

Reports to the

Presbytery of Florida Winter Stated Meeting

Tuesday, February 24, 2026 • 9 a.m. CST/10 a.m. EST

Meeting hosts:
First Presbyterian Church
of Wewahitchka



Meeting location:
First United Methodist Church
of Wewahitchka
335 FL-71, Wewahitchka, FL 32465



"Faithful friends are a sturdy shelter:
whoever finds one has found a treasure...
beyond price... life-saving medicine". *Sirach 6:14-17*

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Attention, please!

Before the meeting:

- Elder commissioners should fill out and have their session moderator *or* clerk sign a [commissioner certification form](#) to submit at meeting registration naming him/her as commissioner for the church. This will help ensure accurate recording of the meeting attendance in the meeting minutes. The form is available along with other meeting materials at www.presbyteryofflorida.net/presbytery-meetings/meeting-dockets-documents/
- **Additional documents to accompany this handbook**, such as supplemental reports received nearer the meeting date, will be available to download at www.presbyteryofflorida.net/presbytery-meetings/meeting-dockets-documents/
- **Please download and review meeting documents in advance.** Meeting attendees also are encouraged to bring downloaded documents to the meeting on your device to minimize consumption of paper and printing materials.
- **Requests to be excused** should be submitted by actively-serving ministers who are unable to attend the meeting or sessions for whom an elder commissioner is not available for the meeting. Contact Stated Clerk Rev. Eric Spoon at (850)535-2335, ext. 3, or statedclerk@presbyteryofflorida.com.
- **Lunch Menu:** Assorted submarine sandwiches, homemade macaroni salad and homemade bean salad, assorted homemade cakes, local kumquat bread, coffee and tea – \$10 per person. **Please RSVP for lunch by Friday, February 21, to office@presbyteryofflorida.com.**
- **Meeting location:** First United Methodist Church of Wewahitchka (across the street from First Presbyterian Church of Wewahitchka), [335 FL-71, Wewahitchka, FL](#).

**Minutes of Fall Stated Presbytery Meeting
at Korean First Presbyterian Church of Fort Walton Beach
October 28, 2025**

The Presbytery of Florida, Inc., of the Synod of South Atlantic of the Presbyterian Church (U.S.A.) met at Korean First Presbyterian Church of Fort Walton Beach for a Stated Meeting on Tuesday October 28, 2025.

	Present	Absent	Total
Ruling Elders:			
- Session Commissioners	20	19	39
- Other Continuing Members not serving as commissioners (RE ministry moderators {2}; RE officers {1}; RE educators {0})	3	0	3
- CLP/CRE	2	2	4
- Total Ruling Elders	25	21	46
Ministers of Word and Sacrament	26	31	57
Total Present and Total Absent	48	51	100
Congregations Represented	27	9	36

Member Ministers of Word and Sacrament present (26): Michael Askew, Blair Beaver, *Lorne Bostwick*, Mark Broadhead, Becky Bryan, Hanlim Chae, Kwonsoo Cho, Brad Clayton, *Eugene Harris*, Glenn Hodges, Jean Homrighausen, *Kenneth Kelley*, Sun Kim, William Lamont, A. J. Mealor, Cathy Mooney, Linda Pitts, Nicole Richardson, Erin Rugh, Eric Spoon, Sheldon Steen, John Sringer, John Wamsley, Stacey Kaye White, *Carol Wood*, *Joan Wooten*

Italics = retired

Member Ministers of Word and Sacrament absent (31): Mel Baars O'Malley, *Frank Beall*, *William Bess*, Robert Bohnsack, *Lewis Bullard*, John Cole, Tai Cole, *Brant Copeland*, *Terry Dyer*, Matthew Frease, *Raymond Guterman*, *Hugh Hamilton*, James Holley, *Edward Horne*, *Harvey Jenkins*, *John Kelsay*, *James Krapf*, *Ted Land*, *William Lee*, *Ruth Mashewske*, *Lindsay Moffett*, *Pamela King Phillips*, *Taylor Phillips*, Emily Proctor, *Margaret Reed*, *James Rollins*, Erin Rosica, *James Stansbury*, *Kim Stavenau*, Rob Sugg, *Mary Vance*, Trinity Whitley, *Bonnie Wilkins*

Excused Member Ministers (Active) (5): Robert Bohnsack, Matthew Frease, Luis Ocasio Torres, Emily Proctor, Robert Quiring, Trinity Whitley

Unexcused Member Ministers (Active) (5): John Cole, Tai Cole, James Holley, Erin Rosica, Rob Sugg

Ruling Elder Commissioners present/absent (20)

Blountstown, First – unexcused

Chipley, First – LaMerle Feitsma

Crestview, First – Tim Crawford

DeFuniak Springs, Bethel – unexcused

- 27 **DeFuniak Springs, Euchee Valley** – excused
- 28 **DeFuniak Springs, First** – Hilda Jackson
- 29 **Destin, First** – unexcused
- 30 **Fort Walton Beach, First** – Krisha Brister
- 31 **Fort Walton Beach, Korean** – Greg Obermier
- 32 **Freeport, Freeport** – unexcused
- 33 **Gretna, Gretna** – excused
- 34 **Gulf Breeze, Gulf Breeze** – Kathy Asbury
- 35 **Havana, First** – Bill Brundyge
- 36 **Laurel Hill, Laurel Hill** – unexcused
- 37 **Lynn Haven, First** – Rich Kangas
- 38 **Marianna, First** – Kathy Milton
- 39 **Milton, First** – Kelly McKenzie
- 40 **Monticello, First** – unexcused
- 41 **Navarre, Navarre** – excused
- 42 **Panama City Beach, Gulf Beach** – excused
- 43 **Panama City, Grace** – Janet Pitts
- 44 **Panama City, Parkway** – Al Borovich
- 45 **Pensacola, First** – Judi Seltzer
- 46 **Pensacola, Korean** – unexcused
- 47 **Pensacola, Northminster** – Lisa Chormann
- 48 **Pensacola, Trinity** – Martha King, Ted Hendry
- 49 **Quincy, First** – excused
- 50 **Red Bay, Red Bay** – excused
- 51 **Sawdust, Woodland** – excused
- 52 **Tallahassee, Christ** – unexcused
- 53 **Tallahassee, Faith** – Sally Bradshaw
- 54 **Tallahassee, Fellowship** – David Reed
- 55 **Tallahassee, First** – Greg Riccardi
- 56 **Tallahassee, Lafayette** – excused
- 57 **Tallahassee, Trinity United** – unexcused
- 58 **Wewahitchka, First** – Lisa Dorman

59 **Sessions not represented:**

60 **Excused Churches (6):** Gretna; Navarre; Gulf Beach, Panama City Beach; 1st, Quincy; Red Bay;
 61 Woodland, Sawdust; Lafayette, Tallahassee

62 **Unexcused Churches (10):** First, Blountstown; Bethel, DeFuniak Springs; First, Destin; Freeport; Laurel
 63 Hill; First, Monticello; Pensacola Korean Community; Christ, Tallahassee; First, Tallahassee; Trinity
 64 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):** Tim Crawford, Mary Hodges, Richard Kangas, Linda
72 Lovins, Don Mowat

73 **Visitors (10):** James McQuagge, Grace, Panama City; Valerie Young, Synod of South Atlantic; Euna
74 Chae, Lafayette, Tallahassee; Peri Flanigan, Christ, Tallahassee; Vicki Wissel, First, Fort Walton Beach;
75 Linda Wamsley, Euclaw Valley, DeFuniak Springs; Pam Nulty, Northminster, Pensacola; Ginger Green,
76 First, Marianna; Deborah Potter, First, Milton; Craig Chormann, Northminster, Pensacola

77 **Visiting Ministers (1):** James McTyre

78 **OPENING PRAYER, QUORUM, DOCKET**

- 79 • Moderator Mary Hodges called the meeting to order at 9:00 AM CDT/10:00 AM EDT. A quorum (ten
80 Ministers of Word and Sacrament and ten elders, representing at least ten member congregations) was
81 present. The moderator opened the meeting with prayer.
- 82 • It was moved and seconded to approve the docket as amended. The motion was approved.

83 **WELCOME**

- 84 • Reverend Sun Kim welcomed the Presbytery to Korean First Presbyterian Church, giving instructions
85 for the day’s activity, meals, and facilities.

86 **INTRODUCTIONS**

- 87 • First-time ruling elders, teaching elders, corresponding members, and visitors were introduced.
- 88 • It was moved and seconded to seat Valerie Young, Synod Executive/Stated Clerk, with the privilege of
89 voice for the Fall 2025 Presbytery Meeting. The motion was approved.

90 **MORNING WORSHIP**

- 91 • Rev. Becky Bryan, Pensacola, First, led the assembly in worship, preaching on 1 Peter 5:1-11
- 92 ○ The service included the Commissioning of the Commissioners Rev. Cathy Mooney and Elder
93 Linda Lovins and Young Adult Advisory Dexton Teat to represent the Presbytery of Florida at the
94 227th General Assembly.
- 95 ○ The service continued with recognizing the passing of two teaching elders and 37 ruling elders and
96 deacons from the previous 12 months with the Reading of the Necrology Report.
- 97 ○ The service concluded with the Sacrament of Holy Communion.

98 **MINISTRY PARTNER REPORTS**

- 99 • Valerie Young – Synod Executive/Stated Clerk
- 100 ○ Topics Addressed:
- 101 ■ Synod per capita changes from current \$1.50 to \$2.00 in 2026 and \$2.75 in 2027.
- 102 ■ Monthly South Atlantic Community Knowledge (SACK) Lunch Zoom meetings:
- 103 • November 5: Pastoral Leadership Searches
- 104 • December 3: Interim/Transitional Leaders
- 105 • January 7: Committee on Ministry Leaders

- 106 ▪ A taskforce is being convened to seek solutions and alternatives to help congregations with the
- 107 current challenges affording property insurance.
- 108 ▪ GA Commissioner training in May 2026
- 109 ▪ Ongoing presbytery search committee assistance
- 110 • Christy Williams – Dogwood Acres
- 111 ○ Dining Hall bathrooms will be renovated before the 2026 summer sessions.
- 112 ○ Summer Camp is only part of Dogwood Acres ministry. Adult opportunities are extremely
- 113 important to the work and mission.
- 114 ○ Confirmation retreat in January to help students begin preparation for church confirmation classes.
- 115 ○ Always popular Yoga Retreat will be held in February.
- 116 ○ Men’s retreat is planned for March.

117 **STAFF REPORTS**

118 **Mark Broadhead** – Stated Clerk/Acting General Presbyterian

119 **ITEMS FOR INFORMATION**

- 120 • Clerk of Session training was held Saturday, September 13, 2025, in the Presbytery Office at
- 121 Dogwood Acres; 17 clerks of session were in attendance. A new Clerk of Session Handbook has been
- 122 sent to the clerks of session in the presbytery.
- 123 • The 2024 minutes of the Presbytery were reviewed by members of the Synod of South Atlantic.
- 124 Several exceptions were noted for correction in the future.
- 125 • Wewahitchka, First has begun receiving funding from FEMA for their necessary repairs due to
- 126 damage incurred by Hurricane Michael.
- 127 • Made recommended changes/updates to the Presbytery’s bylaws to coincide with changes to the Book
- 128 of Order and the new structure of the Presbytery.
- 129 • Received incorporation status of DeFuniak Springs – Bethel. Several congregations are still working
- 130 on incorporating according to the mandates of the Book of Order.
- 131 • Added Woodland Presbyterian and Monticello-First to the list of congregations who took advantage of
- 132 the property exemption clause within the allotted timeframe but were not previously listed.
- 133 Documentation was provided.
- 134 • Council approved the 2026 Presbytery meeting dates and several meeting locations:
- 135 ○ Tuesday, February 24 – Wewahitchka-First
- 136 ○ Saturday, May 16 – Dogwood Acres
- 137 ○ Tuesday, August 11 – TBD
- 138 ○ Tuesday, October 27 – TBD

139 **ITEMS FOR ACTION:**

- 140 • None.

141 **A Personal Note:**

142 I wish to thank the Presbytery of Florida for the trust you placed in me to serve as your Stated
143 Clerk/Acting General Presbyter for the past year. Such ministry was truly my privilege and very fulfilling,
144 if not a bit daunting at the same time.

