area from the Presbyterian Foundation.
 - 98 ○ For churches, there is help for whatever they need.
 - 99 ○ For ministers, there is coaching on finances.
 - 100 ○ For finance teams and sessions, there is help for thinking about budgeting and resource streams.
- 101 • Cindy Howell – Insurance Board
 - 102 ○ Insurance Board works with churches on property insurance.
 - 103 ○ They insure a little less than half the churches in the Presbytery.
- 104 • Christy Williams – Dogwood Acres
 - 105 ○ Summer Camp had the largest group of campers since the pandemic, a 30% increase.
 - 106 ○ 12 PCUSA Churches were represented including churches from our Presbytery: First, Milton,
107 First, Freeport, and First, DeFuniak Springs, who had 21 Campers.
 - 108 ○ There were 14 counselors from churches within the Presbytery.

- High school leaders had a planning weekend for upcoming retreats that they help lead, such as Spiritfest.
- In 2025, over 300 adults have participated at Dogwood as part of a retreat.
- Matt Frease – UKirk Tallahassee
 - Classes are about to resume at FSU, Tallahassee.
 - An annual report was sent out that was created by the students. The annual report includes information about how they serve the community and information on how many.
 - Letters will be sent out about how churches in the Presbytery can give and/or serve this ministry.
 - On September 20 they will host a tailgate party
 - On October 25 they will host a gathering from people from the Synod, UKirk National Network, and others who will talk about the value and meaning of campus ministry.

STAFF REPORTS

Michael Martin – Accountant/Treasurer

Shared Support – Calendar Year 2025

Church	2025 Pledge Request	2025 Pledge	Received	Recev'd as % of Pledge	# Members
Blountstown	\$390.00	\$0.00			5
Chipley	\$2,418.00	\$800.00	\$268.00	34%	31
Crestview First	\$4,368.00	\$4,368.00		0%	56
DeFuniak Springs Bethel	\$624.00	\$624.00	\$624.00	100%	8
DeFuniak Springs Euchee Valley	\$2,964.00	\$2,964.00	\$2,964.00	100%	38
DeFuniak Springs, First	\$7,098.00	\$7,098.00	\$2,366.00	33%	91
Destin, First	\$3,900.00	\$3,300.00	\$1,375.00	42%	50
Freeport, Freeport	\$4,524.00	\$4,524.00		0%	58
Ft. Walton Beach - First	\$7,644.00	\$5,000.00	\$2,499.96	50%	98
Ft. Walton Beach, Korean First	\$5,070.00	\$5,100.00	\$5,100.00	100%	65
Gretna, Gretna	\$1,248.00	\$2,000.00	\$2,000.00	100%	16
Gulf Breeze, Gulf Breeze	\$14,352.00	\$6,000.00	\$3,000.00	50%	184
Havana, First	\$3,276.00	\$3,000.00	\$1,500.00	50%	42
Laurel Hill, Laurel Hill	\$546.00	\$2,500.00	\$2,500.00	100%	7
Lynn Haven, First	\$7,332.00	\$9,000.00	\$4,500.00	50%	94
Marianna, First	\$12,246.00	\$11,000.00	\$4,583.35	42%	157
Milton, First	\$2,574.00	\$2,574.00	\$2,574.00	100%	33
Monticello, First	\$2,340.00	\$2,340.00	\$585.00	25%	30
Navarre, Navarre	\$2,574.00		\$912.50		33
Panama City, Grace	\$8,814.00	\$9,000.00	\$4,966.66	55%	113
Panama City Beach, Gulf Beach	\$3,666.00	\$3,666.00	\$2,439.72	67%	47
Panama City, Parkway	\$3,900.00	\$3,900.00		0%	50
Pensacola, First	\$29,250.00	\$19,219.00	\$8,207.80	43%	375
Pensacola, Northminster	\$6,708.00	\$2,400.00	\$1,200.00	50%	86

Church	2025 Pledge Request	2025 Pledge	Received	Recev'd as % of Pledge	# Members
Pensacola, Korean	\$1,950.00	\$1,950.00		0%	25
Pensacola, Trinity	\$40,560.00	\$32,808.00	\$10,936.00	33%	520
Quincy, First	\$39,312.00	\$39,312.00	\$24,887.22	63%	504
Red Bay, Red Bay	\$624.00	\$624.00	\$624.00	100%	8
Tallahassee, Christ	\$14,664.00	\$12,000.00	\$9,000.00	75%	188
Tallahassee, Faith	\$64,662.00	\$70,000.00	\$29,165.99	42%	829
Tallahassee, Fellowship	\$9,984.00	\$9,984.00	\$3,985.32	40%	128
Tallahassee, First	\$18,096.00	\$18,096.00	\$18,096.00	100%	232
Tallahassee, Lafayette	\$7,410.00	\$7,410.00	\$3,921.00	53%	95
Tallahassee, Trinity United	\$2,106.00	\$2,106.00		0%	27
Wewahitchka, First	\$858.00	\$858.00		0%	11
Woodland, Sawdust	\$1,092.00	\$1,250.00		0%	14
6/30/2025	\$339,144.00	\$306,775.00	\$154,781.52	50%	4348

Presbytery of Florida
Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L
January - June, 2025

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	Actual	Total Budget	Over Budget	% of Budget
Income				
60000.0 PRESBYTERY INCOME				
60000 RECEIPTS				
60001 Unified Mission Giving	50.00		50.00	
60001-2 Shared Support	179,480.71	169,572.00	9,908.71	105.84%
60006 Other Income	200.00		200.00	
2601 Dogwood Acres Share of Sale of property	109,281.75		109,281.75	
60085.2 Operating Reserve 50% Budget	169,572.00		169,572.00	
Total 60006 Other Income	\$ 279,053.75	\$ 0.00	\$ 279,053.75	
Total 60000 RECEIPTS	\$ 458,584.46	\$ 169,572.00	\$ 289,012.46	270.44%
Total 60000.0 PRESBYTERY INCOME	\$ 458,584.46	\$ 169,572.00	\$ 289,012.46	270.44%
Total Income	\$ 458,584.46	\$ 169,572.00	\$ 289,012.46	270.44%
Gross Profit	\$ 458,584.46	\$ 169,572.00	\$ 289,012.46	270.44%
Expenses				
70000.0 PRESBYTERY EXPENSES				
70020 PER CAPITA				
70101 Per Capita General Assembly	27,406.50	22,236.00	5,170.50	123.25%
70102 Per Capita Synod	3,603.98	3,270.00	333.98	110.21%
Total 70020 PER CAPITA	\$ 31,010.48	\$ 25,506.00	\$ 5,504.48	121.58%
70030 Ministry of Congregational & Pastoral Care - MCPC				
70201 Outside Consultants	-570.00		-570.00	
70203 Liaison Church Expenses		499.98	-499.98	0.00%
70805.1 Ministry of Congregational & Pastoral Care	-35.00		-35.00	
70809 Mission Insite Demographics Sub	1,250.00	850.02	399.98	147.06%
70850.9 Committee Expense-MCPC	576.63	250.02	326.61	230.63%
Total 70030 Ministry of Congregational & Pastoral Care	\$ 1,221.63	\$ 1,600.02	-\$ 378.39	76.35%
70040 Ministry of Dogwood Acres - MDWA				
70001 Dogwood Acres Support	142,574.85	33,418.98	109,155.87	426.63%
Total 70040 Ministry of Dogwood Acres - MDWA	\$ 142,574.85	\$ 33,418.98	\$ 109,155.87	426.63%
70050 Ministry of Leadership Development - MLD				
70005 FLAPDAN Membership Dues	437.50	874.98	-437.48	50.00%
70006 Campus Ministry (Ukirk TLH)	13,700.02	7,000.02	6,700.00	195.71%
70301 Annual Consult with Candidate		250.02	-250.02	0.00%
70304 Candidate Aid Fund		124.98	-124.98	0.00%
70410 Disaster Relief		499.98	-499.98	0.00%
70707 Moderator Training	14.54	49.98	-35.44	29.09%
70801 Leader Development Events	83.20	2,500.02	-2,416.82	3.33%
70820 Guatemala Partnership Develop		499.98	-499.98	0.00%
70830 Racial Justice Subcommittee		499.98	-499.98	0.00%
70850.2 Committee Expense - MLD	89.77	250.02	-160.25	35.91%
Total 70050 Ministry of Leadership Development - MLD	\$ 14,325.03	\$ 12,549.96	\$ 1,775.07	114.14%
70060 Ministry of New Congregation Formation - MNCF				

	Actual	Budget	Over Budget	% of Budget
70850.3 Committee Expense - MNCF	140.00	250.02	-110.02	56.00%
Total 70060 Ministry of New Congregation Formation	\$ 140.00	\$ 250.02	-\$ 110.02	56.00%
70070 Ministry of Pastoral Transitions - MPT				
70850.4 Committee Expense - MPT	263.54	750.00	-486.46	35.14%
Total 70070 Ministry of Pastoral Transitions - MPT	\$ 263.54	\$ 750.00	-\$ 486.46	35.14%
70080 Ministry of Representation - MR				
70850.5 Committee Expense-MR		250.02	-250.02	0.00%
Total 70080 Ministry of Representation - MR	\$ 0.00	\$ 250.02	-\$ 250.02	0.00%
70090 Ministry Coordinating Council - MCC				
70207 Consulting Expense	1,748.00		1,748.00	
70513 Workers Comp Insurance	3,358.24	450.00	2,908.24	746.28%
70620 General Presbyter Salary	21,596.28	21,000.00	596.28	102.84%
70620.1 GP Housing		5,500.02	-5,500.02	0.00%
70622 GP BOP Dues	37,499.97		37,499.97	
70624 GP SECA		2,027.52	-2,027.52	0.00%
70625 GP Mileage Reimbursement	484.41	1,999.98	-1,515.57	24.22%
70626 GP Other Prof Bus and Travel		1,000.02	-1,000.02	0.00%
70627 GP Continuing Education/Books	550.00	250.02	299.98	219.98%
70630 Administrator Salary	20,201.03	19,800.00	401.03	102.03%
70631 Administrator Annuity	710.00	360.00	350.00	197.22%
70632 Administrator Medical	360.00	5,112.48	-4,752.48	7.04%
70633 Staff Payroll Taxes	8,375.54	4,370.52	4,005.02	191.64%
70634 Administrator Travel	1,981.14	2,299.98	-318.84	86.14%
70635 Administrator Continuing. Ed		499.98	-499.98	0.00%
70704 Recording Clerk	500.00	1,000.02	-500.02	50.00%
70705 Presbytery Meeting Expense	50.00	300.00	-250.00	16.67%
70706 Stated Clerk Salary		8,175.00	-8,175.00	0.00%
70706.1 Stated Clerk Travel	2,157.40	1,000.02	1,157.38	215.74%
70710 Treasurer Salary	7,075.20	7,150.02	-74.82	98.95%
70710.5 Treasurer Travel	767.80	400.02	367.78	191.94%
70850.6 Committee Expense -MCC	325.88	250.02	75.86	130.34%
Total 70090 Ministry Coordinating Council - MCC	\$ 107,740.89	\$ 82,945.62	\$ 24,795.27	129.89%
70100 Ministry of Presbytery Operations - MPO				
70505 Memorials/Flowers		75.00	-75.00	0.00%
70506 Equipment Service		250.02	-250.02	0.00%
70508 Postage	14.60	124.98	-110.38	11.68%
70510 Utilities / Office	75.00	1,200.00	-1,125.00	6.25%
70512 Office Telcom & Communications	3,066.87	1,875.00	1,191.87	163.57%
70514 Property Maintenance		450.00	-450.00	0.00%
70515 Supplies & Expenses	1,063.20	664.98	398.22	159.88%
70517 Copier Lease	965.59	1,350.00	-384.41	71.53%
70518 Insurance & Bonding	25,958.00	5,061.48	20,896.52	512.85%
70519 Bank Service Charges	235.00	400.02	-165.02	58.75%
70712 Financial Records Review	1,000.00	499.98	500.02	200.01%
70715 Publications/Resources	828.10	49.98	778.12	1656.86%
70850.7 Committee Expense - MPO		250.02	-250.02	0.00%
Total 70100 Ministry of Presbytery Operations - MPO	\$ 33,206.36	\$ 12,251.46	\$ 20,954.90	271.04%