145 My love for this Presbytery runs deep – challenges, warts, celebrations, joys, and all. As God calls and
146 directs, I will be involved in the life and work of the Presbytery as long as my energy, intelligence,
147 imagination, and love hold out (although I’ve often wondered if the intelligence portion flew off a long
148 time ago).

149 As my family and I continue to move into the next chapter of life, I covet your prayers and your
150 continued friendships.

151 Respectfully submitted,
152 Rev. Mark Broadhead
153 Stated Clerk/Acting General Presbyter (for 3 more days)

154 • **Communications:**

- 155 ○ Synod of South Atlantic re: Stated Meeting of the Synod of South Atlantic to be held Monday,
156 October 20, 2025, via Zoom at 6:00 p.m. Eastern/5:00 Central
- 157 ○ Synod of South Atlantic re: formation of a task force to research group insurance policies for
158 congregations in the Synod that may benefit from lower insurance costs.
- 159 ○ Synod of South Atlantic re: South Atlantic Community Knowledge (SACK) Lunches upcoming
160 conversations - 11/5/2025 Pastoral Leadership Searches, 12/3/2025 Interim/Transitional Leaders.
161 Registration is needed in order to receive the Zoom link.
- 162 ○ Presbyterian Older Adult Ministries Network re: Cultivating Older Adult Ministries cohort series
163 October 13 – November 17.
- 164 ○ Presbyterian College (see attachment)
- 165 ○ Open Letter from Rev. Trinity Whitley (referred to MCC, MCPC, MPT)
- 166 ○ Sy Hughes re: concluding his work with the PC(USA) Stewardship and Development Team on
167 October 31 and moving on to a new opportunity. He expressed his thanks for our support over his
168 12-year tenure.

1st Wednesday
Sack Lunch Conversation
(South Atlantic Community Knowledge)



Conversation Topic

November 5th: Pastoral Leadership Searches
December 3rd: Interim/Transitional Leaders





EXECUTIVE CERTIFICATE IN RELIGIOUS FUNDRAISING (ECRF)

Presbyterian College is proud to partner with the **Lake Institute on Faith & Giving** at the **Lilly Family School of Philanthropy (Indiana University)** to offer the **Executive Certificate in Religious Fundraising (ECRF)**. The executive certificate program provides the research, tools, and customized training to meet the growing needs of leaders in religious communities and fundraisers of faith-based organizations. The focus of the ECRF is on the cultural, organizational, and philanthropic practices unique to religious institutions. These practices in turn enable donors motivated by spiritual and religious values to experience the joy of generous giving. **The next course will be hosted at Trinity Presbyterian Church in Atlanta, GA from May 11-13.** PC(USA) leaders can receive a Church Financial Leadership Grant through the Presbyterian Foundation to assist in attending the ECRF.



Scan QR Code to register for the next ECRF course

THRIVING IN MINISTRY CONFERENCE

As part of PC's **Ecology of Calling Initiative** (funded by a grant from the Lilly Endowment) we are excited to sponsor a conference for clergy and other church professionals entitled **Thriving in Ministry**. The conference will occur on our campus **April 27 & 28**. PC alumni will serve as the featured speakers. **There is no cost to attend the conference, and hotel expenses will be covered for the first 20 participants who register.**



Scan QR Code to register for the Thriving in Ministry Conference

THE PRESBYTERIAN PROMISE SCHOLARSHIP UPDATED AMOUNT! AN \$96,000 SCHOLARSHIP OVER 4 YEARS FOR PRESBYTERIANS

The Presbyterian Promise Scholarship is a commitment by Presbyterian College to recognize students for their merit and affiliation with the Presbyterian Church. PC seeks to develop students academically and spiritually in this signature scholarship. Students who are of members of Presbyterian churches, or who attend Presbyterian/Reformed secondary schools, will receive a scholarship for a minimum of **\$24,000 per year for up to four years**—that's a \$96,000 commitment to you.



Scan QR Code to apply or to refer a student

SUMMER MIDDLE SCHOOL MISSION EXPERIENCE

Monday, July 6 - Thursday, July 9, Presbyterian College is hosting a unique summer experience for middle school youth groups that combines service/mission projects with a conference-style community. **Groups will engage in morning worship, impactful service, and meaningful faith formation opportunities.** As part of our **Ecology of Calling Initiative**, this event is **free to the first 50 participants who register** (including youth and adults). Groups are responsible for their own transportation, but all lodging, meals, and conference events are provided.



Scan QR Code to register your group for the Middle School Summer Experience

Contact **Rev. Dr. Buz Wilcoxon, Chaplain & Dean of Spiritual Life**, for any questions or to schedule a visit. Email: bwilcoxon@presby.edu Phone: 251-281-6822

We are happy to work with you to schedule guest preaching opportunities, retreat leadership, campus visits, or any other ways that we can be a resource for your church family.

October 8, 2025

Dear Stated Clerk,

I am writing to call attention to significant concerns with the way the Ministry of Pastoral Transition (MPT) carried out its responsibilities in my recent experience. My purpose is not to revisit my own case for its own sake, but to urge the Presbytery to address gaps in policy and practice so that other Ministers of Word and Sacrament and congregations in transition are not subjected to similar harm.

At the end of January 2025, I resigned from Faith Presbyterian Church. Concurrent with my resignation, I underwent the disciplinary process and, at the May 2025 meeting of Presbytery, received my censure—a formal rebuke on the floor. After that action, I was deemed a member in good standing and subsequently entered into the call process with a local congregation. That church's PNC hoped to extend an invitation to serve, but the MPT ultimately overruled that possibility.

What troubles me most is not the outcome, but the process by which it unfolded. At no point following my resignation was I contacted by the MPT or offered an opportunity to engage in ethical, pastoral, or professional conversation. In many presbyteries, such conversations are considered standard practice and are essential for healthy ministry transitions. Their absence here reflected not only a lack of collegial care but also a neglect of our shared covenantal responsibilities.

During the call process, I was examined only by a small group of the MPT. They asked four questions over a time span of only 30 minutes. After closed deliberation, they told me they would recommend sustaining my exam. Later, at a separate meeting of the full MPT, the ruling was made not to sustain. Neither I nor the PNC was invited to be present at that meeting. This lack of transparency and inconsistency in procedure left the congregation, the committee, and me without clarity or accountability.

These experiences point to deeper systemic issues. It appears that, in granting the MPT broad commission authority, the Presbytery as a whole has been left without awareness of how these decisions are being made. There are policies and practices already in place, but they were not followed. The result was not only confusion, but also harm to both minister and congregation.

I want to be clear that my desire is not to pursue judicial remedy, but to invite the Presbytery into reflection and reform. What happened to me is painful, but my greater concern is how we as a body can do better for those who will come after me. We can choose to learn from this and strengthen the ways we care for one another.

To that end, I strongly urge the Presbytery to consider:

- **Pastoral care check-ins:** Require the MPT (or another designated body) to reach out to ministers upon resignation or dissolution of call, offering space for ethical and pastoral conversation.
- **Transparency in decision-making:** Ensure that candidates and PNCs are notified of and, where appropriate, present for all deliberations concerning their call.
- **Clear reporting to Presbytery:** Require the MPT to provide written reports of its actions and rationale to the full Presbytery, so that decisions are not made in isolation.
- **Safeguards for consistency:** Develop guidelines so that preliminary recommendations (such as from a subgroup) are not reversed without due process and clear communication.

I continue to believe that accountability is the path to healing. If the MPT were willing to acknowledge missteps and take meaningful steps toward reform, it would not only serve me but also strengthen trust across the Presbytery. Our shared witness to the gospel depends on processes that embody honesty, collegiality, and care.

I remain grateful for the relationships I have built in this Presbytery and for the opportunities I have had to serve with integrity. My hope is that by addressing these issues openly, we can ensure a healthier path forward for all who serve Christ's church in this body.

In Christ,

A handwritten signature in cursive script that reads "Trinity Joy Whitley".

Rev. Trinity Joy Whitley



Synod of South Atlantic Fall Stated Meeting

October 20, 2025

Meeting Highlights Include:

- The assembly gathered in worship and Holy Communion, with a homily from Rev. Jamil el-Shair, newly installed 2026 Moderator.
- Welcoming new Presbytery Leaders – Rev. Steve Lindsley (Providence) and Rev. Matt Rhodes (Savannah)
Updates on ongoing South Carolina boundary conversations
- Georgia Presbyteries Gathering scheduled for February 2026
- COM Training and Property Insurance Study forthcoming

Embody Committee:

- Adopted Antiracism, Travel & Reimbursement, and Conflict-of-Interest Policies
- Elected Synod PJC members and new Moderator/Committee leadership
- Embody Leader Formation Cohort 2026

Cultivate Committee:

- Approved Covenant with Presbyterian College
- Introduced Seedling Network Grants; first award supports Transitional Ministry Network

Inspire Committee:

- Reported on 2025 Grant & Scholarship Awards
\$7,300 awarded in Christian Education Scholarships
\$24,290 awarded in Theological Education Scholarships
\$43,657.99 awarded in Grants to congregations
- Approved 2026 Preliminary Budget

2025 Moderator's Message – Jacquelyn Rembert

Moderator Rembert reflected on the Synod's renewed journey of faith—Embodying grace, Cultivating authentic community, and Inspiring impactful ministry. She encouraged patience and perseverance as the Synod continues living into God's call guided by grace, love, authenticity, and unity.

Rev. Jamil el-Shair installed as 2026 Moderator and Rev. Christina Greenawalt as 2026 Vice Moderator / 2027 Moderator. Moderator Rembert was honored for her leadership during the Synod's transformative first year.

OUR JOURNEY

*The Synod of South Atlantic, PC(U.S.A.) **embodies** the grace and love of Jesus Christ, **cultivates** authentic community within and across presbyteries, and **inspires** impactful ministry, developing leaders so that the Church becomes united in faith, hope, love, witness, and service.*

170 • **SYNOD OF THE SOUTH ATLANTIC REPORT** – Joanne Kublik

- 171 ○ In 2025, major changes were made to enhance the work of the Synod of the South Atlantic. Three
172 committees were formed, Embody, Cultivate and Inspire and the Synod commissioners were
173 asked to join one of the three. This new mode of operation has simplified and enhanced the work
174 of the Synod. Here are a few highlights from the Synod meeting held via Zoom on October 20,
175 2025.
- 176 ○ Rev. Dr. Sallie Watson brought greetings from the Interim Unified Agency, PC(U.S.A.). Dr.
177 Watson is the Associate Director for Mid Council Relations and talked about the changes
178 happening in Louisville stating that there is more to come. The new internal structure will be
179 announced soon. Her work involves resourcing mid-council leaders, hosting new leaders and
180 moderator’s events. She also serves Synod Leader Search Committees and other mid-council
181 committees. Planning for the 227th General Assembly is well underway.
- 182 ○ The Embody Committee is responsible for nominating leadership for the three committees as well
183 as the Synod PJC and the Synod Co-Moderators. Motions were made to fill these positions with
184 individuals from around the Synod. Motion was approved. The Embody committee is also
185 responsible for writing policies for the Synod’s approval. During this meeting, the Embody
186 committee moved to approve two new policies: Travel and Reimbursement and Conflict of
187 Interest. Both were approved by the Synod commissioners.
- 188 ○ The Cultivate Committee made a motion to approve a new covenant relationship between the
189 Synod of the South Atlantic and Presbyterian College. This was approved by the Synod
190 commissioners.
- 191 ○ The Inspire Committee was excited to speak about the scholarships that have been awarded. I’m
192 happy to report that two scholarships were awarded from this Presbytery. Brianna Nelson and
193 Grace Nelson of Freeport Presbyterian were both awarded \$1,500.
- 194 ○ Finally, the Synod of the South Atlantic approved the increase of per capita to the Synod from
195 \$1.50 which is the current per capita to \$2.00 in 2026 and \$2.75 in 2027.

196 This concludes my report.

197 Respectfully submitted,

198 Joanne Kublik

199 Ruling Elder Commissioner from Florida Presbytery to the Synod of the South Atlantic

200 **RESOURCING:** Equipping Our Congregations in Preparations for Advent

201 **ORDER OF THE DAY: LUNCH**

202 **RECONVENING OF PRESBYTERY**

- 203 • Following a wonderful Korean cuisine lunch, Moderator Mary Hodges reconvened the meeting with a
204 centering prayer.

205 **REPORT HIGHLIGHTS AND ITEMS FOR ACTION**

206 • **MINISTRY OF PRESBYTERY OPERATIONS (MPO)** – Rev Eric Spoon

- 207 ○ Rev. Eric Spoon, Rev. Mark Broadhead, Michael Martin, Christy Williams, David Balmer,
208 Barbara Sawyer, Ted Land, Ann Fyfe, Larry Spivey

209 ○ **TOPICS ADDRESSED**

210 ▪ Financials:

- 211 • Michael Martin presented a written report on the financial status of the presbytery and
212 noted that finances are in fairly good shape.

213 ▪ Stewardship:

- 214 • No report other than to note that information will be coming out soon.

215 ▪ Presbytery Property:

- 216 • Landscaping options for the Presbytery office are still being explored.

217 ▪ Other:

- 218 • A checking account was established for Tide and Table in the amount of \$8,000 (funds
219 transferred from MNCNCF for Tide and Table) with check signers to be: Nicole Richardson,
220 A.J. Meador, Emily Proctor, and Jim Rollins. Accountability for this fund will be held by
221 MNCNCF and MPO.

- 222 • It was passed that Christy Williams, Michael Martin, James Vance, and Mark Broadhead
223 be approved as Authorized Traders for the New Covenant Funds Account 1003880.

224 ○ **ITEMS FOR PRESBYTERY APPROVAL**

- 225 ▪ The Ministry of Presbytery Operations recommends approval of the 2026 Presbytery
226 Preliminary Budget. The motion was approved as provided.

227 Respectfully submitted,
228 Rev. Eric Spoon, MPO Moderator

Profit and Loss
Presbytery of Florida
September 2025

Distribution account	Total
Income	
60000.0 PRESBYTERY INCOME	
60000 RECEIPTS	
60001-2 Shared Support	40,260.68
60006 Other Income	6,250.00
Total for 60000 RECEIPTS	\$46,510.68
Total for 60000.0 PRESBYTERY INCOME	\$46,510.68
Total for Income	\$46,510.68
Cost of Goods Sold	
Gross Profit	\$46,510.68
Expenses	
70000.0 PRESBYTERY EXPENSES	
70020 PER CAPITA	
70101 Per Capita General Assembly	3,309.30
Total for 70020 PER CAPITA	\$3,309.30
70030 Ministry of Congregational & Pastoral Care - MCPC	
70805.1 Ministry of Congregational & Pastoral Care - MCPC	-40.00
Total for 70030 Ministry of Congregational & Pastoral Care - MCPC	-\$40.00
70040 Ministry of Dogwood Acres - MDWA	
70001 Dogwood Acres Support	5,548.85
Total for 70040 Ministry of Dogwood Acres - MDWA	\$5,548.85
70050 Ministry of Leadership Development - MLD	
70006 Campus Ministry (Ukirk TLH)	1,166.67
Total for 70050 Ministry of Leadership Development - MLD	\$1,166.67
70070 Ministry of Pastoral Transitions - MPT	-40.00
70850.4 Committee Expense - MPT	93.56
Total for 70070 Ministry of Pastoral Transitions - MPT	\$53.56
70090 Ministry Coordinating Council - MCC	
70513 Workers Comp Insurance	514.22
70620 General Presbyter Salary	3,599.38
70622 GP BOP Dues	3,659.15
70630 Administrator Salary	3,333.18
70632 Administrator Medical	60.00
70633 Staff Payroll Taxes	1,194.30
70634 Administrator Travel	291.94
70704 Recording Clerk	500.00
70705 Presbytery Meeting Expense	326.11
70710.5 Treasurer Travel	268.00

70710 Treasurer Salary	1,179.20
70850.6 Committee Expense -MCC	339.38
Total for 70090 Ministry Coordinating Council - MCC	\$15,264.86
70100 Ministry of Presbytery Operations - MPO	
70512 Office Telcom & Communications	372.43
70515 Supplies & Expenses	319.94
70517 Copier Lease	361.28
70519 Bank Service Charges	40.00
70715 Publications/Resources	-292.03
Total for 70100 Ministry of Presbytery Operations - MPO	\$801.62
Total for 70000.0 PRESBYTERY EXPENSES	\$26,104.86
Total for Expenses	\$26,104.86
Net Operating Income	\$20,405.82

Accrual Basis Monday, October 06, 2025 07:13 PM GMTZ

Presbytery of Florida Shared Support
Calendar Year 2025

Church	2025 Pledge Request	2025 Pledge	Received	Recevd as % of Pledge	# Member
Blountstown	\$390.00	\$0.00			5
Chipley	\$2,418.00	\$800.00	\$469.00	59%	31
Crestview First	\$4,368.00	\$4,368.00	\$2,184.00	50%	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	\$3,549.00	50%	91
Destin, First	\$3,900.00	\$3,300.00	\$1,650.00	50%	50
Freeport, Freeport	\$4,524.00	\$4,524.00	\$4,524.00	100%	58
Ft. Walton Beach - First	\$7,644.00	\$5,000.00	\$3,749.97	75%	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	\$5,500.00	92%	184
Havana, First	\$3,276.00	\$3,000.00	\$2,000.00	67%	42
Laurel Hill, Laurel Hill	\$546.00	\$2,500.00	\$2,500.00	100%	7
Lynn Haven, First	\$7,332.00	\$9,000.00	\$9,000.00	100%	94
Marianna, First	\$12,246.00	\$11,000.00	\$9,166.70	83%	157
Milton, First	\$2,574.00	\$2,574.00	\$2,574.00	100%	33
Monticello, First	\$2,340.00	\$2,340.00	\$1,170.00	50%	30
Navarre, Navarre	\$2,574.00		\$912.50		33
Panama City, Grace	\$8,814.00	\$9,000.00	\$6,466.66	72%	113
Panama City Beach, Gulf Beach	\$3,666.00	\$3,666.00	\$3,659.38	100%	47
Panama City, Parkway	\$3,900.00	\$3,900.00	\$3,900.00	100%	50
Pensacola, First	\$29,250.00	\$19,219.00	\$14,769.90	77%	375
Pensacola, Northminster	\$6,708.00	\$2,400.00	\$1,800.00	75%	86
Pensacola, Korean	\$1,950.00	\$1,950.00	\$1,950.00	100%	25
Pensacola, Trinity	\$40,560.00	\$32,808.00	\$19,138.00	58%	520
Quincy, First	\$39,312.00	\$39,312.00	\$34,715.22	88%	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	\$36,665.98	52%	829
Tallahassee, Fellowship	\$9,984.00	\$9,984.00	\$5,652.78	57%	128
Tallahassee, First	\$18,096.00	\$18,096.00	\$18,096.00	100%	232
Tallahassee, Lafayette	\$7,410.00	\$7,410.00	\$6,389.00	86%	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
9/30/2025	\$339,144.00	\$306,775.00	\$222,464.09	72.52%	4348
		% of year	75.00%		

2026 Proposed Budget
(As of 7/31/25)

	<u>2025</u>	<u>2026</u>	
Receipts			
Shared Support	\$ 306,775.00	\$ 341,200.00	4,265 Members
Other Income	\$ -	\$ -	\$80 Member
Staff Support Fund	\$ -	\$ 79,371.30	
Amount From Reserves	\$ 32,369.00	\$ 1,065.00	
Total Receipts	\$ 339,144.00	\$ 421,636.30	
Disbursements			
Per Capita			
Per Capita - General Assembly	\$ 44,472.00	\$ 43,503.00	\$10.20/Member
Per Capita - Synod	\$ 6,540.00	\$ 8,530.00	\$2.00/Member
Total Per Capita	\$ 51,012.00	\$ 52,033.00	
Ministry of Congregational and Pastoral Care (MCPC)			
Minister's Emergency Assistance Fund	\$ -		
Church Liaison Expenses	\$ 1,000.00	\$ 1,000.00	
Resources (Holy Cow/MissionInsite)	\$ 1,700.00	\$ 1,700.00	
Ministry Expense	\$ 500.00	\$ 500.00	
Total MCH	\$ 3,200.00	\$ 3,200.00	
Ministry of Dogwood Acres (MDWA)	\$ 63,512.00	\$ 63,512.00	
Total MDWA	\$ 63,512.00	\$ 63,512.00	
Ministry of Leadership Development (MLD)			
FLAPDAN Membership Dues	\$ 1,750.00	\$ 1,750.00	
Campus Ministry (UKirk Tallahassee)	\$ 14,000.00	\$ 14,000.00	
Annual Consultation with Candidates	\$ 500.00	\$ 500.00	
Candidates' Aid Fund	\$ 250.00	\$ 250.00	
Disaster Relief	\$ 1,000.00	\$ 1,000.00	
Moderator Training (online)	\$ 100.00	\$ 100.00	
Leader Development Events	\$ 5,000.00	\$ 5,000.00	
CLP/CRE Support, Workshop Leaders, etc.			
Guatemala Partnership Development	\$ 1,000.00	\$ 1,000.00	
Racial Justice Subcommittee	\$ 1,000.00	\$ 1,000.00	
Ministry Expense	\$ 500.00	\$ 500.00	
Total MLD	\$ 25,100.00	\$ 25,100.00	
Ministry of New Congregation Formation (MNCF)			
Ministry Expense	\$ 500.00	\$ 500.00	
Total MNCF	\$ 500.00	\$ 500.00	

2026 Proposed Budget
(As of 7/31/25)

	<u>2025</u>	<u>2026</u>	
Ministry of Pastoral Transitions (MPT)			
Ministry Expense	\$ 1,500.00	\$ 1,500.00	
Total MPT	\$ 1,500.00	\$ 1,500.00	
Ministry Coordinating Council (MCC)			
Staff			
GP/Stated Clerk Salary	\$ 42,000.00	\$ 60,000.00	
GP Housing	\$ 11,000.00	\$ 15,000.00	
GP Mileage Reimbursement	\$ 4,000.00	\$ 4,000.00	
GP Continuing Ed and Books	\$ 500.00	\$ 500.00	
GP Other Travel & Business Expense	\$ 2,000.00	\$ 4,000.00	
GP SECA	\$ 4,055.00	\$ 5,738.00	
GP Medical	\$ -	\$ 32,600.00	
GP BOP	\$ -	\$ 9,000.00	
Subtotal GP/Stated Clerk	\$ 63,555.00	\$ 130,838.00	
Administrator's Salary	\$ 39,791.00	\$ 40,785.78	
Administrator's Annuity	\$ 720.00	\$ 720.00	
Administrator's Medical Insurance	\$ 10,225.00	\$ 10,225.00	
Administrator's Travel	\$ 4,600.00	\$ 4,600.00	
Administrator's Continuing Ed	\$ 1,000.00	\$ 1,000.00	
Subtotal Administrator	\$ 56,336.00	\$ 57,330.78	
Treasurer Salary	\$ 14,359.00	\$ 14,717.98	
Treasurer Mileage	\$ 800.00	\$ 800.00	
Subtotal Treasurer	\$ 15,159.00	\$ 15,517.98	
New Recommended Positions			
3 Regional Advocates	\$ 16,426.00	\$ 18,000.00	
Asst. Stated Clerk	\$ 2,000.00	\$ 9,000.00	
Subtotal Stated Clerk	\$ 18,426.00	\$ 27,000.00	Total Salaries
Recording Clerk	\$ 2,000.00	\$ 2,000.00	\$ 142,503.76
Staff Payroll Taxes	\$ 11,741.00	\$ 10,901.54	
Salary Adjustments (Prop 2% increase)	\$ -		
Workers Compensation Insurance	\$ 900.00	\$ 6,000.00	
Total Staff	\$ 168,117.00	\$ 249,588.30	
Presbytery Meeting Expense	\$ 600.00	\$ 600.00	
Ministry Expense	\$ 500.00	\$ 500.00	
Total MCC	\$ 169,217.00	\$ 250,688.30	
Ministry of Presbytery Operations (MPO)			
Memorials/Flowers	\$ 150.00	\$ 150.00	
Equipment Service	\$ 500.00	\$ 500.00	
Postage	\$ 250.00	\$ 250.00	
Utilities / Office	\$ 2,400.00	\$ 2,400.00	
Office Telcom & Communications	\$ 3,750.00	\$ 3,750.00	