	Actual	Budget	Over Budget	% of Budget
70110 COMM ON PREP FOR MINISTRY-CPM				
70850.8 Committee Expense-CPM	15.11		15.11	
Total 70110 COMM ON PREP FOR MINISTRY-CPM	\$ 15.11	\$ 0.00	\$ 15.11	
70140 PERMANENT JUDICIAL COMM - PJC				
70708 Permanent Judicial Commission		49.98	-49.98	0.00%
Total 70140 PERMANENT JUDICIAL COMM - PJC	\$ 0.00	\$ 49.98	-\$ 49.98	0.00%
Total 70000.0 PRESBYTERY EXPENSES	\$ 330,497.89	\$ 169,572.06	\$ 160,925.83	194.90%
Net Income	\$ 128,086.57	\$ 0.00	\$ 128,086.57	

126 **Mark Broadhead** – Stated Clerk/Acting General Presbyter

127 **ITEMS FOR INFORMATION**

- 128 • **Session Minute Reviews:** Reviews of the 2022, 2023, and 2024 minutes of Sessions have been
129 conducted; 29 sets of minutes have been approved. After repeated attempts, I did not receive any
130 response from Destin-First, Marianna-First, Havana-First, or Panama City-Gulf Beach. An extension,
131 due to miscommunication, was given to: Pensacola-First and Milton-First. Blountstown-First, which
132 is working with an Administrative Commission, was given a pass for this go-round. Thanks are given
133 to Milton-First, Lynn Haven-First, and Tallahassee-Fellowship for hosting the reading sessions.
- 134 • **The 2024 minutes of the Presbytery meetings:** were submitted to the Synod and reviewed July 22
135 by two readers. Our minutes were approved with a few exceptions, mostly due to not having policies
136 already in place, but are under development. It was also noted that we were delinquent in doing annual
137 financial reviews for the past several years. Those reviews have been completed in 2025 and are now
138 caught up. A letter of attestation will be arriving from the Synod office in August or September.
- 139 • **Wewahitchka, First:** is having difficulties with FEMA funds being released by the State of Florida.
140 There have been numerous delays by the State. The contractor has nearly completed the repairs
141 needed following Hurricane Michael.
- 142 • **Death Benefit Recipient:** The Presbytery of Florida was named a beneficiary in the Board of
143 Pensions Death Benefit of the late Ruth Hemple. A bequest will be arriving in the near future. Ruth
144 served as pastor of the Sunny Hills congregation before feeling called to set aside her ordination and
145 become part of the Roman Catholic Church.
- 146 • **Synod Gathering:** Presbytery Executive/General Presbyters and Stated Clerks from across the Synod
147 gathered in Jacksonville from July 20-23. Items of interest:
- 148 ○ *Group Insurance:* A presentation was given regarding the Synod-wide possibility for insurance
149 coverage. Brown and Brown Insurance Services presented the programs of Denominational
150 Master Programs and Group Affiliated Programs. This was to give an idea of how insurance costs
151 for presbyteries and congregations might be reduced by engaging in a group policy. More
152 information and other agencies' programs will be explored.
- 153 ○ *Addressing the IUA:* Questions that a group of Synod executives and stated clerks plan to ask the
154 Interim Unifying Agency (IUA) were discussed, giving suggestions to include in that
155 conversation. The plight of missionaries dismissed by the denomination was a matter of discussion
156 and will be presented to the IUA by the Synod Execs.
- 157 ○ *GA Commissioner Training:* The Synod will be providing training for commissioners to the 2026
158 meeting of General Assembly sometime in May 2026.
- 159 • **Clerk of Session Training:** Materials for the Clerk of Session Training have been completed. The
160 suggested date for this training is Saturday, September 13, 2025 to be held at the Presbytery Office at
161 Dogwood Acres. More information will be forthcoming.
- 162 • The Presbytery received a death benefit of \$6,250 from Ruth Hempel.

163 **ITEMS PENDING**

- 164 • Continuing review of the Strategic Plan.
165 • Continue assisting in handbook writing.

166 **ITEMS FOR PRESBYTERY APPROVAL**

- 167 • Suggested dates for 2026 Presbytery Meetings
- 168 ○ Tuesday, February 23
- 169 ○ Saturday, May 16
- 170 ○ Tuesday, August 11
- 171 ○ Tuesday, October 27

172 **COMMUNICATIONS TO PRESBYTERY**

- 173 • **From Valerie Young, Synod Executive and Stated Clerk:**
- 174 The Synod will provide **training for Commissioners to the General Assembly in 2026. The**
- 175 **first three Mondays of May (4th, 11th, and 18th) from 7 pm – 8:30 pm Eastern Time.** Please
- 176 be sure your commissioners have these dates on their calendar. Each of the evenings will build
- 177 on the others, so, these are not stand-alone. If you have questions or would like to be part of the
- 178 planning process, please contact Valerie Young.
- 179 The Synod of South Atlantic has a new mailing address: Synod of South Atlantic, PC(USA);
- 180 11341 Normandy Blvd, Suite 106, PMB 101; Jacksonville, FL 32221.
- 181 • **From Mid Council Relations:**
- 182 *Bridging Generations: Navigating Difficult Situations and Embracing New Opportunities* is the
- 183 theme for this year's POAMN (Presbyterian Older Adult Ministries Network) Conference. This
- 184 event led by the Presbyterian Older Adult Ministries Network will be held **September 16–19,**
- 185 **2025** at the Fraizer Community in Boulder Colorado. Join ministry leaders, chaplains, and lay
- 186 leaders for fresh perspectives on older adult ministry. Come ready to be inspired with new ideas
- 187 to implement. Leave with tools to deepen your spiritual connection to serving older adults in
- 188 your faith community. [Learn more and register here.](#)
- 189 • **From the Interim Unification Commission:**
- 190 The new Book of Order 2025-2027 went into effect on July 4, 2025. Please be sure to secure a
- 191 new copy. A free interactive PDF version may be downloaded at
- 192 [www.pcusa.org/sites/default/files/2025-07/2025_0625_Book_of_Order_Interactive_2025-](http://www.pcusa.org/sites/default/files/2025-07/2025_0625_Book_of_Order_Interactive_2025-2027.pdf)
- 193 [2027.pdf](http://www.pcusa.org/sites/default/files/2025-07/2025_0625_Book_of_Order_Interactive_2025-2027.pdf). Hard copies may be purchased at
- 194 www.pcusastore.com/Products/9798988550143/book-of-order-20252027.aspx for \$10.00 plus
- 195 shipping.

196 Respectfully submitted,

197 Rev. Mark R. Broadhead

198 Stated Clerk/Acting General Presbyter

199 **RESOURCING: DeEtte Decker – Interim Unified Agency**

- 200 • “Habits of Holy Imagination” – www.pcusa.org/innovation

201 **ORDER OF THE DAY: LUNCH**

202 **RECONVENING OF PRESBYTERY**

- 203 • Following a wonderful lunch, the meeting was reconvened with prayer by the moderator Mary
- 204 Hodges.
- 205 • Two announcements were made by Mark Broadhead, Stated Clerk/Acting General Presbyter.
- 206 ○ All were asked to choose a logo for the Presbytery and report their choice to Linda Lovins.
- 207 ○ It was announced that this would be the last Presbytery meeting for the Reverend Doctor Roy
- 208 Martin and the Reverend Lisa Martin. Well wishes were expressed.

209 **REPORT HIGHLIGHTS AND ITEMS FOR ACTION**

210 • **REPORT FROM THE CORE TEAM** – RE Linda Lovins
 211 **ENVISIONING NEW PRESBYTERY LEADERSHIP**
 212 **Core Team Membership:** Michael Askew, Lisa Chormann, Jean Homrighausen, Linda Lovins
 213 (Chair), Erin Rugh (Vice Chair); *Ex officio*: Mark Broadhead, Stated Clerk/Acting General Presbyter
 214 **Reflect & Respond Team Membership:** Craig Chormann, Alan House, Bill Lamont, Cheryl McCall,
 215 Deborah Potter, Emily Proctor, Karen Weaver (facilitated by L. Lovins)
 216 Reflecting the Presbytery representation required by the Book of Order, the Core Team and the Reflect
 217 & Respond Team have each met several times to discuss Presbytery-wide Listening Session input and
 218 several potential leadership configurations for the Presbytery that might be a good match for how this
 219 Presbytery needs to work in order to be effective:

220 **Core Team**

221 March 6 (in person)
 222 March 13 (Zoom)
 223 March 25 (Zoom)
 224 April 7 (Zoom)
 225 April 28 (Zoom)
 226 May 12 (Zoom)
 227 May 19 (Zoom)
 228 June 16 (Zoom)
 229 July 15 (Zoom, w/ R&R Team)

230 **Reflect & Respond Team:**

231 March 24 (Zoom)
 232 April 23 (Zoom)
 233 May 13-14 (via email)
 234 June 11 (Zoom)
 235 July 15 (Zoom, w/ Core Team)

236 There was early agreement on both Teams that providing stellar leadership is critically important for
 237 building effective relationships between the Presbytery's congregations and the councils of the
 238 PCUSA. After examination of the feedback from the Presbytery-wide Listening Sessions and a look
 239 at other Presbytery leadership models, the Core Team—with full agreement by the R&R Team—has
 240 determined that the most effective leadership model for this Presbytery at this time is as follows:

- 241 • Equipping Presbyter / Stated Clerk (full-time)
- 242 • Assistant Stated Clerk (part-time)
- 243 • 3 Regional Advocates (part-time)

244 On April 24, 2025, the Ministry Coordinating Council (MCC) received a report from the Core Team
 245 regarding the recommended leadership configuration. Because no funding proposal was yet attached,
 246 it was accepted simply as a report with only two concerns stated:

- 247 • Plans increased from the 1.5 positions for Presbyter and Stated Clerk (pre-March 1, 2024) to the
 248 equivalent of 2 full positions, once all full- and part-time hours were added together.
- 249 • "Equipping Presbyter" isn't a category on Church Leadership Connection forms.