2026 Proposed Budget
(As of 7/31/25)

	2025	2026
Property Maintenance	\$ 900.00	\$ 900.00
Supplies & Expenses	\$ 1,330.00	\$ 1,330.00
Copier Lease	\$ 2,700.00	\$ 2,700.00
Insurance & Bonding	\$ 10,123.00	\$ 10,123.00
Bank Service Charges	\$ 800.00	\$ 800.00
Financial Records Review	\$ 1,000.00	\$ 1,000.00
Publications/Resources	\$ 100.00	\$ 100.00
Ministry Expense	\$ 500.00	\$ 500.00
Total MPO	\$ 24,503.00	\$ 24,503.00
Ministry of Representation (MR)		
Ministry Expenses	\$ 500.00	\$ 500.00
Total MR	\$ 500.00	\$ 500.00
Permanent Judicial Committee (PJC)		
Ministry Expense	\$ 100.00	\$ 100.00
Total PJC	\$ 100.00	\$ 100.00
Total Expenses	\$ 339,144.00	\$ 421,636.30
Total Budget	\$ -	\$ -

Proposed 2026 Shared Support

<u>Church</u>	<u># Mbrs*</u>	<u>Shared Support</u>
Blountstown, First	2	\$ 160.00
Chipley, First	32	\$ 2,560.00
Crestview, First	56	\$ 4,480.00
DeFuniak Springs, Bethel	8	\$ 640.00
DeFuniak Springs, Euclhee Valley	35	\$ 2,800.00
DeFuniak Springs, First	89	\$ 7,120.00
Destin, First	47	\$ 3,760.00
Freeport, Freeport	53	\$ 4,240.00
Ft. Walton Beach - Korean First	65	\$ 5,200.00
Ft. Walton Beach, First	83	\$ 6,640.00
Gretna, Gretna	12	\$ 960.00
Gulf Breeze, Gulf Breeze	164	\$ 13,120.00
Havana, First	45	\$ 3,600.00
Laurel Hill, Laurel Hill	6	\$ 480.00
Lynn Haven, First	103	\$ 8,240.00
Marianna, First	157	\$ 12,560.00
Milton, First	49	\$ 3,920.00
Monticello, First	28	\$ 2,240.00
Navarre, Navarre	36	\$ 2,880.00
Panama City Beach, Gulf Beach	56	\$ 4,480.00
Panama City, Grace	114	\$ 9,120.00
Panama City, Parkway	55	\$ 4,400.00
Pensacola, First	365	\$ 29,200.00
Pensacola, Korean	25	\$ 2,000.00
Pensacola, Northminster	85	\$ 6,800.00
Pensacola, Trinity	536	\$ 42,880.00
Quincy, First	435	\$ 34,800.00
Red Bay, Red Bay	7	\$ 560.00
Sawdust, Woodland	14	\$ 1,120.00
Tallahassee, Christ	194	\$ 15,520.00
Tallahassee, Faith	832	\$ 66,560.00
Tallahassee, Fellowship	122	\$ 9,760.00
Tallahassee, First	237	\$ 18,960.00
Tallahassee, Lafayette	80	\$ 6,400.00
Tallahassee, Trinity United	27	\$ 2,160.00
Wewahatchka, First	11	\$ 880.00
Total	4,265	\$ 341,200.00

*per 2024 year-end statistical report

**Texas Presbyterian Foundation Fund Balances
9/30/2025**

Fund	Balance	Fund	Balance
Two Cents a Meal (MLD)		MCPC Grants (MCPC)	
Starting Balance	\$35,000.00	Starting Balance	\$500,000.00
Interest - \$3,659.67	\$38,659.67	4/30/25 Bridge Loan (1st, Wewahitchka) - \$60,000	\$440,000.00
Q3 Expenses - \$5,500.00	\$32,859.67	Interest - \$36,596.73	\$476,596.73
		Q3 Expenses - \$25,317.00	\$451,279.73
Maximum \$50,000		Maximum \$500,000	
Minister Emergency (MCPC)		Peacemaking (MLD)	
Starting Balance	\$20,000.00	Starting Balance	\$20,000.00
Interest - \$609.65	\$20,609.65	Interest - \$1,016.58	\$21,016.58
Maximum \$50,000		Maximum \$50,000	
Disciplefest (MLD)		New Congregation Formation (MNCF)	
Starting Balance	\$20,000.00	Starting Balance	\$1,000,000.00
Interest - \$813.26	\$20,813.26	Interest - \$56,928.24	\$1,056,928.24
		Q3 Expenses - \$22,922.67	\$1,034,005.57
		Above Max - \$34,005.57	\$1,000,000.00
Maximum \$50,000		Maximum \$1,000,000	
Candidate Aid (MLD)		Emergency Relief (MCPC)	
Starting Balance	\$20,000.00	Starting Balance	\$20,000.00
Interest - \$1,423.21	\$21,423.21	Interest - \$609.65	\$20,609.65
Maximum \$50,000		Maximum \$50,000	
Youth Triennium (MLD)		Self-Development of People (MLD)	
Starting Balance	\$20,000.00	Starting Balance	\$20,000.00
Interest - \$406.63	\$20,406.63	Interest - \$203.91	\$20,203.91
Maximum \$50,000		Maximum \$50,000	
Special Projects (MPO)		Reserve (MPO/MCC)	
Starting Balance	\$79,935.67	Starting Balance	\$707,763.74
Interest - \$16,265.21	\$96,200.88	Interest - \$23,787.87	\$731,551.61
		From NCF \$34,005.57	\$765,557.18
Maximum \$200,000		Maximum N/A	
Staff Support (MCC)		50% of Annual Budget (Treasurer)	
Starting Balance	\$450,000.00	Fixed Balance	\$209,681.50
Interest - \$60,994.55	\$510,994.55		
Maximum \$1,000,000			

Total Fund Balance \$3,211,656.40

- 230 • **MINISTRY OF NEW CONGREGATION FORMATION (MNCF) – Rev. A. J. Mealor**
- 231 ○ **Members:** A.J. Mealor, Stan Trappe, Sheldon Steen, Jim Rollins, Nicole Richardson, Emily
- 232 Proctor, and Beth Mooney.
- 233 ○ **Accounting Update**
- 234 ▪ Follow up with Michael, Mark, and Eric regarding checking account to have signers added to
- 235 the account.
- 236 ▪ Update on conversation with Mark Broadhead regarding the process of developing and
- 237 funding Tide and Table NWC, budget approval process, which committee is in charge of
- 238 which portion of Nicole’s work, what needs to go before MCC, MPO, and Presbytery.
- 239 ○ **Pathways to Flourishing**
- 240 ▪ We have finally joined Pathways to Flourishing coaching cohort for Presbytery committees.
- 241 ▪ Our first two meetings will focus on Cultural Context and Fund Development Zoom Meeting
- 242 Oct 23rd.
- 243 ○ **Begin Plan Development for Tide and Table NWC**
- 244 ▪ What is imperative to include in PowerPoint/presentation to MCC/MPO?
- 245 • Personal testimonies
- 246 • Cost and income analysis
- 247 ▪ High Tide and Low Tide – Good things vs challenging things.
- 248 ▪ Tide and Table is the ministry of the Presbytery of Florida began as an experiment to find new
- 249 ways to put forward the word of God in different ways.
- 250 ▪ To connect with Rev. Nicole Richardson and Tide and Table at <https://www.tideandtable.org/>
- 251 ○ **Personal Updates**
- 252 ▪ Individual Sharing and Coaching Update
- 253 ▪ 1001 NWC Leadership Retreat – Oct 13-18
- 254 ▪ Vacation – Nov
- 255 • Rev. Dr. Nicole Richardson, Organizing Pastor of Tide and Table provided a verbal report on the
- 256 scop of her work and an invitation to the presbytery to experience the type of ministry being
- 257 offered.

258 Submitted by Rev. A. J. Mealor, MNCF Moderator

- 259 • **MINISTRY OF REPRESENTATION (MR) - Rich Kangas**
- 260 ○ **Members:** Rich Kangas; Michael Askew; Glenn Hodges; Raymond Gutterman; Greg Obermier;
- 261 John Wamsley
- 262 ○ **Action items for Presbytery:**
- 263 ○ The ministry moved the following assignments:
- 264 ▪ Synod Commissioner (Minister) – Rev. Blair Beaver (Class 2026), 1st Marianna
- 265 ▪ Synod Commissioner (Minister Alt.) – Rev. Stacy Kaye White (Class 2026), Freeport
- 266 ▪ Synod Commissioner (Elder) – Joanne Kublik, CRE (Class 2027)
- 267 ▪ Moderator for Pastoral Transitions – Rev Stacy Kaye White
- 268 • The motion was approved.

- 269 ○ **For Information:**
- 270 ▪ Ministry Vacancies:
- 271 • Ministry of New Congregation Formation
- 272 ○ 1 Vacancy, Class 2027, Male or Female, Minister or Elder
- 273 • Ministry of Congregational and Pastoral Care
- 274 ○ 1 Vacancy, Class 2026, Female, Minister or elder
- 275 ▪ The Ministry of Representation is currently working on the Class of 2029 requirements.
- 276 ▪ The Presbytery always needs people to serve. There are short term and regular Presbytery
- 277 ministry positions that continue to become available. If interested, contact me at 850-832-
- 278 6577; email: kangas265@gmail.com

279 Blessings,
280 Rich Kangas, MR Moderator

- 281 • **MINISTRY OF LEADERSHIP DEVELOPMENT (MLD)** - Rev. Cathy Mooney
- 282 ○ **Members:** Rev. Erin Rugh, Dr. Greg Seltzer, Tim Crawford, Susan Byram, Rev. Jean
- 283 Homrighausen, Rev. Cathy Mooney, Ex-officio: Rev. Mark Broadhead
- 284 ○ **For information:**
- 285 ▪ Northminster Hunger Grant Application: It was moved and seconded to approve the grant
- 286 request for \$1,500.00 to assist with the church's Christmas Giving Box ministry. The motion
- 287 was approved.
- 288 ▪ Presbytery Education Hour: The theme for the education hour of the Fall Presbytery Meeting,
- 289 October 28, 2025, is Advent preparation. We break into church size groups, offering a resource
- 290 table and resources from A Sanctified Art for smaller churches with limited budgets.
- 291 ▪ We have two Candidates for Ministry: Emily Bruno and Ryan Obray
- 292 ▪ We have two Inquirers for Ministry: Lauren Christian and Rose Walters
- 293 ▪ We have one Disciple for CRE: Deborah Potter and one Explorer: Linda Lovins
- 294 ▪ FLAPDAN continues its good work in the state. Tim Crawford, Mary Yeomans, and Blair
- 295 Beaver represent us well on this board.
- 296 ○ **For Action:**
- 297 ▪ Election of Teaching Elder Exam Reader for 2026 to replace Rev. Brant Copeland.
- 298 ○ It was moved and seconded to nominate Rev. Becky Bryan for Teaching Elder Exam
- 299 Reader for 2026. The motion was approved.

300 Respectfully submitted,
301 Rev. Cathy Mooney, MLD Moderator

302 **STRATEGIC PLAN IMPLEMENTATION TASKFORCE** – Tim Crawford

- 303 ○ **Members:** Mark Broadhead, Rick Clubb, Tim Crawford, Chair, Emily Evans, Erin Rugh, and
- 304 Karen Weaver
- 305 ○ **Ministry Liaison Reports**
- 306 ▪ Congregational & Pastoral Care - Good headway is being made on their 96-page (so far)
- 307 handbook.

- 308 ▪ Leadership Development – The Guatemala partnership has become a challenge in finding
- 309 presbytery representation for the mission.
- 310 ▪ Pastoral Transitions
- 311 • Handbook has been updated.
- 312 • Lisa Martin has accepted a call to National Capital Presbytery.
- 313 • Kim Stavenau is finishing her ministry with Parkway at the end of September. Lisa Martin
- 314 and Mark Broadhead will be meeting with the Session to help determine next steps.
- 315 ▪ Presbytery Operations - The Synod of South Atlantic is establishing a task force to investigate
- 316 a synod-wide insurance program for congregations/presbyteries that might want to participate.
- 317 MPO has been asked to provide a member for that task force.
- 318 ○ Representation – All is moving along well
- 319 ○ **Presbytery’s Year 2 & 3 Transition progress:**

Years 2 & 3 2025-2026	
A new culture in the Presbytery is afoot:	
Goal	Status
• Develop a Directory of Talents as a resource of people willing to go to our congregations to aid, assist, encourage, train persons to help meet a congregation’s specific needs and desires.	Work ongoing
• Broadly convey the new culture within the Presbytery.	Work ongoing
• Advertise what our presbytery now “gives to you.”	Work ongoing

320 **Old Business**

- 321 ▪ Search Committee resumption – Work is ongoing to fill the three to four slots needed for the
- 322 committee.
- 323 ▪ Updates to Strategic Plan per Summer Stated Meeting Motion
- 324 • The updates pertaining to presbytery staff positions recommended were adopted.
- 325 • The Strategic Plan Document is being updated per the motion.
- 326 a. Combining MCPC and MPT to reestablish COM
- 327 a. The idea will be discussed among the moderators and vice-moderators of MCPC,
- 328 MLD, and MPT. When complete they will make suggestions/recommendations to this
- 329 task force.

330 **New Business and most importantly**

- 331 ▪ Emily Evans had her baby, all are doing well.

332 Respectfully submitted,
333 Tim Crawford, Chair

- 334 • **MINISTRY OF CONGREGATIONAL AND PASTORAL CARE (MCPC) – Linda Lovins**
- 335 ○ **Members:** Shelia Askew, Lorne Bostwick, Craig Chormann, Rick Clubb, Sun Kim, Linda Lovins
- 336 (Moderator), Roy Martin, Karen Weaver, Joan Wooten (Vice Moderator) Ex officio: Mark
- 337 Broadhead (Stated Clerk/Acting General Presbyter)
- 338 ○ **For Information**
- 339 ▪ Updates were given regarding the status of congregations via general knowledge and Liaison
- 340 reports:

- 341 • Bethel (DeFuniak Springs) celebrated its 95 years as a worshipping and serving community
342 on September 20th.
- 343 • Blountstown-First: The Administrative Commission continues its work and has submitted a
344 report to Presbytery.
- 345 • Chipley-First: The Rev. Kenneth Kelley is now serving as the Stated Supply Pastor.
- 346 • Gulf Breeze is making updates to facilities.
- 347 • Milton-First continues to thrive; membership has tripled in the last two years.
- 348 • Navarre: CRE Tanya Fernandes is doing well.
- 349 • Panama City, Parkway: Kim Stavenau retired (Sept. 31, 2025), Roy Martin’s last Sunday
350 was Aug. 31, and the Clerk of Session plans to step down on Jan. 1st, 2026. Mark
351 Broadhead and Lisa Martin met with the session to discuss future plans. Stacey Kaye
352 White will moderate their session meetings.
- 353 • Pensacola-First celebrated 180 years as a worshipping and serving community on August
354 14th. The Rev. Becky Bryan has been installed as Associate Pastor.
- 355 • Quincy-First: The Rev. Dr. Gerry Little is now serving as Interim Pastor through the end of
356 the year.
- 357 • Red Bay: The Administrative Commission has submitted a report to Presbytery.
- 358 • UKirk Tallahassee will celebrate 75 years of faithful service with students from FSU,
359 FAMU, and Tallahassee State College (TSC) with a special dinner and “speakeasy” on
360 October 25th.
- 361 ▪ Received from Mark Broadhead a report on the Clerk of Session training event held on Sept.
362 13, 2025.
- 363 ○ **Ongoing Work**
- 364 ▪ The 2026 Terms of Call worksheet and form were approved. That full document will be posted
365 on the Presbytery website as a fillable form by December. Also posted will be language that
366 must be entered into session minutes when there is a change in the housing allowance.
- 367 ▪ Approved Wewahitchka-First’s application for a \$3,841 Emergency Repair Grant to cover loss
368 of equipment and materials because of a plumbing incident in the fellowship hall
- 369 ▪ MCPC began an intense review of boundary and dismissal policies in September and is talking
370 with Louisville on language. Major policies will be provided to the presbytery first, ahead of
371 the full manual, for its approval.
- 372 ▪ Dismissal/Separation: A Task Force is needed to research the reformed traditions to which the
373 Presbytery of Florida would dismiss congregations desiring separation from PCUSA. That list
374 needs to be approved by Presbytery and included in the MCPC Manual, along with the policy
375 and process for separation. Note: There is currently no church requesting dismissal/separation.
376 However, the policy must be in place ahead of such a request, should such a request be made.
- 377 ○ **New Work**
- 378 ▪ The posting of results from the Presbyterian Association of Musicians (PAM) survey on salary
379 and benefits was approved for posting as a resource on the Presbytery website.
- 380 ▪ Weekly Worship Connections: “Thought for the Week” – MCPC member Shelia Askew is in
381 the process of extending the invitation and gathering encouraging church submissions that will
382 be shared with congregations across the Presbytery via direct contact and posted on the

383 Presbytery's Resources page. This is intended to connect and encourage congregations across
384 the Presbytery.

385 ○ **Future MCH Meetings, 11:00 (CT) / 12:00 (ET)**

- 386 ■ November 18, 2025 (in person)
- 387 ■ December 16, 2025 (via Zoom)
- 388 ■ January 20, 2026 (in person)

389 ○ **Request for MCC Action**

- 390 ■ MCPC moves that an ad hoc task force be formed to research and recommend to the
391 Presbytery the reformed traditions to which a congregation may be dismissed should it
392 ultimately desire separation from PCUSA. Ed Nickinson, Mark Broadhead, and Lorne
393 Bostwick have agreed to serve.
 - 394 ○ The motion to form the taskforce was approved.

395 Respectfully submitted,
396 Linda Lovins, MCPC Moderator

397 • **ADMINISTRATIVE COMMISSION FOR RED BAY PRESBYTERIAN CHURCH**

- 398 ○ Members: Bob Crabtree, Linda Lovins, Michael Askew, Cathy Mooney, Mark Broadhead, Ex
399 officio: Jo Kublik

400 ○ **Purpose of this Administrative Commission**

- 401 ■ Often times, an administrative commission is convened to help close a congregation. That is
402 not the case with Red Bay. The purpose is to aid the aging congregation in continuing its work
403 and mission. The congregation has become quite elderly. Recordkeeping and financial tracking
404 has become challenging. Because of the unique relationship of the three congregations in the
405 Red Bay area, it is felt closing the church at this time is not necessary. Thus, this
406 administrative commission has been established to assist the congregation with its
407 recordkeeping and financial management.
- 408 ■ Commissioned Ruling Elder Joanne Kublik has been doing an excellent job moderating the
409 session and congregational meetings, providing pastoral care, and much more. The
410 circumstances of session records and financial recordkeeping are beyond the scope of her
411 contract, as well as not the best use of her time. Therefore, this administrative commission is
412 as much to help her as it is the congregation.

413 ○ **Meeting**

- 414 ■ October 8, Present: Bob Crabtree, Linda Lovins, Michael Askew, Cathy Mooney, along with
415 Mark Broadhead & Jo Kublik.
- 416 ■ We shared history and purpose for this AC.
- 417 ■ Questions arose regarding cemetery ownership.
- 418 ■ Jo Kublik and Cathy Mooney will seek to begin a dialogue with Clerk of Session Walter Ray,
419 who has the Session information and financial data, with the intention to get copies of all of
420 them to the Presbytery office.

421 ○ **Discovery**

- 422 ■ The late Rev. Durl Odom digitized the Red Bay Church files beginning with 1921. They are
423 secure in the Presbytery office and accessible via a Google Drive.

- 424 ○ **Action**
- 425 ▪ Jo Kublik and Cathy Mooney met with Walter Ray and went through the financial records.
426 They appear to be in good order. They write 2-3 checks a month for utilities and to pay Jo
427 Kublik as CRE.
- 428 ▪ They borrowed the session records to have them scanned. That has been accomplished, and the
429 books have been returned to Walter Ray. Cathy Mooney has two copies of the records; one will
430 be taken to the presbytery office to be added to the files from Durl Odom.
- 431 ○ **Going Forward**
- 432 ▪ We need to meet as an AC to continue the conversation.

433 Respectfully submitted,
434 Rev. Catherine Mooney, member of the Administrative Commission for Red Bay Presbyterian Church

- 435 ● **MINISTRY COORDINATING COUNCIL (MCC) – Don Mowat**
- 436 ○ **Members:** Don Mowat, Mary Hodges, Greg Seltzer, Linda Lovins, Bill Lamont, Cathy Mooney,
437 A. J. Mealor, Stacey Kaye White, Eric Spoon, Rich Kangas, Mark Broadhead
- 438 ○ **Items for Information**
- 439 ▪ MCC approved the minutes of the August 12, 2025 stated meeting of the Presbytery as
440 submitted.
- 441 ▪ The Commissioners to the 227th General Assembly will be commissioned at the October 28,
442 2025, meeting of the Presbytery.
- 443 ▪ MCC is strongly suggesting that Sessions consider utilizing the same elder commissioner for
444 the year to allow for continuity.
- 445 ▪ Accepted the invitation of Wewahitchka-First to host the February 23, 2026 meeting of
446 Presbytery, and
- 447 ▪ Accepted the invitation of Dogwood Acres to host the May 16, 2026 meeting of Presbytery.
- 448 ▪ Approved the request of the Lynn Haven-First congregation to dissolve the pastoral
449 relationship between Rev. Lisa Martin and Lynn Haven-First as of September 21, 2025. Rev.
450 Martin’s membership will be transferred to National Capital Presbytery when the way be clear.
- 451 ▪ It was approved to change the Stated Clerk/Acting General Presbyter position to that of Stated
452 Clerk.
- 453 ▪ MCC reviewed changes to the Bylaws of the Presbytery and submitted them to the Presbytery
454 for approval.
- 455 ○ **For Presbytery Approval**
- 456 ▪ Presbytery of Florida By-Laws – A copy of the changed by-laws was included as an
457 attachment to the meeting handbook. After a thorough explanation of the proposed changes—
458 primarily reflecting revisions in the Book of Order and modifications to position titles—Rev
459 Mark Broadhead moved for approval of the revised by-laws, the motion was seconded.
- 460 ● With no further discussion or comment, the motion was approved.
- 461 ▪ MCC recommends that the presbytery approve the search committee for the Equipping
462 Presbyter/Stated Clerk be made up of 5 persons.
- 463 ● The motion was approved.

- 464 ▪ MCC recommends approval of the following names to serve on the Equipping
465 Presbyter/Stated Clerk search committee: Rev. Dr. Michael Askew (Panama City Beach-Gulf
466 Beach), Elder David Dick (Navarre), Elder Linda Lovins (Tallahassee-Faith), Elder Cathy
467 Welch (1st Lynn Haven), and Rev. Dr. Joan Wooten (chair) (Parish Associate-Pensacola-First).
- 468 • The motion was approved.
- 469 ▪ MCC recommends that Rev. Eric Spoon be elected to serve temporarily as Stated Clerk of the
470 Presbytery beginning November 1, 2025, while MCC continues to search for a replacement for
471 Rev. Mark Broadhead, whose service concludes October 31, 2025. MCC will continue its
472 search for this position.
- 473 • The motion was approved.