250 At the May 17, 2025 Presbytery meeting, a motion was passed to approve the Core Team-
 251 recommended staff configuration *in concept* and job descriptions were included as part of the
 252 proposal. In subsequent Core Team and Reflect & Respond Team meetings, efforts were made to
 253 consider how to fund these positions within two parameters: immediate funding (over the next 1-5
 254 years); and sustainability (following the initial 1-5 years). The recent work of the Ministry of

Presbytery Operations (MPO) negated the need for the Core Team to address immediate funding needs. The focus, then, remained on the configuration of staffing, job descriptions, and fiscal sustainability.

For Presbytery Approval: The Core Team, with the Reflect & Respond Team, moves that the Presbytery approve the:

1) Position descriptions for:

- Equipping Presbyter/Stated Clerk (full-time),
- Assistant Stated Clerk (part-time), and
- Regional Advocates (3 part-time)

2) Immediate addition of a Presbytery body (e.g., committee, ministry team) to develop and implement plans for telling the Presbytery's story more effectively (marketing) and raising funds more effectively over time to sustain staffing in the proposed configuration and improve the financial health of the Presbytery: and

3) Salaries/stipends as proposed:

- Equipping Presbyter / Stated Clerk - up to the maximum level stated (\$85,000 effective salary and benefits; see job description and chart below)
- Assistant Stated Clerk – 30 hours/month; \$9,000 annual (\$25/hour) + \$2,000 mileage
- Three (3) Regional Advocates – 20 hours/month; \$6,000 annual *each* (\$25/hour – includes mileage)

4) Motion Debate and Vote:

- A thorough debate concerning the Core Team motion included pros and cons was conducted. Much of the debate was around the name “Equipping Presbyter” and the funds needed to endow these positions.
- The moderator recognized Greg Seltzer Northminister Presbyterian Church, who moved the previous question. The motion to end the debate was seconded and approved.
- With debate complete, the body voted to approve the Core Team Motion as presented.

Presbytery of Florida

Position Description: Equipping Presbyter/Stated Clerk (Full-time)

Purpose: The Equipping Presbyter/Stated Clerk serves the Presbytery of Florida by providing knowledgeable and inspirational leadership to its churches, ministries, and members; and by supporting their efforts to live into the teachings of Jesus Christ: to love God with all we have and to love our neighbors as ourselves. This individual serves as an advocate for the health, well-being, and success of the Presbytery's staff, ministry teams, pastors, certified Christian educators and program staff, congregations, and validated, non-congregational ministries. With this leadership, we will continue to grow as a Presbytery of healthy, vibrant siblings in Christ, sharing in the ministry and mission to which Jesus calls us.

As Equipping Presbyter:

- Assist the Presbytery in the ongoing shaping and reshaping of its life and mission by being responsive to its changing needs and those of the community and world.
- Project a positive and joyful commitment to the mission of the Presbytery and, in so doing, inspire a climate of collegiality, openness, trust, love, and mutual support among the churches, ministries, and members of the Presbytery.
- Oversee the implementation of the Presbytery's policies, strategies, and programs with the support and assistance of the Ministry Coordinating Council.
- Coordinate with Regional Advocates regarding congregational and pastoral concerns and needs, living into the connectionalism of the Presbyterian Church (USA); and identify and equip/empower potential leaders for service in the Presbytery and other councils of the PCUSA.
- Be available, in conjunction with the Regional Advocates, to the Presbytery's Ministers of Word and Sacrament, Commissioned Ruling Elders (CREs), certified Christian educators and program staff, members-at-large, and their families for pastoral support and encouragement.
- Provide guidance and leadership to ministries of the Presbytery in ways that help equip them to meet and respond to their responsibilities, reflecting the changing nature of the church and encouraging them to remain goal-oriented, solutions-based, and rooted in building up the community, furthering the strategic plan for the Presbytery.
- Communicate effectively to promote, Presbytery-wide, the programs, policies, and actions of the Presbytery, Synod of South Atlantic, and the General Assembly.
- Support the practice of sound fiscal management and transparency of the Presbytery's financial resources and assets.
- Model and encourage positive and productive relationships and a spirit of unity among the Presbytery staff and leadership within the Presbytery.
- Be aware of the histories, strengths, and resources of the congregations across the Presbytery, and be prepared to provide assistance in times of crisis.
- Represent, network with, and advocate on behalf of the Presbytery at General Assembly, Synod meetings, and gatherings for Presbytery leaders, and with related ecumenical/interfaith agencies.

318 As Stated Clerk:

- 319 • Administer and monitor the budget of the Presbytery in consultation with the Ministry
320 Coordinating Council, the Accountant-Treasurer of the Presbytery, and the Ministry of
321 Presbytery Operations.
- 322 • Keep a record of all of the actions and proceedings of the Presbytery of Florida, publish the
323 minutes of each meeting, and submit same to Synod for annual review.
- 324 • Prepare the docket for Presbytery meetings and coach leadership.
- 325 • Serve as a resource to the Presbytery on matters concerning interpretation of the Constitution
326 of the Church, providing constitutional opinions as needed and participating in legal matters as
327 requested.
- 328 • Handle documentation regarding Inquirers/Candidates and process calls for Ministers of Word
329 and Sacrament entering and leaving the Presbytery.
- 330 • Write official correspondence for the Presbytery and act as chief correspondent with other
331 councils or denominations regarding the status of Ministers of Word and Sacrament.
- 332 • Prepare all reports as required by the General Assembly.
- 333 • Provide a plan for parity between pastors and ruling elder commissioners attending Presbytery
334 meetings, reporting any imbalance to the Presbytery each February.
- 335 • Coordinate with and oversee the work of the Assistant Stated Clerk.
- 336 • Serve as resource staff to Presbytery administrative and judicial commissions as needed, acting
337 as primary staff to the Permanent Judicial Commission.
- 338 • Serve as a resource for the ministries of Congregational and Pastoral Care, Leadership
339 Development, and Pastoral Transitions.
- 340 • Receive and review communications, assigning them to an appropriate individual or group
- 341 • Fulfill functions and tasks assigned in the Presbytery By-laws and Manual of Operations.
- 342 • Other duties not listed, such as:
 - 343 – Staff oversight, as needed
 - 344 – Write articles of importance for the Presbytery newsletter
 - 345 – Sign and distribute annual pastor cards
 - 346 – Monitor PILP loans to congregations
 - 347 – Match MDPs and PDPs through CLC for congregations seeking pastoral or educational
348 leadership

349 **Knowledge, Skills, and Abilities:** The role of Equipping Presbyter/Stated Clerk requires an
350 exceptional degree of professionalism, confidentiality, and the ability to work in an ever-changing
351 environment, in which sound decision-making, self-motivation, and discretion are essential.
352 Candidates will need confidence and an ability to provide innovative and visionary organizational
353 leadership rooted in spiritual depth, including:

- 354 • Ordination as a ruling elder or Minister of Word and Sacrament, with demonstrated faith, good
355 character, and a joyous sense of humor.
- 356 • Knowledge of and commitment to Reformed theology, doctrine, and the polity of the
357 Presbyterian Church (USA).
- 358 • Superior administrative, organizational, and communication skills, both verbal and written, and
359 the ability to be self-motivated, meet established deadlines, and move easily between tasks.
- 360 • Ability to manage conflict, unequal power dynamics, and strong personalities in a manner that
361 fosters grace, parity, justice, and reconciliation; and to demonstrate leadership that nurtures
362 inclusivity, diversity, mutual inspiration, and flexibility.
- 363 • Capacity to be accessible, responsive, and flexible to handle the changing needs of the
364 Presbytery and its ministries, informed by the challenges and opportunities of current times.
- 365 • Training in and awareness of anti-racist approaches and systemic analysis within and for the
366 Church.
- 367 • Comfort with technology, including knowledge of Microsoft Office (i.e., Word, PowerPoint,
368 Excel), Zoom, email, and social media platforms; and have a willingness to explore and learn
369 new technologies.
- 370 • A high degree of integrity and compassion, a personality that inspires confidence and mutual
371 respect, and a gift for working with all people in an unbiased manner.
- 372 • A demeanor that is clearly approachable and non-judgmental; a non-anxious presence.
- 373 • Ability to listen deeply and actively, speak kindly when truth is difficult, and rejoice fully with
374 hope and affirmation.
- 375 • Knowledge of information technology and financial management.
- 376 **Accountability:** The Equipping Presbyter/Stated Clerk is accountable to the Presbytery of Florida through
377 the Ministry Coordinating Council (MCC).
- 378 **Effective Salary:** \$75,000—85,000

Presbytery of Florida

Position Description: Assistant Stated Clerk

(30 hours per month)

Purpose: The Assistant Stated Clerk serves the Presbytery of Florida by carrying out reporting, tracking, and resourcing tasks throughout the year to feed into and ease the responsibilities of the Equipping Presbyter/Stated Clerk. The Assistant Stated Clerk also serves as Recording Clerk to the Presbytery.

Position Description: The Assistant Stated Clerk will:

- Take minutes of Presbytery meetings and submit them to the Equipping Presbyter/Stated Clerk.
- Take minutes of MCC meetings and submit them to the Equipping Presbyter/Stated Clerk.
- Resource the Leadership Development, Congregational and Pastoral Care, Pastoral Transitions, Presbytery Operations, and other ministry teams of the Presbytery, as needed.
- Keep accurate rolls of all Ministers of Word and Sacrament, certified Christian educators, Commissioned Ruling Elders (CREs), Stated Supply Pastors, Parish Associates, Members-at-Large, Candidates, and Inquirers.
- Encourage session clerks to complete their annual statistical reports, assisting as needed.
- Prepare the Presbytery statistical report for GA and submit it to the Equipping Presbyter/Stated Clerk.
- Monitor Inquirers' and Candidates' processes with MLD and report progress to the Equipping Presbyter/Stated Clerk.
- Receive and assemble annual Necrology Reports.
- Prep and lead annual review of Session minutes.
- Prepare Presbytery minutes for Synod review and submit them to the Equipping Presbyter/Stated Clerk.
- Monitor balance between resident Ministers of Word and Sacrament and the number of ruling elder commissioners from the sessions and report to the Equipping Presbyter/Stated Clerk
- Assist with officer training, as needed.
- Represent the Presbytery, as needed, at meetings of the Synod and General Assembly on behalf of the Equipping Presbyter/Stated Clerk.
- Assist with other Book of Order and Presbytery duties, as requested by the Equipping Presbyter/Stated Clerk.

Knowledge, Skills, and Abilities:

- Is an ordained ruling elder or Minister of Word and Sacrament in the Presbyterian Church (USA), with a strong and growing faith, good character, and a joyous sense of humor
- Embodies a high degree of integrity and compassion, a personality that inspires confidence and mutual respect, and a gift for working with all people in an unbiased manner
- Is comfortable with technology, including fluency with Microsoft Office platforms, Adobe Pro, and Zoom

- 412 • Is clearly approachable and non-judgmental; a non-anxious presence
- 413 • Able to build trust and honor confidentiality
- 414 • Demonstrates strong skills in organization and time management, and is able to complete required
- 415 tasks efficiently and well
- 416 **Accountability:** The Assistant Stated Clerk is immediately accountable to the Equipping Presbyter/Stated
- 417 Clerk and, ultimately, to the Presbytery of Florida through the Ministry Coordinating Council (MCC).
- 418 **Compensation:** \$25 per hour for 30 hours per month, plus up to \$2,000 mileage annually

Presbytery of Florida

Position Description: Regional Advocate (3)

(20 hours per month)

Purpose: The Regional Advocate in each of the Presbytery's three (3) regions will develop strong relationships with the members of congregations and validated ministries through the pastors of congregations, certified Christian educators and program staff, sessions and their clerks, attending worship periodically, and the region's members-at-large. Those relationships will be instrumental in building healthy relationships and strong communications between local congregants/ministries and the Presbytery.

Position Description: Each Regional Advocate will:

- Advocate for the health, well-being, and success of pastors, congregations, certified Christian educators and program staff, and validated, non-congregational ministries
- Network via Zoom with the Presbytery's other Regional Advocates and the Equipping Presbyter/Stated Clerk at scheduled intervals each month (and as needed) regarding congregational and pastoral concerns and needs, living into the connectionalism of the Presbyterian Church (USA)
- Communicate effectively to promote, Presbytery-wide, the programs, policies, and actions of the Presbytery, the Synod of South Atlantic, and the General Assembly
- Help connect Presbytery leaders to available resources, opportunities, and required responsibilities that advance the strategic plan of the Presbytery
- Identify and equip/empower potential leaders for service in the Presbytery and other councils of the PCUSA
- Support and liaise with pastoral leadership in the region
- Be a frequent physical presence in local congregations and other validated, non-congregational ministries
- Encourage fellowship and study among pastoral/church leadership in the region
- Identify conflictual situations at their earliest stages and, in consultation with the Moderator of Congregational and Pastoral Care and the Equipping Presbyter/Stated Clerk, suggest the need for the Shalom Team
- Participate in Presbytery meetings and events
- Lead or assist with officer training in the region

Knowledge Skills, and Abilities:

- Is an ordained ruling elder, deacon, or Minister of Word and Sacrament in the Presbyterian Church (USA), with a strong and growing faith, good character, and a joyous sense of humor
- Embodies a high degree of integrity and compassion, a personality that inspires confidence and mutual respect, and a gift for working with all people in an unbiased manner
- Is comfortable with technology, including fluency with Microsoft Office platforms and Zoom
- Is clearly approachable and non-judgmental; a non-anxious presence

- 453 • Superior administrative, organizational, and communication skills, both verbal and written, and the
454 ability to be self-motivated, meet established deadlines, and move easily between tasks
 - 455 • Ability to manage conflict, unequal power dynamics, and strong personalities in a manner that fosters
456 grace, parity, justice, and reconciliation; and to demonstrate leadership that nurtures inclusivity,
457 diversity, mutual inspiration, and flexibility
 - 458 • Able to build trust and honor confidentiality
 - 459 • Demonstrates strong skills in organization and time management, and is able to complete required
460 tasks efficiently and well
- 461 **Accountability:** Each Regional Advocate is immediately accountable to the Equipping Presbyter/Stated
462 Clerk and, ultimately, to the Presbytery of Florida through the Ministry Coordinating Council (MCC).
- 463 **Stipend:** \$25 per hour for 20 hours per month (each)

Projected Figures for Equipping Presbyter/Stated Clerk, Assistant Stated Clerk, and Regional Advocates

Equipping Presbyter/Stated Clerk	Current*		
Salary	58,350	60,000	65,000
Housing	11,000	15,000	20,000
Effective Salary	69,350	75,000	85,000
Medical (Family)	31,696	32,600	34,200
Pension	8,322	9,000	10,200
SECA	5,305	5,738	6,503
Mileage	4,000	4,000	4,000
Cont. Ed.	500	500	500
Travel	2,000	4,000	4,000
Total	121,173	130,838	144,403
Remove Recording Secretary	-2,000	-2,000	-2,000
Position Increase in Budget	30,023	39,688	53,253

New Positions

3 Regional Advocates (20 hrs./mo.)	18,000	(\$25/hr. – includes mileage)
1 Asst. Stated Clerk (30 hrs./mo.)	9,000	(\$25/hr. + \$2,000 mileage)
Total New Positions	27,000	

Total Budget Increase	57,023	66,688	80,253
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*current = 2025 GP and SC combined plus benefits added in

464 This process has remained broadly transparent and hope-filled throughout the entire process. Profound
 465 thanks to the members of the **Core Team**, who worked diligently and creatively to honor details distilled
 466 from the Presbytery-wide listening sessions and apply them and other information to a new staffing
 467 model. Many thanks to the members of the **Reflect & Respond Team**, who carefully considered the
 468 work of the Core Team at each stage and responded with clarity, wisdom, and unstinting honesty. Many
 469 thanks to **Stated Clerk/Acting General Presbyter Mark Broadhead** for his tireless hours of support,
 470 detailed reports, and knowledge. Thanks, also, to **Moderator Eric Spoon, Presbytery Treasurer**
 471 **Michael Martin**, and the **Ministry of Presbytery Operations** for their diligence, integrity, and careful
 472 stewardship on behalf of the Presbytery. Lastly, thank you to the **4 churches (Trinity, Pensacola; First,**
 473 **Lynn Haven; First, DeFuniak Springs; Fellowship, Tallahassee)** who hosted **60+ individuals** who
 474 made time to attend one or more of the Listening Sessions across the Presbytery. You collectively
 475 provided the seeds and the hope from which all else grew. This Presbytery is truly blessed by the
 476 abundant gifts displayed throughout this process.

477 Respectfully submitted,
 478 Linda Lovins, Chair – Core Team

479 **MINISTRY OF PASTORAL TRANSITIONS (MPT)** – Rev. Lisa Martin
480 *The Ministry of Pastoral Transitions (MPT) serves congregations going through times of pastoral*
481 *transition. It partners with congregations at the moment a pastor announces his/her departure from the*
482 *church and follows it through to the installation of a new pastor. MPT also works with congregations who*
483 *need to secure temporary pastoral leadership through the transition process (Stated Supplies,*
484 *Commissioned Ruling Elders, Interim Pastors).*

485 MPT has had an active spring and summer! We continue to update the Pulpit Supply List and Honoraria
486 Guidelines, we have examined and welcomed new pastors into Florida Presbytery, and we have met with
487 search committees who seek new pastoral leadership. We also continue to revise our Manual of Policies
488 and Procedures, especially recognizing changes in the Board of Pensions structure for dues.

489 **FOR INFORMATION**

- 490 1. MPT presents a revised Pulpit Supply List with Honoraria Guidelines.
- 491 2. MPT has received the following clergy into the membership of Florida Presbytery:
- 492 a. John Wamsley (retired, transferred from Tres Rios Presbytery, Texas)
- 493 b. Bonnie Wilkins (retired, transferred from Southeastern Illinois Presbytery)
- 494 3. MPT has approved the following pastoral calls/hires:
- 495 a. TE John Wamsley as stated supply pastor for Euchee Valley;
- 496 b. RE Joanne Kublik as Commissioned Ruling Elder for First, Crestview and Laurel Hill
- 497 4. MPT currently works with the following churches:
- 498 a. First, Pensacola
- 499 b. Trinity, Pensacola
- 500 c. First, Quincy
- 501 d. First, Tallahassee
- 502 5. Actions taken at MPT's August 5, 2025 meeting:
- 503 a. Recorded TE Kenneth Kelly as stated supply for First, Chipley, effective August 1. Passed this
- 504 contract on to the Ministry of Congregational and Pastoral Care (MCPC).
- 505 b. Sustained the examination of TE Rebecca "Becky" Bryan for First, Pensacola. Her Biographical
- 506 Statement and Statement of Faith are included in this report.
- 507 c. Did not sustain the examination of TE Trinity Whitley for First, Tallahassee.

508 **FOR ACTION** – No action items at this time. However, we ask the presbytery body to keep MPT and the
509 churches for which we are responsible in prayer. Calling pastors is not easy work, but it is holy work.
510 Pray for Pastor Nominating Committees, candidates answering calls to serve, and our ministry team. We
511 are grateful for all prayers!

512 **ATTACHMENTS TO THIS REPORT INCLUDE:**

- 513 1. Pulpit Supply List with Honoraria Guidelines, revised July 2025
- 514 2. Installation commission minutes for TE Hanlim Chae and Lafayette, Tallahassee, 6/15/2025
- 515 3. TE Rebecca Bryan Biographical Statement and Statement of Faith

516 Respectfully submitted,
517 Rev. Lisa Martin, MPT Moderator

Ministry of Pastoral Transitions (MPT)

<i>Feb. 2026</i>	Lisa Martin (Moderator)	Minister	1st, Lynn Haven
	Stacey Kaye White	Minister	Freeport
<i>Feb. 2027</i>	Ed Nickinson	Elder	Trinity, Pensacola
	Blair Beaver (Vice Mod)	Minister	1st, Marianna
	Vacancy		
<i>Feb. 2028</i>	Pam Nulty	Elder	Northminster, Pensacola
<i>Co-op:</i>	Hanlim Chae	Minister	Lafayette, Tallahassee

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FLORIDA PRESBYTERY PULPIT SUPPLY LIST

Please review the Honoraria Guidelines following this list. Thank you!