474 Respectfully submitted,
475 Don Mowat, MCC Moderator

- 476 • **MINISTRY OF DOGWOOD ACRES (MDWA)** - Rev. Bill Lamont
- 477 ○ Dogwood Acres is celebrating the strongest year of summer camp since Covid struck back in
478 2020. DWA assembled a staff of ten college-aged counselors, six high school staff volunteers, and
479 chaplains and nurses for the three weeks of camp. The program was enjoyed by 127 campers
480 representing 12 churches in our presbytery. This surpasses the growth goal we set for 2025 and
481 opens up the possibility of expanding our summer camping schedule to four weeks in 2026.
- 482 ○ Dogwood’s ministry team continues to focus on the next chapter in our ministry – becoming a
483 501c3 organization. Brant Copeland chairs a special team who are working on the application for
484 non-profit status, as well as the covenant between DWA and the presbytery. DWA Director Christy
485 Williams has been visiting sessions this fall to encourage stronger partnership with our churches.
486 We encourage all sessions in our presbytery to include DWA in their annual budgets in 2026,
487 regardless of the dollar amount they can contribute. The ministry team has set financial goals for
488 the next five years in order to bring Dogwood to financial sufficiency.
- 489 ○ Renovations to the dining hall this spring assure that mealtime will be enjoyed in a climate-
490 controlled environment. The dining hall proved to be much cooler this summer and will be much
491 warmer come winter. Next on the list is to renovate two small bathrooms outside the dining hall,
492 which will make them more accessible for those with mobility issues.
- 493 ○ The Presbytery Youth Council (PYC), a group of high schoolers selected to plan and run Spiritfest
494 in early October, were trained to lead Bible study and provide other leadership at this middle
495 school conference. It is a unique and meaningful way for youth to minister to youth within our
496 presbytery.
- 497 ○ MDWA continues to meet via Zoom on the 3rd Tuesday of each month and occasionally in person.
498 We encourage sessions and congregations to make greater use of this facility for their own retreats
499 and meetings throughout the year.
- 500 ○ Registration is open for the Blessing of the Animals being held at Dogwood Acres on November 1,
501 2025, at 10:30 a.m. CDT.

502 Respectfully submitted,
503 Rev. Bill Lamont, MDWA Moderator

- 504 • **MINISTRY OF PASTORAL TRANSITIONS (MPT) – Rev. Stacey Kaye White**
505 ○ **Members:** Rev. Blair Beaver, Rev. Hanlim Chae, RE Sandra Macon, RE Ed Nickinson, RE Pam
506 Nulty, Rev. Stacey Kaye White
- 507 ○ **Items for Information**
508 ■ Rev. Becky Bryan was installed at Pensacola-First as their Associate Pastor on September 7,
509 2025 at 3:00 pm CDT.
- 510 ■ Entered into record the email vote approving the Installation Commission for Rev. Becky
511 Bryan.
- 512 ■ Pensacola-Trinity: MPT approved the Ministry Discernment Profile with suggested edits. The
513 MDP has been posted, and the search process has begun for an installed pastor.
- 514 ■ Quincy-First: MPT approved an interim contract between Rev. Dr. Gerry Little and Quincy-
515 First and granted him permission to labor in the bounds of the Presbytery. His ministry with
516 them began October 5, 2025. The Pastor Nominating Committee continues its search for an
517 installed pastor.
- 518 ■ Tallahassee-First: The Pastor Nominating Committee continues to review prospective
519 candidates.
- 520 ■ Approved that the membership of Rev. Lisa Martin be transferred to the Presbytery of National
521 Capital. Rev. Martin’s last day at Lynn Haven-First was Sept. 21, 2025. Stacey Kaye White
522 conducted an exit interview with Rev. Martin. Mark Broadhead was appointed to serve as
523 moderator of the session. He will conduct an exit interview with the session of Lynn Haven-
524 First. The session has formed an Interim Pastor Search Committee and Mark Broadhead will
525 serve as the MPT liaison.
- 526 ■ Rev. Kim Stavenau has completed her ministry with Parkway Presbyterian Church as of
527 September 30, 2025. Thank you very much, Kim! Rev. Stacey Kaye White has been appointed
528 as moderator of their session effective October 1, 2025.
- 529 ■ Emily Protor’s husband Richard has accepted a call to Spartanburg, SC. They will be moving
530 shortly. Stacey Kaye provided thanks for Emily’s ministry and service to the Presbytery of
531 Florida.

532 Respectfully submitted,
533 Rev. Stacey Kaye White

534 **MEETING ADJOURNMENT:**

- 535 • With business complete the Moderator closed the meeting with prayer including a special prayer
536 for Rev. Brant Copeland’s swift recovery following his accident. The meeting was adjourned at
537 1:45 p.m. CDT.

538 Minutes respectfully submitted,
539 Tim Crawford
540 Recording Clerk

Mary Hodges, Moderator
Mark Broadhead, Stated Clerk/Acting General Presbyter

The Vision of the Presbytery of Florida is to be a Presbytery of strong, healthy, energetic congregations advancing the ministries of Jesus Christ.



The Mission of the Presbytery of Florida is to provide guidance, training, and assistance to our congregations to attain that Vision.

**DOCKET OF THE PRESBYTERY OF FLORIDA
FEBRUARY 24, 2026 - 9:00 A.M. CT / 10:00 A.M. ET
WEWAHITCHKA, FIRST PRESBYTERIAN CHURCH**

(Note: All times listed are Central Time.)

THE BODY ASSEMBLING

- 8:00 Registration
- 9:00 Convene the Meeting of the Presbytery
 - Declaration of a Quorum..... Eric Spoon
 - Opening Prayer..... Mary Hodges
 - Adoption of the Docket..... Eric Spoon
 - Welcome and Instructions from our Host Carol Wood
 - Introductions Mary Hodges
 - First-Time Ruling Elders
 - First-Time Clergy
 - Corresponding Members
 - Others

THE BODY AT WORSHIP

- 9:15 Worship Rev. Michael Askew
 - Installation of Moderator Ruling Elder Greg Seltzer and Vice-Moderator Teaching Elder Erin Rugh

THE BODY GAINING KNOWLEDGE

- 10:00 Ministry Partner Reports
 - Tim Crawford – FLAPDAN
 - Cindy Howell – Insurance Board
 - Christy Williams – Dogwood Acres
 - Matt Frease – UKirk Tallahassee
 - Valerie Young – Synod of South Atlantic Executive & Stated Clerk
- 10:25 Staff Reports
 - Eric Spoon – Stated Clerk..... Page 31
- 10:30 Resourcing Pam McVety – Tallahassee, First
 - “Changing Course for a Green Future” General Assembly Overture
 - “The Green Future Endowment Fund” General Assembly Overture

11:30 ORDER OF THE DAY: LUNCH

THE BODY AT WORK

12:15 Reconvene with Prayer

12:20 Report Highlights and Items for Action

- Representation..... Supplemental
- Leadership Development Supplemental
- Presbyterian WomenPage 32
- New Congregation Formation.....
 - Tide and Table: New Worshiping Community.....
- Strategic Plan Implementation Task ForcePage 33
- Ministry Coordinating CouncilPage 35
- Congregational and Pastoral CarePage 36
- Dogwood Acres.....Page 50
- Pastoral Transitions.....Page 51
- Presbytery Operations Supplemental
 - Accountant/Treasurer’s Report – Michael Martin Supplemental
- Blountstown, First Administrative Commission.....Page 52
- Equipping Presbyter/Stated Clerk Search.....Page 53

1:25 Other Items

THE BODY GOING FORTH TO FURTHER THE MINISTRIES OF JESUS CHRIST

1:30 Adjourn with Prayer

Next Meeting of the Presbytery of Florida

- May 16, 2026 – Dogwood Acres

Future Meetings of the Presbytery of Florida: (all beginning 9:00 a.m. CT)

- Saturday, May 16, 2026 – Dogwood Acres
- Tuesday, August 11, 2026 – TBD
- Tuesday, October 27, 2026 – Quincy, First

1 **ITEMS FOR INFORMATION**

- 2 • Annual Statical Reports have been turned in. Thank you for completing these on time!
- 3 • The 2025 minutes of the Presbytery are being put together for presentation to the Synod of the
4 Mid-Atlantic.
- 5 • Obtained EINs for six churches that were needed by the legal department for the denomination.
- 6 • In 2025, Wewahitchka, First began receiving funding from FEMA for their necessary repairs due
7 to damage incurred by Hurricane Michael but have run into issues with receiving a certificate of
8 occupancy.
- 9 • Blountstown First Presbyterian Church celebrated their last service on December 28, 2026. The
10 Administrative Commission is working to inventory the contents of the building and sell the
11 property.
- 12 • Several congregations are still working on incorporating according to the mandates of the Book of
13 Order.
- 14 • Rev. Anne Apple has been released to the Western North Carolina Presbytery.
- 15 • Rev. Blair Beaver has been released to the Presbytery De Christo.
- 16 • MCC has approved the Ministry Discernment Profile (MDP) for the Equipping Presbytery/Stated
17 Clerk position and for the selection and training of the regional advocates to take place while
18 searching for the EP/SC.
- 19 • Council approved the 2026 Presbytery Dates and several Meeting Locations
 - 20 ○ Tuesday, February 24 – Wewahitchka, First
 - 21 ○ Saturday, May 16 – Dogwood Acres
 - 22 ○ Tuesday, August 11 – TBD
 - 23 ○ Tuesday, October 27 – Quincy, First

24 **Items for Action:**

- 25 • Approve Tim Crawford as the Recording Clerk for 2026.
- 26 • Approve Milton, First to host August 2026 Presbytery Meeting.
- 27 • Approve Rev. Stacey Kaye White to replace Rev. Blair Beaver as the Synod Commissioner.

28 Respectfully submitted,
29 Rev. Eric Spoon
30 Stated Clerk



Report to the Presbytery from the Presbyterian Women of the Presbytery (PWP)

- 1 As the new year begins, Presbyterian Women throughout the Presbytery are resuming their monthly
2 gatherings with their Coordinating Teams. They remain dedicated to their mission work while actively
3 seeking and introducing fresh opportunities for their churches to engage in service.
- 4 We currently continue to prayerfully search for Presbyterian Women to join our Coordinating Team: Vice
5 Moderator, Secretary, Directory/Newsletter Editor and District Coordinator in the East, Central and West
6 Districts. Please encourage the Presbyterian Women of your Congregations to consider volunteering on
7 the Coordinating Team.
- 8 Five Presbyterian Women from our Presbytery attended the Synod of South Atlantic Triennial Gathering
9 in October. There were over 300 Presbyterian Women in attendance. Our own Becky Rose was one of the
10 workshop presenters.
- 11 The Presbyterian Women Synod Seminaries and Scholarship Fund Committee is currently accepting
12 applications for its Scholarship Fund. Three scholarships will be awarded at the Annual Gathering later
13 this year. Please submit your application by February 28, 2026. For further information, you may contact
14 Vicki Bell at vabb1954@gmail.com or call 850-510-3314.
- 15 Respectfully submitted,
16 Vicki Bell, Moderator, Presbyterian Women
17 Florida Presbytery



1 **COMMITTEE MEMBERS:**
 2 Mark Broadhead, Tim Crawford-Chair, Erin Rugh, and Karen Weaver

3 **TOPICS ADDRESSED**

4 **1. Ministry Liaison Reports**

- 5 b. Congregational & Pastoral Care – Final Review of Handbook underway expect to present for first
 6 reading at Winter Presbytery Meeting
 7 c. While ministries work continues and all are functioning well; overall, some are reporting
 8 challenges to maintain workloads. Resulting in long meetings, delaying actions to later meetings,
 9 and heavy task loads for ministry members.

10 **2. Presbytery’s Transition Progress**

- 11 a. A detailed analysis is currently underway to identify specific Book of Order mandates.
 12 a. Initial Findings:
 13 a) There are approximately 52 individual mandatory requirements from Book of Order.
 14 b) Collectively the ministry’s handbooks list 76 individual tasks.
 15 c) There may be some duplications of effort, particularly within the former COM ministries.
 16 b. Evaluation of this information may help ministries concentrate on the Book of Order
 17 requirements and allow reduced emphasis on those tasks based on pre-strategic plan
 18 workloads.
 19 c. The taskforce also discussed the ministries giving consideration to re-combining the former
 20 COM ministries for improved support of crossover responsibilities and standardized
 21 connection with other presbyteries.

22 **3. Item for Presbytery Action**

- 23 a. The Implementation Taskforce moves the Presbytery pause action on moving forward with Phase
 24 2 of the Strategic Plan until such time as the Equipping Presbyter/Stated Clerk position is in place
 25 to help support normalizations of ministry workflows.

26 **Presbytery of Florida Strategic Plan Goals**

27 Adopted Winter Presbytery Meeting 2024

YEAR 1 MARCH 1, 2024 – FEBRUARY 28, 2025
MOVE FROM STATIC TO ECSTATIC:
Goal
<ul style="list-style-type: none"> • Reduce and eliminate duplication and unnecessary or detrimental efforts. • Change presbytery meetings to become more educational and supportive in nature. • Develop an atmosphere more in line of an assembly of pastors, elders, leaders, staff persons, and congregational members. • Recommended Ministry Structure
YEARS 2 & 3
A NEW CULTURE IN THE PRESBYTERY IS AFOOT:
Goal
<ul style="list-style-type: none"> • Develop a Directory of Talents as a resource of people willing to go to our congregations to aid, assist, encourage, train persons to help meet a congregation’s specific needs and desires. • Broadly convey the new culture within the Presbytery. • Advertise what our presbytery now “gives to you.”

YEARS 4 AND 5
OUR INITIAL MISSION IS FULFILLED:
New life is engaged:
<ul style="list-style-type: none"> • The new structure of the presbytery is in place and working. • Our congregations have accepted and engaged in the new structure and culture and have increased their participation and financial support for presbytery endeavors. • The presbytery has rebounded in its ministry and purpose, being a benefit to all congregations.

28 Respectfully submitted,
29 Tim Crawford, Taskforce Chair

1 **For information:**

2 Rev. Dr. Ted Land voted as Moderator of the Ministry of Presbytery Operations (MPO).

3 Stated Clerk/Equipping Presbytery Search Committee

4 Simultaneous selection and training of Regional Advocates approved while the committee continues its
5 work.

6 Additional approval to the Search Committee was granted for up to \$5,000.00 committee expenses to
7 include travel, lodging and meals for up to three candidates for the position.

8 The Ministry Discernment Profile (MDP) was approved for uploading into the CLC system.

9 MCC approved the Stated Clerk to sign the Florida Presbyterian Disaster Assistance Network
10 (FLAPDAN) Covenant agreement. This agreement involves no Presbytery funds.

11 Approval was given to approve the dissolution of the relationship between First Presbyterian Church of
12 Marianna and the Rev. Blair Beaver and to transfer his membership to Presbytery De Cristo.

13 Approval was given for an increase in the pay of the Stated Clerk to \$2,600.00 effective January 1, 2026.

14 **Items for Action:**

15 None

16 Respectfully submitted,

17 Don Mowat

18 MCC Moderator



Report to the Presbytery of Florida from the
Ministry of Congregational and Pastoral Care (MCPC)
Monthly Meetings: November 2025 – January 2026

1 **PERSONNEL:**

2 Shelia Askew, Lorne Bostwick, Craig Chormann, Rick Clubb, Sun Kim, Linda Lovins (Moderator),
3 Karen Weaver, Joan Wooten (Vice-Moderator) / *Ex officio*: Eric Spoon (Stated Clerk)

4 **ONGOING WORK**

5 **2026 Terms of Call:** Information regarding equity has been built into the terms for those churches that
6 offer use of a manse; the 2026 Terms of Call form is in final stages of being made form-fillable and
7 should be available online and via the weekly eUpdate in the next 2 weeks. *Please do not use older forms*
8 *for figuring and reporting an installed pastor's Terms of Call.*

9 **Updated 2026 Supply Pastor Contract:** The 2026 form is being edited; will be available in a form-
10 fillable format online and via the weekly eUpdate in early March.

11 **2026 CRE Contract:** Has been updated; will be available shortly in form-fillable format and available
12 online and via the weekly eUpdate.

13 **Gratitude Sunday: Appreciation for Presbytery Ministry Team Members** (Coordinator: Elder Karen
14 Weaver) Document under final edits and will be sent to churches shortly with optional liturgy for use in
15 worship; this lets congregants know who among them serves at the Presbytery level and publicly thanks
16 them for their service to the Presbytery of Florida and its congregations.

17 **Connectional Church Materials: Scriptural Inspiration** (Coordinator: Elder Shelia Askew) Material
18 for use in bulletins, newsletters, and other congregational media will be sent to churches @ March 1st.

19 **MCPC Handbook:** Work is ongoing and will include the boundary policies when approved by
20 Presbytery, along with an updated gracious dismissal policy and other requisite policies and materials.

21 **FIRST READING**

22 **Boundary Policies** (Coordinator: Elder Rick Clubb) MCPC has developed boundary policies as
23 mandated by the Book of Order. Please review these following four policies and send requests and
24 concerns *in writing* to MCPC via the Presbytery office (office@presbyteryofflorida.com or P O Box 7,
25 Chipley, FL 32428).

26 **ITEMS FOR PRESBYTERY APPROVAL**

27 NA

28 Respectfully submitted,
29 Linda Lovins, Moderator

1 **BOUNDARY POLICIES**

2 **Antiracism Policy**

3 *[Add “adopted on ...” language when approved]*

4 In accordance with the Constitution of the Presbyterian Church (U.S.A.), the Presbytery of Florida seeks
5 to enable its members and congregations to give effective witness in the world to God’s new creation in
6 Jesus Christ, and to strengthen their witness to the mission of the triune God (G-3.0106). This endeavor
7 includes mandatory antiracism training every thirty-six months, at minimum.

8 In light of the antiracism statement affirmed by the Presbytery of Florida in October 2020, this Presbytery
9 reaffirms that racism is a sin which violates our commission to love one another as Jesus loves us all. We
10 believe that we are called to advance the Kingdom of God, on earth as it is in heaven, by actively
11 countering racism.

12 This Presbytery is, therefore, committed to:
13 rejecting discrimination on the basis of race or ethnicity;
14 taking and making opportunities to demonstrate our belief in the essential equality of all human beings as
15 created in the image of God;
16 working together as children of God for the advancement of love and peace throughout the world;
17 resisting injustice in every form, in keeping with what Jesus has commanded us to do;
18 demonstrating compassion and caring in support of those who have been wronged through acts of racism;
19 educating our congregations in non-discriminatory practices;
20 bearing witness to our love for Jesus and our fellow humans through congregational mission and
21 ministries and, as individuals, in our daily lives.

22 The 222nd General Assembly (2016) approved a churchwide antiracism policy titled [*Facing Racism: A*](#)
23 [*Vision of the Intercultural Community*](#), with an [accompanying study guide](#) for use by councils and
24 congregations. The Presbytery of Florida adopts this policy for its own use as it implements General
25 Assembly directives to build an intercultural church in which justice and equality prevail. The Presbytery
26 also adopts the accompanying study guide as a basis for mandatory training within its bounds. Upon
27 adoption by the Presbytery, this policy may be used as a model or standard by sessions and congregations
28 developing their own policies for dealing with allegations of racism within the local session’s jurisdiction.

29 Antiracism training shall be required at least every thirty-six months for:
30 Teaching Elders and Commissioned Ruling Elders (CREs) serving congregations;
31 Teaching Elders in validated ministries;
32 Certified Christian Educators;
33 Teaching Elders and Ruling Elders elected to Presbytery committees;
34 Candidates for ministry; and
35 Presbytery staff.

36 The Ministry of Leadership Development (MLD) shall:
37 develop antiracism training based on Facing Racism and the accompanying study guide, and provide the
38 training at locations across the Presbytery. Components of the training may be offered at Presbytery
39 meetings, at dedicated in-person workshops, or remotely via Zoom.
40 authorize alternate training for those unable to attend approved training held within the Presbytery.
41 maintain a record of those who complete training. This requirement shall be included in all Terms of Call
42 and all pastoral contracts. Those who fail to complete training shall be considered “not in good standing”
43 with the Presbytery of Florida, and the Equipping Presbyter/Stated Clerk shall maintain a file of those so
44 considered.

45 The Presbytery strongly encourages all sessions and members of congregations, especially those in
46 leadership positions, to participate in approved antiracism training. The Presbytery will publish a training
47 schedule annually that includes times and locations, as well as approved alternate training.

1 **BOUNDARY POLICIES**

2 **Policy: Protection of Minors and Vulnerable Adults**

3 *Approved for use by the Presbytery by the Coordinating and Planning Commission, May 14, 2020;*
4 *Adopted by the Presbytery of Florida, as revised, on _____, 2026.*

5 The members of the Presbytery of Florida believe we are called by God to create a safe haven for all
6 minor persons and vulnerable adults participating in activities designed to nurture, protect, and empower
7 them through faith and trust. This commitment includes taking appropriate steps to reduce the risk to
8 minors and vulnerable adults in our care, hereafter referenced collectively as minors/vulnerable adults.

9 The following policy is established to minimize the risk to minors/vulnerable adults from being subjected
10 to sexual, physical, or mental/emotional abuse. These procedures are also intended to respect the rights
11 of, and afford due process to, persons accused of improper conduct.

12 Upon adoption by the Presbytery, this policy may be used as a model or standard by sessions and
13 congregations developing their own policies for protection of minors and vulnerable adults within the
14 local session’s jurisdiction.

15 **Definitions**

16 **Minor Person (Minor):** A minor in the state of Florida is any individual under the age of 18.

17 **Vulnerable Adult:** “A person 18 years of age or older whose ability to perform the normal activities of
18 daily living or to provide for his or her own care or protection is impaired due to a mental, emotional,
19 sensory, long-term physical, or developmental disability or dysfunction, or brain damage, or the
20 infirmities of aging.” (www.flsenate.gov/laws/statutes/2012/0415.102)

21 **Paid/Contracted Staff:** Any adult who is paid or contracted to work with or in close proximity to
22 minors/vulnerable adults at a Presbytery of Florida function or event.

23 **Volunteer:** Any unpaid person who is entrusted with the care and supervision of minors/vulnerable
24 adults, or a person who directly oversees and/or exerts control or oversight of minors/vulnerable adults.

25 **Sexual Abuse:** See Florida Statute at <https://m.flsenate.gov/Statutes/827.071>.

26 **Screening, Training, and Background Checks**

27 One who works with or in close proximity to minors/vulnerable adults, whether on the basis of a paid
28 staff, contractor, or volunteer, shall be subject to:

29 The approval of completed and signed application and background check authorization forms, including a
30 signed form verifying the event policy has been read. The application shall include a minimum of two
31 references.

32 2. All who work with or in close proximity to minors/vulnerable adults must ordinarily be at least
33 eighteen years old.

34 3. The applicant’s consent to a criminal background check. The Presbytery of Florida will conduct and
35 cover the cost of background checks for all volunteer and paid workers. These checks shall be run no

36 more than six months prior to the event, and may be valid for 2 years, depending on insurance company
37 standards. Note: Contractors will ensure that their workers have passed a Level 2 background check prior
38 to working with or in close proximity to minors/vulnerable adults.

39 4. All those who work with or in close proximity to minors/vulnerable adults - paid, contracted, or
40 volunteer - must participate in training within the year prior to the event. The training is to be provided
41 by the Presbytery of Florida through the Ministry of Leadership Development and shall cover this
42 protection policy thoroughly, as well as methods of abuse prevention and a detailed plan of reporting.
43 Outside experts may be contracted to provide this training. These trainings shall further cover:
44 What constitutes minor/vulnerable adult abuse and neglect
45 How to recognize signs and symptoms of abuse and neglect
46 Definitions of abuse and reporting
47 Mandatory criminal background checks and the security of those files
48 Explanation of the importance of the application and screening processes
49 Appropriate boundaries with minors, especially regarding adult-to-minor ratios, transportation, and use
50 of technology
51 Overnight events: appropriate sleeping arrangements and restroom/shower facilities use
52 First Aid/CPR requirement: At least one volunteer or paid staff member working directly with or in close
53 proximity to event participants must be certified in first aid and CPR.
54 Other related topics

55 5. No person may serve as a minor/vulnerable adult worker who has a conviction on his/her/their record
56 of certain felonies or misdemeanors, including, but not limited to, any of the following:
57 Criminal homicide
58 Aggravated assault
59 Crimes related to the possession, use, or sale of drugs or controlled substances
60 Sexual abuse
61 Sexual assault
62 Incest
63 Indecency with a youth
64 Inducing sexual conduct or sexual performance of a minor/vulnerable adult
65 Possession or promotion of child pornography
66 The sale, distribution, or display of harmful material to a minor/vulnerable adult
67 Abandonment or endangerment of a minor/vulnerable adult
68 Domestic violence
69 Any crime that involves abduction, kidnapping, or unlawful restraint
70 Public lewdness or indecent exposure
71 Any crime that involves sexual misconduct or sexual abuse, particularly if it involves misconduct or
72 abuse with a minor
73 Any crime that involves misuse of technology for sexual purposes, such as collecting or distributing
74 photographs of minors who are naked or in sexual or inappropriate poses (child pornography)
75 Any crime that involves the use of force, such as assault or endangerment
76 Any crime that involves drinking and driving, such as driving while intoxicated

77 In addition, if any council, as defined in the current version of the *Book of Order* of the Presbyterian
78 Church (U.S.A.), of the Presbytery of Florida is aware that one who wishes to work with or in close
79 proximity to minors/ vulnerable adults has a prior conviction for one of the aforementioned crimes or a
80 related crime, that person shall automatically be ineligible to serve.