Revised July 2025

<i>Name/Address</i>	<i>Preferred Phone</i>	<i>Email</i>	<i>Comments</i>
Bess, Rev. William (Bill) 2419 Banyan Dr. Tallahassee, FL 32303	(850) 556 -2104	billbess@aol.com	Available ONLY 3 rd and 4 th Sundays in East District to Marianna
Broadhead, Rev. Mark 5847 Saratoga Dr. Crestview, FL 32536	(850) 758-8854	revbroadhead@outlook.com	Available in West, Central, and East Districts
Copeland, Rev. Brant 1110 Sandhurst Dr. Tallahassee, FL 32312	(850) 570-4728	brantscopeland@outlook.com	Available in West, Central, and East Districts
Guterman, Rev. Dr. Raymond 2116 Jenette St. Tallahassee, FL 32308	(352) 817-8700 -or- (850) 765-3659	dwguterman@gmail.com	Available in Central and East Districts
Rev. James W. Krapf 9935 Candlestick Lane Pensacola, FL 32514	(507) 350-1662	jimcynkrapf16@gmail.com	Available in West District
Land, Rev. Ted 3618 Greenfield Drive Marianna, FL 32446	(863) 444-0716	tedland46@gmail.com	Available in Central District and Tallahassee area.
Martin, Rev. Dr. Roy 203 Harrison Place Panama City, FL 32405	(540) 480-0030	rmartin398@aol.com	Available in West, Central, and East Districts
Pitts, Rev. Linda 1182 Walden Rd. Tallahassee, FL 32317	(850) 345-0634	lindapitts2113@gmail.com	Available within a 100 mile radius of Tallahassee
Wooten, Rev. Dr. Joan 776 Barth Rd. Molino, FL 32577	(850) 341-9984 -or- (850) 587-4301	joanwooten@fpcpensacola.com	Available once per quarter in the West District
Plank, Larry (Ruling Elder) 4754 Farm Life Rd. Milton, FL 32583	(850) 206-1561	larryplank834@gmail.com	Available once per month in West, more if someone is in a bind; authorized to celebrate holy communion
Prettyman, Lori (Ruling Elder) 2116 Morningside Dr Pensacola, FL 32503	(850) 221-8184	loriandstephen@earthlink.net	Available for Escambia and Santa Rosa counties only; authorized to celebrate holy communion
Whitley, Rev. Trinity 1217 Miccosukee Road, Apt. 3 Tallahassee, FL 32308	(803) 319-0773	trinityjoywhitely@gmail.com	Available in the East and Central Districts
Valerie Young (Ruling Elder) <i>Synod of South Atlantic Executive / Stated Clerk (Jacksonville, FL)</i>	(682)-465-1360	valerie@synodsa.org	Available in all Districts and will not charge mileage. Any honorarium will go to the Synod.
Montgomery, Rev. Cheryl 5611 Jacksons Gap Rd, Tallahassee, FL 32317	317-260-7378	mntgmrychryl@gmail.com	Available in the East and beyond up to one hour.

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HONORARIA GUIDELINES

PULPIT SUPPLY & MODERATOR OF SESSION AND/OR CONGREGATIONAL MEETING

Pulpit Supply: minimum of \$150 **plus** roundtrip mileage at the current IRS rate (70 cents/mile); overnight accommodation if pulpit supply is traveling out of their home district. Please have a check ready when the pulpit supply arrives.

Pulpit Supply *and* Moderator of Congregational Meeting: minimum of \$175 **plus** roundtrip mileage at the current IRS rate (70 cents/mile). Please have a check ready when the pulpit supply arrives.

Moderator of Congregational Meeting only: \$75 **plus** roundtrip mileage at the current IRS rate (70 cents/mile). Please have a check ready when the moderator arrives.

Pulpit Supply *and* Session Meeting Moderator: \$200 **plus** roundtrip mileage at the current IRS rate (70 cents/mile). Please have a check ready when the pulpit supply arrives.

Session Meeting Moderator only: \$125 **plus** roundtrip mileage at the current IRS rate (70 cents/mile). Please have a check ready when the moderator arrives.



MINUTES OF THE COMMISSION TO INSTALL

Rev. Hanlim Chae
Lafayette Presbyterian Church
June 15, 2025

The Administrative Commission appointed by the Presbytery of Florida to install the Rev. Hanlim Chae as pastor of Lafayette Presbyterian Church in Tallahassee, Florida met in the Lafayette Presbyterian Church library on June 15, 2025, at 3:20 pm (eastern).

Members in attendance:

Elders: Mary Hodes, Leo Lachat, and Marylyn Weinell.

Ministers: Mark Broadhead, Mathew Frease, A.J. Mealor, and Linda Pitts

The Commission was called to order by Chairperson, the Rev. Mark Broadhead, who opened with prayer. On motion, Linda Pitts was elected clerk.

- The Order of Worship was approved, and assignments were made.
- The Commission voted to authorize the chair and the clerk to approve the minutes and to adjourn with the benediction at the close of the service.
- The Commission proceeded to the place of the worship service.
- A sermon was preached by the Rev. Mark Broadhead.
- The constitutional questions, propounded to the minister by Presbytery Moderator Mary Hodges, were answered in the affirmative.
- The constitutional questions, propounded to the congregation by Ruling Elder Leo Lachat, were answered in the affirmative.
- The prayer of installation was offered by the Rev. Linda Pitts.
- The Rev. Hanlim Chae was pronounced duly installed according to the provisions of the *Book of Order*.
- A charge was given to the minister by the Rev. A.J. Mealor.
- A charge was given to the congregation by the Rev. Dr. Mathew Frease.
- The service was closed with the benediction pronounced by the newly installed pastor.

Minutes approved:

Clerk Linda Pitts

Date: June 15, 2025

Chair Mark Broadhead

Date: June 15, 2025

534 Rev Rebecca Bryan

535 Bio

536 Rev Rebecca “Becky” Bryan is a Florida native that spent most of her growing up in the sunny Tampa
537 Bay area. She was raised in the Presbyterian church and considers it her heart's home.

538 Becky graduated with a degree in History and Religious Studies from Florida State University where she
539 was very active in the PC(USA) Campus ministry, The Westminster House (now Ukirk FSU). She lived
540 there as a resident and even worked in the coffee house in the basement. It was there that the seeds of a
541 call to ministry started to take root.

542 After graduation, she spent a few years as a volunteer youth director at her home church and God's call
543 could no longer be ignored. With the help of a couple of angels in her congregation, Becky enrolled at
544 Austin Presbyterian Theological Seminary in Austin, TX. She graduated with her Masters in Divinity in
545 the Spring of 2018 and was blessed to be able to return to the Tampa Bay area for her first call at Forest
546 Hills Presbyterian Church in Tampa, FL.

547 After four years of learning and growing and navigating ministry in the midst of a pandemic, Becky
548 followed God's call to Fox Valley Presbyterian Church in Geneva, IL in the fall of 2022. While there for
549 only a short time, she was able to plant seeds that have continued to grow after her departure in 2024.
550 Such as a growing disabilities ministry program and youth and children's discipleship programming

551 Becky is an avid reader of Fantasy and science fiction novels, captivated with any and all things Lord of
552 the Rings, enjoyer of a good cup of tea (or an IPA), and is a lover of a good road trip complete with every
553 roadside attraction.

554 Becky has been residing in the mountains of Highlands, NC with her cat Arya and is excited to return to
555 her Florida roots of the sun and the sand.

556 Rev Rebecca Bryan

557 Statement of Faith

558 I believe that in life and in death, we belong to God. I trust, even though I cannot fully comprehend the
559 mystery of God – that God is somehow three; Creator, Redeemer; and Sustainer.

560 I trust Jesus Christ, our Redeemer, fully human and fully divine was sent by God to walk among us. To
561 share in our joys and our hurts. I trust in his gospel. Tending to the poor, sick, and disenfranchised.
562 Breaking bread with sinners and saints alike. Living and believing as children, meaning to go before God
563 without doubt and full of wide-eyed faith. I believe that Jesus Christ was condemned and was crucified on
564 the cross. That he willingly suffered a painful human death and by giving His perfect and sinless life, He
565 took on the sins and hurts of the world as His own. Paying in full, the price of the punishment we
566 deserved. I believe that Jesus was raised in body and spirit from death. Giving us the promise of hope in
567 the resurrection.

568 I trust in God, the Creator, in whom all people were created in God’s image. People of every gender, race,
569 ability, and sexual orientation are equal in the eyes of God and are called to live as one people of God.
570 Despite our failings to fulfill this call and actively push against it, God continually acts with justice and
571 mercy. Redeeming us in unconditional love and compassion, as a parent teaches and loves a child.

572 I trust in the Holy Spirit, our sustainer and counselor. I believe the spirit guides our hearts and minds as
573 we interpret Scripture, the Word of God proclaimed, and is the lens in which we should view and respond
574 the world. The Holy Spirit binds us all together as believers in the body of Christ at every time and place.

575 I believe that the sacraments of baptism and communion are outward signs of our faith that are inwardly
576 sealed on our hearts by the Spirit of God. I believe that we are claimed by God through the waters of
577 baptism and fed by the bread of life and the cup of salvation in spiritually real ways. We participate in

578 these sacraments as members of Christ's church. The mission of that church is to live according to the
579 gospel of Jesus Christ. Creating light in darkness, hope in despair, and freedom in oppression. To be
580 known as followers of Christ by our love of God and neighbor.

581 My faith is centered in the Reformed tradition that God saves us by grace through faith. Our faith is a gift
582 and everything we have is due to the Lord's grace, of which we are undeserving. This gift of grace which
583 is freely given does not exempt us from living a holy and Christ centered life. We are known as followers
584 of God by the lives we lead in response to this gift of grace and love. A love that is freely given to all
585 people of every race, ethnicity, physical ability, gender identity, and sexual orientation, all of whom are
586 made in God's image and as welcome at Christ' table. We rely on God for our salvation because all things
587 are possible with God and God alone.

588 I trust in God, who is active in my life in real ways. I believe that God hears my prayers and shares in my
589 joys and my grief. The close, personal relationship with God gives me peace, joy, and purpose for living. I
590 believe that God can be found in every person I meet and every experience I encounter.

591 **MINISTRY OF LEADERSHIP DEVELOPMENT (MLD) – Rev. Cathy Mooney**

592 • **MLD primarily works in three areas: Resourcing & Education, Mission & Outreach, &**
593 **Preparation for Ministry**

594 – **Resourcing & Education**

595 Rev. DeEtte Decker from the PCUSA Office of Innovation has been invited to present
596 programming on innovation and imagination in the Church and Leading with Curiosity and
597 Courage for the August Presbytery Meeting. One of these will be offered following the meeting.
598 She will also be asked to preach for the meeting.

599 – **Mission & Outreach**

- 600 ○ A Two Cents a Meal Grant was given to **FPC Lynn Haven from the 2-Cents a Meal Fund**
601 for their Backpack Ministry with Lynn Haven Elementary School.
- 602 ○ The **Racial Justice Subcommittee** sent two youth to Dogwood Acres this summer. We
603 continue to seek funding to ensure we can continue this program.
- 604 ○ We are seeking volunteers to continue the work with our Guatemala Partnership through PW.
- 605 ○ **The FLAPDAN 25th Anniversary Celebration at Spring Presbytery Meeting** went well.
606 The Emergency Cleanup Bucket Build was well-received and created a full pallet (36) of
607 buckets.

608 – **Preparation for Ministry**

609 Deborah Potter moved from CRE (Commissioned Ruling Elder) Explorer to Disciple.
610 Dr. Linda Lovins was accepted as a CRE Explorer.
611 Currently we have:

- 612 2 Candidates for Ministry
613 2 Inquirers for Ministry
614 1 Disciple for CRE
615 1 Explorer for CRE

616 • **MLD Membership**

617 Susan Byram Tim Crawford Jean Homrighausen
618 Cathy Mooney Erin Rugh Greg Seltzer

619 • **Meeting Date & Time:** Second Monday of the month/10 AM Central / 11 AM Eastern

620 Respectfully submitted,
621 Rev. Cathy Mooney, MLD Moderator

622 **PRESBYTERIAN WOMEN OF THE FLORIDA PRESBYTERY – Vicki Bell**

623 One of the important projects the Presbyterian Women of the Presbytery undertakes is the Annual PW
624 Directory. The month of May begins our annual update of the information of the Presbyterian Women
625 officers in our Presbytery churches. The newly elected moderators, treasurers, historians and Together in
626 Service officers, along with “Dates to Remember”, all the forms the moderator or treasurer may need and
627 a host of other information. Please encourage the women of your congregations to utilize the information
628 provided and maintain the accuracy of your church’s submitted information.

629 All the Presbytery’s of Florida are working together to host the Presbyterian Women’s Triennial
630 Gathering, “Finding our Joy”, October 17th-19th, 2025 at Epworth by the Sea, St. Simons Island, Georgia.
631 The Synod of South Atlantic and the Synod of Living Waters are partnering to hold this gathering which
632 is held every three years. Please encourage the Presbyterian Women of your congregations to attend
633 Online forms are available at <https://pwsosa.com> or please feel free to contact me at
634 yabb1954@gmail.com for more information.

635 Our next PW CT Meeting and Leadership Workshop for moderators, treasurers, historians and Together in
636 Service officers will take place on August 23, 2025, at First Presbyterian Church of Chipley.

637 Blessings,
638 Vicki Bell, PW Moderator
639 Florida Presbytery

640 **MINISTRY COORDINATING COUNCIL (MCC) – Don Mowat**

641 **Items for Action**

- 642 • MCC places in nomination the following names to serve on the Ministry of Representation
643 ○ Greg Obermier, Class of 2027
644 ○ John Wamsley, Class of 2028
645 ○ The Ministry made the motion. The motion passed.

646 **Items for Discussion**

- 647 • None

648 **Items for Information**

- 649 • The minutes of the May 17, 2025 meeting of the presbytery were approved as corrected.
- 650 • The Strategic Plan Implementation Task Force is revisiting the Strategic Plan to determine what, if
651 any, updates need to be made.
- 652 • The Ministry of Congregational and Pastoral Care will present a request that presbytery approve the
653 2026 minimum effective salary: \$ 43,562.59 (a 2% increase from the 2025 minimum of \$42,708.42).
- 654 • The Ministry of Dogwood Acres’ 501(c)(3) Task Force approved the names of persons to represent the
655 Presbytery of Florida as documents and agreements are formulated that are necessary for converting
656 Dogwood Acres to a not-for-profit corporation. They are: Hugh Hamilton – retired pastor; Erin Rugh
657 – Associate Pastor, Tallahassee-Faith; David Dick – elder, Navarre; Anne Hodges – elder, Tallahassee-
658 Christ, Eric Spoon – Pastor, Panama City-Grace.
- 659 • New Congregation Formation: A.J. Meador, Nicole Richardson, Eric Spoon, Michael Martin, and
660 Mark Broadhead will be meeting soon to discern ways to better support Rev. Richardson with the Tide
661 and Table new worshipping community
- 662 • Pastoral Transitions: Congregations are encouraged to follow the ministry’s Pulpit Supply guidelines
663 for compensating those who fill their pulpits – especially mileage reimbursement.

- 664 • Presbytery Operations: Realignment of the distribution of funds received from the sale of church
665 property of congregations that close was discussed and will be presented to the presbytery for
666 discussion and vote. The treasurer's report was received for information
- 667 • Representation: MCC approved Rev. John Wamsley and Rev. Greg Obermeir to serve on the Ministry
668 of Representation.
- 669 • Stated Clerk/Acting General Presbyter: The proposed date for Clerk of Session Training at the
670 Presbytery Office is Saturday, September 13 starting at 9:30 CT/10:30 ET. Dates for 2026 stated
671 meetings of the presbytery were scheduled for:
 - 672 • Tuesday, February 23
 - 673 • Saturday, May 16
 - 674 • Tuesday, August 11
 - 675 • Tuesday, October 27
- 676 Respectfully submitted,
677 Don Mowat, MCC Moderator

Ministry Coordinating Council (MCC)

Don Mowat	Mod-MCC (Immediate Past Presbytery Moderator)
Mary Hodges	Presbytery Moderator
Greg Seltzer	Presbytery Vice Moderator
Linda Lovins	Moderator– Ministry of Congregational Health
Bill Lamont	Moderator– Ministry of DWA
Cathy Mooney	Moderator– Ministry of Leadership Development
A. J. Mealor (Liaison)	Moderator– Ministry of New Congregation Formation
Lisa Martin	Moderator– Ministry of Pastoral Transitions
Eric Spoon	Moderator– Ministry of Presbytery Operations
Rich Kangas	Moderator– Ministry of Representation
Mark Broadhead	Stated Clerk/Acting General Presbyter (ex officio)

678 NEW CONGREGATION FORMATION – AJ Mealor

- 679 • A presentation was made by Nicole Richardson about Tide and Table. In the presentation, the
680 presbytery was shown what Nicole does as part of her ministry.

682 **TOPICS ADDRESSED**

- 683 • Congregational and Pastoral Care
- 684 ○ It was reported that the draft of the handbook is about halfway completed. The
- 685 development of Boundary policies is well underway.
- 686 • Leadership Development
- 687 ○ The handbook was approved at the Spring meeting of Presbytery. One challenge facing
- 688 MLD is the Guatemala partnership. Options are being reviewed for the mission effort.
- 689 • Pastoral Transitions
- 690 ○ Mark reported there were some changes to the Terms of Call Worksheet for churches to
- 691 correct errors in regard to Effective Salary. Those changes have been submitted to MPT
- 692 and MCPC for their review and approval
- 693 • Presbytery Operations
- 694 ○ Mark reported there is ongoing work on revising the process of distributing funds from the sale of
- 695 property when a church closes.
- 696 • Representation
- 697 ○ Handbook approved at the Spring meeting of presbytery. Their challenging work is ongoing.

Years 2 & 3 2025-2026	
A new culture in the Presbytery is afoot:	
Goal	Status as of July 2025
• Develop a Directory of Talents as a resource of persons willing to go to our congregations to aid, assist, encourage, and train persons to help meet a congregation’s specific needs and desires.	Work ongoing
• Broadly convey the new culture within the Presbytery.	Strategy development at the beginning stages. Panhandle Presbyterian article published in July explaining the processes in place and work being done.
• Advertise what our presbytery now “gives to you.”	Solution research ongoing

698 **TOPICS PENDING**

- 699 • The Core and Reflect and Respond Teams are nearing completion of recommended staffing
- 700 configurations and position descriptions.
- 701 • Search Committee work is on hold until positions are finalized by the presbytery, hope is to resume
- 702 work after Summer Stated Meeting.
- 703 • A list of ministry responsibilities from strategic plan compared to Ministry Handbooks has been
- 704 assembled from the approved handbooks. Analysis is in work along with the possibility for ministry
- 705 recommendations.
- 706 • The presbytery may want to find opportunities to provide guidance assisting congregations in
- 707 developing their own mission endeavors.

708 **ITEMS FOR PRESBYTERY APPROVAL:**

- The Implementation Taskforce moves the following changes be made to the Strategic Planning Taskforce Report to meet the Presbytery of Florida's new staffing requirements.

1. Change page 22 redefining staff positions (see attachment 1).
2. Page 26 – following Ministry Coordinating Council - Staff, strike all General Presbyter Salary lines and replace with Equipping Presbyter/Stated Clerk salary, and additional positions salary lines (see attachment 2).

Note: Strikeout lines to be removed and replaced with italicized text.

- The Taskforce motion was approved.

TASKFORCE MEMBERS:

Mark Broadhead; Rick Clubb; Tim Crawford, Chair; Emily Evans; Erin Rugh; Karen Weaver

Respectfully submitted,

Tim Crawford, Chair

Attachment 1

RECOMMENDED PRESBYTERY STAFFING

The Presbytery of Florida is blessed with a well-qualified staff, and we continue to appreciate the quality and qualifications of our current staff. ~~At the same time, budgetary constraints present extreme challenges to sustaining our current model.~~ A major shift noted below is to change the position of General Presbyter ~~from fulltime to parttime.~~ *to Equipping Presbyter/Stated Clerk and adding a parttime Assistant Stated Clerk and three parttime Regional Advocates.*

Recommended Staff Positions

~~• General Presbyter – Parttime~~

~~• Stated Clerk – Parttime~~

• *Equipping Presbyter/Stated Clerk – Fulltime*

• *Assistant Stated Clerk – Parttime*

• *Regional Advocates (3) – Parttime*

• *Administrator – Fulltime*

• *Treasurer – Parttime*

737 **Ministry Coordinating Council**

738 **Staff**

739	General Presbyter Salary	42,000
740	GP IRA	0
741	GP Housing	11,000
742	GP Utilities	0
743	GP Mileage Reimbursement	4,000
744	GP Continuing Ed and Books	500
745	GP Other Travel & Business Expense	2,000
746	GP BOP	0
747	GP SECA	4,055
748	<i>Subtotal General Presbyter</i>	<i>63,555</i>

749		<i>Current</i>	<i>Mid-Range</i>	<i>Max</i>
750	<i>Equipping Presbyter/Stated Clerk (EP/SC) Salary</i>	<i>\$58,350</i>	<i>\$60,000</i>	<i>\$65,000</i>
751	<i>Housing</i>	<i>\$11,000</i>	<i>\$15,000</i>	<i>\$20,000</i>
752	<i>Effective</i>	<i>\$69,350</i>	<i>\$75,000</i>	<i>\$85,000</i>
753	<i>Medical (Family)</i>	<i>\$31,696</i>	<i>\$32,600</i>	<i>\$34,200</i>
754	<i>Pension</i>	<i>\$8,322</i>	<i>\$9,000</i>	<i>\$10,200</i>
755	<i>SECA</i>	<i>\$5,305</i>	<i>\$57,738</i>	<i>\$6,503</i>
756	<i>Mileage</i>	<i>\$4,000</i>	<i>\$4,000</i>	<i>\$4,000</i>
757	<i>Continued Education</i>	<i>\$500</i>	<i>\$500</i>	<i>\$500</i>
758	<i>Travel</i>	<i>\$2,000</i>	<i>\$4,000</i>	<i>\$4,000</i>
759	<i>Subtotal Equipping Presbyter/Stated Clerk</i>	<i>\$121,173</i>	<i>\$130,838</i>	<i>\$144,403</i>

760 ***Additional Positions***

761	<i>Assistant Stated Clerk – \$25/hour (30 hours/month)</i>	<i>\$9,000</i>
762	<i>Plus mileage each \$2,000</i>	<i>\$2,000</i>
763	<i>Regional Advocates (3) – \$25/hour (20 hours/month)</i>	<i>\$18,000</i>
764	<i>Plus mileage each \$1,000</i>	<i>\$3,000</i>
765	<i>Subtotal Additional Positions</i>	<i>\$32,000</i>

766 **MINISTRY OF CONGREGATIONAL AND PASTORAL CARE (MCPC) – Linda Lovins**

767 **ITEMS FOR INFORMATION:**

- 768 • Status of Congregations:
- 769 Need Liaisons – Christ, Tallahassee; Faith, Tallahassee; First, Havana; First, Lynn Haven
- 770 Stated Supply change at First, Quincy on June 1 to Raymond Guterman (through August)
- 771 New Stated Supply – John Wamsley will begin at Euchee Valley on June 1, 2025
- 772 Installation – Hanlim Chae was installed at Lafayette, Tallahassee on 6/15/2025
- 773 • MCPC Ministry Team Roster: Reviewed and updated/corrected
- 774 • Motion PASSED:
- 775 Request that the Ministry Coordinating Council (MCC) / Presbytery change Ministry of
- 776 Congregational Health (MCH) to Ministry of Congregational and Pastoral Care (MCPC) to more
- 777 accurately and appropriately reflect its role in the Presbytery. (Passed at Presbytery)
- 778 • Reports received for information: Red Bay – Jo Kublik; Grace, Panama City – Lisa Martin

779 **ONGOING WORK:**

- 780 • Terms of Call: Churches whose pastors still need to submit their Terms of Call or Contracts will be
- 781 contacted.
- 782 • MCPC Handbook – In process
- 783 • Shalom Team – Work is beginning on how to structure, find participants, and begin training
- 784 • Worship for Congregants with Memory Loss – A small team will prepare a sample worship service in
- 785 September – to be made available digitally
- 786 • Update: Boundary Policies – Work is continuing on the Harassment policy, with consideration for how
- 787 the 1998 Standards for Ethical Conduct (PCUSA) might support that work; an incident report form is
- 788 also under development
- 789 • Update: An informal Anti-Racism / Anti-Discrimination (Anti-Bias?) discussion was held; a draft was
- 790 presented and remains in process

791 **NEW WORK:**

- 792 • PAM Statement on Use of David Haas Music and a desire to adopt it regarding use in all Presbytery of
- 793 Florida worship services and events
- 794 • Board of Pensions Retreat – Detailed updates for Presbytery enrollees
- 795 • Weekly Worship Support – An effort under discussion to increase the connection of our churches

796 **ITEMS FOR PRESBYTERY APPROVAL**

- 797 1. The MCPC moves that the 2026 minimum effective salary be set at \$ 43,562.59 (a 2% increase from
- 798 the 2025 minimum of \$42,708.42, per prior policy approved by the Presbytery).
- 799 ○ The motion from the ministry was approved.
- 800 2. The MCPC moves that Presbytery commend to all Presbytery of Florida worship planners for their
- 801 prayerful consideration the Presbyterian Association of Musicians (PAM) statement regarding its
- 802 decision not to use hymn numbers 148, 172, 177, and 749 in *Glory to God* or any other music penned
- 803 by composer-lyricist David Haas in worship services and events. MCPC further recommends to

worship planners that use of those hymns be carefully considered out of respect and compassion for victims of sexual abuse and to avoid triggering traumatic memories. The PAM statement, auxiliary links, and a caution to worship leaders/planners should also be placed on the Presbytery website.

a. The motion from the ministry was approved.

Background: Between 1975 and 2021, more than 50 women and girls (ages 12-63) reported lyricist and composer David Haas for acts of predatory grooming, rape, and other forms of sexual abuse. Because of the known proclivities of Haas, using his hymns could trigger congregants who are victims of sexual abuse. The hymns attributed to him in the *Glory to God* hymnal are:

148 – *Mary and Joseph Came to the Temple*

172 – *Blest are They*

177 – *I Will Come to You (You are Mine)*

749 – *Come! Live in the Light! (We are Called)*

There are no hymns attributed to Haas in the 1990 *Presbyterian Hymnal*.

Links for further information:

1. <https://www.awakecommunity.org/search?q=Haas>

2. Victims' Reports - <https://intoaccount.org/davidhaas/>

3. https://en.wikipedia.org/wiki/David_Haas#cite_note-auto-1 (includes lists of music publishers, educational institutions, and religious organizations that have taken a stand in support of abuse victims, as well as organizations that have rescinded awards and honors)

4. Haas Apology (2020) - https://www.documentcloud.org/documents/20604577-haasapologystatement7_9_20/

Membership

Shelia Askew	Lorne Bostwick	Craig Chormann	Rick Clubb
Sun Kim	Linda Lovins	Roy Martin	Karen Weaver
Joan Wooten			

Respectfully submitted,
Linda Lovins, Moderator



PRESBYTERIAN ASSOCIATION OF MUSICIANS

Statement on David Haas

831 *Glory to God: The Presbyterian Hymnal* includes four hymns by composer David Haas. These have been
832 valuable songs in much of our worship. Nonetheless, in the face of continuing and credible accusations of
833 sexual abuse against composer David Haas, the Presbyterian Association of Musicians (PAM) will no
834 longer include any of his works (from *Glory to God: The Presbyterian Hymnal* or other sources) in its
835 conferences and events.

836 The Presbyterian Association of Musicians affirms the following:

- 837 1. All abuse violates the image of God in others, and we are called to hear the voices of those long
838 silenced and suffering.
- 839 2. Such acts of violence affect our communities in many ways. PAM encourages worshipping
840 communities to seek pastoral counsel and engage in dialogue to understand the impact of sexual
841 abuse on those close to us and beyond us.
- 842 3. PAM encourages faithful conversation in worshipping communities about worship as an
843 embodiment of justice, including what we say, sing, and do in community.
- 844 4. In musical and artistic creations, old and new, PAM will continue to bear witness to the
845 justice-making power of God and the saving love of Jesus Christ for all people.

846 We also commend these other statements to all who may find them helpful:

847 From Awake Milwaukee:

848 [https://awakemilwaukee.org/2021/07/27/publisher-gia-contacts-all-u-s-dioceses-about-catholic-](https://awakemilwaukee.org/2021/07/27/publisher-gia-contacts-all-u-s-dioceses-about-catholic-composer-david-haas/)
849 [composer-david-haas/](https://awakemilwaukee.org/2021/07/27/publisher-gia-contacts-all-u-s-dioceses-about-catholic-composer-david-haas/)

850 GIA Code of Conduct:

851 <https://www.giamusic.com/page-images/Press%20Release%20-%20Code%20of%20Conduct2.pdf>

852 Press Release from GIA:

853 https://www.giamusic.com/page-images/PR_Haas_June6_2020.pdf

854 With prayers for justice, peace, and the family of God,
855 The Presbyterian Association of Musicians
856 November 2021

857 **MINISTRY OF DOGWOOD ACRES (MDWA)** – Rev. Bill Lamont

858 Summer Camp is amazing, exciting, exhausting and hot! And it is also just the best time to be at
859 Dogwood Acres, enjoying children and youth laughing, singing, playing, and generally loving being
860 outside doing camp activities. Yes, we still sing *Kum By Ya* and *Sanctuary* and we have added lots of new
861 songs and whole-body prayers to our worship experiences.

862 Our High School week of camp doubled in size this year. This is the counselors' favorite week of the
863 summer season, as the discussions about faith and life flow easily and deeply around the table at meals, or
864 in late-night cabin chats.

865 We are currently enjoying our biggest week of camp with elementary and middle school campers. As we
866 look at our overall numbers for this summer camp season, we have had a 30% increase in the number of
867 campers. Thank you to everyone in the Presbytery who has supported our ministry by donating and by
868 sending us campers! Special thanks to those who gave to our scholarship fund. We were able to grant
869 scholarships to 14 campers this year. Thanks also to those who donated to our Unplug and Connect Pre-
870 Summer Campaign. Our campers benefited from new programmatic elements at the lake and in our daily
871 activities.

872 Another high point of this summer was hosting the Florida Diabetes Association's camp for children
873 living with diabetes. This is our second summer of welcoming those campers who come from across the
874 Panhandle and their staff who are from all over Florida. It is a joy to partner with FDA.

875 Looking ahead to our fall retreat season, here are some upcoming offerings here at Dogwood:
876 August 2-3: Presbyterian Youth Council Planning Retreat

877 September 12-14: RESET Adult Retreat – Registration Open NOW!! Join us!!

878 October 3-5: Spiritfest Middle School Retreat

879 If you are a real planner, here are some 2026 dates:

880 February 6-8: Dogwood Youth Conference for Middle and High School Youth

881 February 27-March 1: Pause Yoga Retreat for Women

882 June 21-26: High School Week of Summer Camp

883 July 5-10 – Summer Camp Session

884 July 12-17- Summer Camp Session

885 Respectfully submitted,
886 Christy Williams, DWA Director

887 **MINISTRY OF PRESBYTERY OPERATIONS (MPO) – Rev. Eric Spoon**

888 **TOPICS ADDRESSED**

889 **Financials:**

- 890 • Michael Martin presented a written report on the financial status of the presbytery. Contributions are
891 about 50% of the budget for this time of year.
- 892 • The financial review has been completed. All is in good shape. We are now caught up on previously
893 missed years' financial reviews.

894 **Stewardship:**

- 895 • David Balmer reported that stewardship season will kick off soon. The telephoning of congregations
896 regarding stewardship giving was discussed. It is a short, relatively easy process. Volunteers will be
897 sought to help with this.

898 **Presbytery Property:**

- 899 • Eric Spoon distributed a landscaping quote to be used to beautify the presbytery office. The idea is to
900 put in native plants around the presbytery office to make it more attractive. Landscaping was
901 suggested in those areas for runoff and erosion prevention. The suggestion was made to not include
902 landscaping behind the building at this time. Solar lighting was suggested rather than electric lights
903 with a timer. Question: are the suggested plants native plants? Ted Land expressed concern over there
904 being only one bid and offered to contact another company to get an additional bid. It was decided to
905 put this on hold until other bids and clarifications can be received.

906 **ITEMS FOR PRESBYTERY APPROVAL**

- 907 1. In consultation with the Ministry Coordinating Council, the Ministry of Presbytery Operations
908 recommends the acceptance of the funds managed by the Texas Presbyterian Foundation be
909 redistributed amongst the line items which includes a new fund for the Staff Support (See document).
- 910 a. The Ministry made the motion. The motion passed.
- 911 2. In consultation with the Ministry Coordinating Council, the Ministry of Presbytery Operations
912 recommends the acceptance of how the funds from the sale of church property is distributed: the first
913 5% of the sale of property be distributed on the recommendation of the closing church Session for
914 recommendation and approval of the Administrative Commission, and that the remaining amount be
915 distributed as follows: 20% DWA, 20% Ukirk, 20% MCPC, 20% MNCF, 20% Staff Support (See
916 document). This would be an amendment to the MPO handbook.
- 917 a. On behalf of Ministry of Presbytery Operations, the Reverend Eric Spoon amended this motion to
918 be 19% DWA, 19% Ukirk, 19% MCPC, 19% MNCF, 19% Staff Support, and 5% Special projects.
919 The motion passed.

920 **NEXT MEETING DATE: August 14, 2025 @ 2:00pm CST/3:00pm EST via Zoom**

921 Respectfully submitted,
922 Rev. Eric Spoon, MPO Moderator

923 **MPO MEMBERS** Moderator Rev. Eric Spoon, David Balmer, Barbara Sawyer, Larry Spivey, Ann Fyfe, and
924 Ted Land

Texas Presbyterian Foundation Fund Balances – Proposed Balances				
Fund	Assigned to		Fund	Assigned to
Two Cents a Meal	MLD		Congregational Discernment	MCPC
\$35,000.00		Balance	\$500,000.00	
\$10,000.00		Minimum	\$100,000.00	
\$50,000.00		Maximum	\$500,000.00	
Minister Emergency	MCPC		Peacemaking	MLD
\$20,000.00		Balance	\$20,000.00	
\$10,000.00		Minimum	\$10,000.00	
\$50,000.00		Maximum	\$50,000.00	
Disciplefest	MLD		New Congregation Development	MNCF
\$20,000.00		Balance	\$1,000,000.00	
\$10,000.00		Minimum	\$100,000.00	
\$50,000.00		Maximum	\$1,000,000.00	
Candidate Aid	MLD		Emergency Relief	MCPC
\$20,000.00		Balance	\$20,000.00	
\$10,000.00		Minimum	\$10,000.00	
\$50,000.00		Maximum	\$50,000.00	
Youth Triennium	MLD		Self-Development of People	MLD
\$20,000.00		Balance	\$20,000.00	
\$10,000.00		Minimum	\$10,000.00	
\$50,000.00		Maximum	\$50,000.00	
Special Projects	MPO		Reserve	MPO/MCC
\$79,935.67		Balance	\$917,445.24	
\$50,000.00		Minimum	1/2 Annual Budget	
\$200,000.00		Maximum	N/A	
Staff Support	MCC			
\$450,000.00		Balance		
\$50,000.00		Minimum		
\$1,000,000.00		Maximum		

Example of Proposed Distribution Plan

Amount of Income	\$1,000,000.00
5% Donors Choice	\$50,000.00
Remaining Balance	\$950,000.00
20% DWA	\$190,000.00
20% Ukirk	\$190,000.00
20% MCPC	\$190,000.00
20% MNCF	\$190,000.00
20% Staff Support	\$190,000.00
Total Disbursed	\$1,000,000.00

926 Tabitha Bowman
927 Accountant
928 May 23, 2025

929 **To: Rev Eric Spoon**
930 Presbytery of Florida Chipley FL

931 Subject: 2022 Informal Financial Review and Review of Controls

932 Dear Rev. Eric Spoon,

933 This report provides a summary of an informal financial review conducted for the Presbytery of
934 Florida for the 2022 fiscal year. The purpose of this review was to evaluate whether appropriate
935 financial controls are in place to ensure responsible stewardship of presbytery funds-including
936 contributions from member congregations-and to assess the effectiveness of processes designed to
937 prevent misuse or misappropriation.

938 **Findings and Observations**

939 **1. Internal Controls and Financial Oversight**

- 940 • The Presbytery of Florida has implemented sound internal control procedures that support
941 the responsible management of its financial resources.
- 942 • Financial processes include consistent protocols for approval and authorization of
943 expenditures in alignment with the presbytery's mission and policies.
- 944 • Oversight by designated committees and staff helps maintain transparency and
945 accountability throughout the fiscal year.

946 **2. Management of Congregational Contributions**

- 947 • Contributions received from congregations are accurately recorded, acknowledged, and
948 deposited promptly, following established financial procedures.
- 949 • These funds are tracked consistently and allocated appropriately to support the presbytery's
950 operational and mission-based activities.
- 951 • A transparent system for documenting and reconciling these receipts is in place, with
952 supporting records maintained for audit and reporting purposes.

953 **3. Separation of Financial Duties**

- 954 • Presbytery has clearly defined and separated financial responsibilities, minimizing the risk
955 of errors or misuse.
- 956 • Key tasks-such as receipt, record-keeping, and disbursement-are handled by different
957 individuals or roles, in accordance with best practices for internal control.

958 **4. Access to Financial Records**

- 959 • Financial records are securely stored, with access restricted to authorized personnel only.
- 960 • Routine financial reports are presented to the governing body of the presbytery, enabling
961 informed decision-making and organizational accountability.

962 **5. Documentation and Audit Trail**

- 963 • All financial transactions are supported by appropriate documentation, ensuring the
964 existence of a clear audit trail.

- The presbytery maintains readiness for future reviews or audits through its thorough recordkeeping practices and transaction-level support documentation.

Recommendations

While the Presbytery of Florida has demonstrated strong financial management, it is recommended that policies and procedures continue to be reviewed periodically to ensure they remain current with evolving regulatory expectations and operational needs. Additionally, ongoing training for staff and committee members involved in financial activities will help reinforce internal controls and reduce the risk of oversight. I also recommend removing uncleared transactions from the QBO data to facilitate more efficient and accurate financial statement preparation

Conclusion

The Presbytery of Florida has implemented a solid framework of financial controls that supports the appropriate management of funds received from its congregations. These measures promote transparency, accountability, and fiscal integrity. The leadership of the presbytery is to be commended for its continued commitment to stewardship and best financial practices in support of its mission and member churches.

Please feel free to reach out with any questions or requests for additional support.

Sincerely,
Tabitha Bowman Accountant

983 Tabitha Bowman
984 Accountant
985 May 23, 2025

986 **To: Rev Eric Spoon**
987 Presbytery of Florida Chipley FL

988 **Subject:** 2023 Informal Financial Review and Review of Controls

989 Dear Rev. Eric Spoon,

990 This report provides a summary of an informal financial review conducted for the Presbytery of
991 Florida for the 2023 fiscal year. The purpose of this review was to evaluate whether appropriate
992 financial controls are in place to ensure responsible stewardship of presbytery funds-including
993 contributions from member congregations-and to assess the effectiveness of processes designed to
994 prevent misuse or misappropriation.

995 **Findings and Observations**

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998 the responsible management of its financial resources.
- 999 • Financial processes include consistent protocols for approval and authorization of
1000 expenditures in alignment with the presbytery's mission and policies.
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1002 accountability throughout the fiscal year.

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Please feel free to reach out with any questions or requests for additional support.

Sincerely,
Tabitha Bowman Accountant

1040 Tabitha Bowman
 1041 Accountant May 23, 2025

1042 To: Rev Eric Spoon
 1043 Presbytery of Florida Chipley FL

1044 Subject: 2024 Informal Financial Review and Review of Controls

1045 Dear Rev. Eric Spoon,

1046 This report provides a summary of an informal financial review conducted for the Presbytery of
 1047 Florida for the 2024 fiscal year. The purpose of this review was to evaluate whether appropriate
 1048 financial controls are in place to ensure responsible stewardship of presbytery funds-including
 1049 contributions from member congregations-and to assess the effectiveness of processes designed to
 1050 prevent misuse or misappropriation.

1051 **Findings and Observations**

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 1054 the responsible management of its financial resources.
- 1055 • Financial processes include consistent protocols for approval and authorization of
 1056 expenditures in alignment with the presbytery's mission and policies.
- 1057 • Oversight by designated committees and staff helps maintain transparency and
 1058 accountability throughout the fiscal year.

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 1061 deposited promptly, following established financial procedures.
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 1065 supporting records maintained for audit and reporting purposes.

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Conclusion

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Please feel free to reach out with any questions or requests for additional support.

Sincerely,
Tabitha Bowman
Accountant

1097 **MINISTRY OF REPRESENTATION (MR)** – RE Rich Kangas
 1098 **PURPOSE:**
 1099 *Shall function in accordance with the Book of Order as outlined in F-1. 0403 and. F-1. 0404 and G- 3.*
 1100 *0103; responsible for identifying and implementing efforts to enable a broad, deep and diverse cadre of*
 1101 *leaders in all ministries of the Presbytery, including those from racial, ethnic, immigrant communities,*
 1102 *younger adults with new perspectives and older adults with experience and wisdom; shall make*
 1103 *nominations of such persons to the Presbytery for its vote.*

1104 **ACTION ITEMS FOR PRESBYTERY:**
 1105 Ministry of Pastoral Transition
 1106 Rev. Hamlin Chae, Class 2028
 1107 Sandra Macon, Class 2027
 1108 Ministry of New Congregation Formation
 1109 Rev A.J. Mealer, Moderator, Class 2027
 1110 General Assembly Commissioners, 2026
 1111 Teaching Elders
 1112 Rev. Cathy Mooney, Commissioner, 1st Defuniak Springs
 1113 Rev. Stacey Kaye White, Alternate Commissioner, Freeport
 1114 Ruling Elders
 1115 Linda Lovins, Commissioner, Christ, Tallahassee
 1116 Linda Shelley. Alternate Commissioner. Faith, Tallahassee
 1117 Young Adult Advisory Delegate
 1118 Dexon Teat, Grace, Panama City
 1119 Presbytery of Florida Vice Moderator
 1120 Rev. Erin Rugh, Class 2026
 1121 From the floor, a recommendation was made for Alternate Elder Commissioner for Synod – Greg
 1122 Seltzer
 1123 – The motion from the ministry was approved.

1124 **INFORMATION:**
 1125 Ministry Vacancies:
 1126 Ministry of New Congregation Formation
 1127 1 Vacancy, Class 2027, Male or Female, Minister or Elder
 1128 Ministry of Congregational and Pastoral Care
 1129 1 Vacancy, Class 2026, Female, Minister or elder

1130 **Membership:**
 1131 Rich Kangas, Moderator; Michael Askew; Glenn Hodges; Raymond Gutterman

1132 **MEETING ADJOURNMENT:**
 1133 With business complete the Moderator adjourned the meeting with prayer at 2:30 p.m. CDT.

1134 Minutes respectfully submitted,
 1135 Eric Spoon Mary Hodges, Moderator
 1136 Recording Clerk Mark Broadhead, Stated Clerk/Acting General Presbyter