81 For the purpose of protecting minors/vulnerable adults while participating in Presbytery-sponsored
82 events, including Dogwood Acres summer camp and youth events, the Presbytery will facilitate statewide
83 and national criminal history checks through VECHS. Additionally, prospective employees, volunteers,

84 or contractors working with or in close proximity to minors/vulnerable adults will be checked through the
85 Dru Sjodin National Sex Offender Public website. The criminal history checks (Level 2 Background
86 Screening) requires fingerprinting of the applicant/person to be screened.

87 **Paid or Volunteer Counselors at Dogwood Acres**

88 The Florida Department of Children and Families has specific requirements regarding summer camp
89 background screening. Personnel described as owners, operators, employees, and volunteers working in
90 summer day camps and summer 24-hour camps providing care for children must be screened (Level 2). If
91 an individual has not had or cleared a background check, an employer may not hire, select, or otherwise
92 allow such a person to have contact with any minor/vulnerable adult. Volunteers who assist on an
93 intermittent basis for fewer than 10 hours per month do not need to be screened, if a person who meets the
94 screening requirement is always present and has the volunteer in his or her line of sight.

95 The Presbytery of Florida requires a Level 2 VECHS background check and screening via the Dru Sjodin
96 National Sex Offender Public website.

97 More information related to Summer Camp requirements may be accessed at:

98 [https://www.myflfamilies.com/services/child-and-family-services/child-care/summer-camp-screening-](https://www.myflfamilies.com/services/child-and-family-services/child-care/summer-camp-screening-requirements)
99 [requirements](https://www.myflfamilies.com/services/child-and-family-services/child-care/summer-camp-screening-requirements)

100 **Expectations for Persons Working with or in Close Proximity to Minors and/or Vulnerable Adults**

101 It is the policy of the Presbytery of Florida to provide events free of any form of sexual abuse and
102 misconduct, including sexual intimidation by any volunteer or Presbytery employee. Sexual abuse/
103 misconduct, in any form, is unacceptable behavior and is subject to disciplinary action. Sexual abuse,
104 sexual misconduct, and sexual harassment include, but are not limited to, unwelcome and unsolicited
105 sexual advances, requests for sexual favors, discriminatory torment based on gender or sexual preference,
106 and other undesirable verbal, visual, or physical conduct of a sexual nature, manifested in person or via
107 any type of digital media.

108 In particular, sexual abuse and/or misconduct has occurred if:

109 submission to any kind of sexual abuse/misconduct is an explicit or implicit term or condition of
110 participation in an event;

111 submission to, or rejection of, sexually harassing behavior is used as the basis of employment or other
112 personnel decisions affecting the victim of the behavior;

113 sexual abuse/misconduct has the purpose or effect of unreasonably interfering with the victim's
114 participation in an event or creating an intimidating, hostile, or offensive environment.

115 Any Presbytery employee or volunteer who believes, in good faith, that there has been a violation of this
116 policy should report the perceived violation as soon as possible. If the perceived violation occurs during a
117 Presbytery-sponsored event, the matter must be reported immediately to the coordinator of the event and
118 the Equipping Presbyter/Stated Clerk for action in accordance with the Presbytery's policy and
119 procedures on sexual abuse/misconduct.

120 **Mandatory Event Rules for Working With Minors and Vulnerable Adults**

121 The Presbytery of Florida shall ensure that the following measures are in place for each event or activity
122 of the Presbytery involving minors/vulnerable adults.

123 Supervision: There will always be one (1) and, when feasible, two (2) adult workers present in groups of
124 minors/vulnerable adults.

125 Ratios: The adult to minor ratio for events is a minimum of two adults for every 17 minors. There shall
126 also be at least one adult of each gender when there is more than one gender in a group. Only in
127 emergency situations may the ratio and gender diversity be compromised.

128 View windows and open doors: When minors/vulnerable adults are in a room with adult workers or
129 volunteers and the door is closed, the door must have a view window installed. If no view window is
130 installed in the door, the door must remain open at all times.

131 Adult workers/caregivers should respect the privacy of the minors/vulnerable adults to whom they
132 provide care. Responsible use of digital devices and cell phones is required in all situations (e.g., taking
133 age-appropriate photographs and movies; not taking photographs of minors/vulnerable adults who are not
134 fully clothed). Adults and minors are required at all times to wear appropriate attire. Training is to be
135 provided to understand age-appropriate behaviors that need to be reported to a caregiver or leader of the
136 event.

137 All volunteers and employees at any Presbytery-sponsored event must also abide by a code of conduct
138 that recognizes the following behaviors as prohibited. Some of these prohibited behaviors include, but are
139 not limited to:

140 Display of sexual affection toward a minor/vulnerable adult

141 Use of profanity

142 Discussion of sexual encounters with or around minors/vulnerable adults or in any way involving
143 minors/vulnerable adults in personal problems or issues

144 Dating or becoming “romantically” involved with minors or vulnerable adults

145 Using or being under the influence of alcohol or illegal drugs in the presence of minors/vulnerable adults

146 Possessing sexually-oriented materials – including printed or online – at such an event

147 Telling a minor/vulnerable adult to keep something secret

148 Staring at or commenting on others’ bodies

149 Initiating inappropriate digital communication with minors/vulnerable adults

150 Working one-on-one with minors/vulnerable adults in a private setting

151 Abusing minors/vulnerable adults in any way; including, but not limited to, the following:

152 1) Physical abuse: hit, spank, shake, slap, unnecessarily restrain

153 2) Verbal abuse: degrade, threaten, or curse

154 3) Sexual abuse: expose oneself, or engage in sexually-oriented conversations

155 4) Shame, humiliate, act cruelly toward others

156 5) Neglect: withhold food, water, shelter

157 1. Permitting minors/vulnerable adults to engage in hazing, bullying, derogatory name-calling, ridicule,
158 humiliation, or sexual activity

159 **Allegation Reporting**

160 All adults working with or in close proximity to minors/vulnerable adults are to be completely familiar
161 with the procedures for reporting alleged abuse. See <https://www.flsenate.gov/Laws/Statutes/2018/39.201>
162 to read the State of Florida mandates for reporting allegations of abuse.

163 Anyone aware of inappropriate behavior involving a minor/vulnerable adult, regardless of where the
164 conduct occurred, must immediately report the questionable activity to the event coordinator.

165 If an incident is witnessed or reported, that person should first secure the safety of the minor/vulnerable
166 adult. The minor/vulnerable adult should not be left alone.

167 The coordinator is to immediately notify the Equipping Presbyter/Stated Clerk.

168 The person who observed the offense or who initially learned of or was contacted by the alleged victim
169 should immediately fill out a written report using the Incident Report form.

170 The Presbytery will maintain a readily available list of agencies to be contacted.

171 The event coordinator shall have “Incident Report” forms available at the event.

172 If an accusation by an individual who attended a Dogwood Acres camp or conference is made after the
173 camp season is over, it shall be directed to the Director of Dogwood Acres and the moderator of MDWA,
174 who will then report to the Equipping Presbyter/Stated Clerk.

175 A Pastoral Response Team, trained and available through the Ministry of Congregational and Pastoral
176 Care, shall be initiated by the Equipping Presbytery/Stated Clerk through the moderator of MCPC. This
177 Team will then follow its prescribed responsibilities to support all parties throughout the process.

1 **BOUNDARY POLICIES**

2 **Policy: Sexual Abuse and Misconduct Guidelines, Revised**

3 *Adopted 10/22/96, Amended 2/14/98 and Revised 10/13/12 and 1/26/13*

4 *First Reading: February 24, 2026*

5 **SECTION I – Introduction**

6 The Presbytery of Florida, Inc. [hereafter, the Presbytery] recognizes and affirms that all church members,
7 officers, nonmember employees, and volunteers of governing bodies and entities of the Presbyterian
8 Church (USA) [hereafter, PC (USA)] are to maintain the Church’s integrity at all times. Sexual abuse and
9 misconduct are not only a violation of the principles set forth in Scripture, but also of the ministerial,
10 pastoral, employment, and professional relationship with the Church. It is never condoned. The
11 Presbytery adopts the following guidelines for defining sexual abuse and misconduct, establishing orderly
12 procedures for dealing with allegations and accusations of sexual abuse and misconduct by those persons
13 who are subject to its jurisdiction.

14 Upon adoption by the Presbytery, this policy may be used as a model or standard by sessions and
15 congregations developing their own policies for dealing with allegations of sexual abuse and/or
16 misconduct within the local session’s jurisdiction.

17 **SECTION II – Standards And Definitions**

18 **A. Standards of Conduct and Definitions:**

19 1. Sexual abuse and misconduct within the church violate the role of those called to ordered ministry,
20 employees, volunteers, counselors, supervisors, teachers, and advisors of any kind who are called upon to
21 exercise integrity, sensitivity, and caring in a trust relationship (G-4.0301). Sexual abuse constitutes a
22 misuse of authority and power that breaches Christian ethical principles by exploiting a trust relationship
23 to gain advantage over another for personal pleasure in an abusive and unjust manner.

24 2. Sexual Abuse is the comprehensive term used in these guidelines to include:

25 a. **Child Sexual Abuse**, which includes, but is not limited to, any contact or interaction between a child
26 and an adult when the child is being used for the sexual stimulation of the adult person or of a third
27 person. The behavior may or may not involve touching. Sexual behavior between a child under the age of
28 18 and an adult is always considered forced, whether or not consented to by the child.

29 b. **Sexual Harassment**, which is unwelcome sexual advances, requests for sexual favors, and other verbal
30 or physical conduct of a sexual nature when:

31 Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's
32 employment or their continued status in an institution;

33 Submission to or rejection of such conduct by an individual is used as the basis for employment decisions
34 affecting that individual; or

35 Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance
36 by creating an intimidating, hostile, or offensive working environment.

37 c. **Sexual Malfeasance**, which is sexual conduct within a ministerial relationship (e.g., pastor with a
38 member of the congregation) or professional relationship (e.g., employee with a person of authority;
39 Equipping Presbyter/Stated Clerk with a ministry member). If a congregant, student, client, or employee
40 initiates or invites sexual content in the relationship, it is the responsibility of the pastor, church officer,
41 teacher, or supervisor to maintain the appropriate role and prohibit a sexual relationship. This definition is
42 not meant to cover relationships between spouses, nor is it meant to restrict church professionals from
43 having normal, mutual, social, intimate, or marital relationships.

44 d. **Rape or Sexual Battery**, which is sexual contact by force, threat, or intimidation.

45 e. **Sexual Misconduct**, which is offensive, obscene, suggestive language, or behavior that involves
46 unwelcomed touching or fondling that is injurious to the physical, mental, or emotional health of another
47 when committed by a person in a position of trust.

48 **SECTION III – Reporting Requirements**

49 **A. Expectations and Reporting**

50 1. The Presbytery regards any allegation of sexual abuse as a grave matter. In responding to allegations of
51 sexual abuse, the Church shall seek healing and shall assure the protection of all persons. To the
52 maximum extent possible, the privacy of persons shall be respected and confidentiality of
53 communications assured to every degree possible.

54 2. The PC(USA) assures all persons of fair procedures in the disciplinary process through the provisions
55 of the *Book of Order*. These procedures shall be referenced and available throughout the handling of the
56 allegation(s), even before the initiation of formal proceedings.

57 3. The Presbytery will treat any written statement alleging sexual abuse as initiating a disciplinary case
58 and will respond according to procedures in accordance with the *Book of Order*. Certain cases may
59 require special handling, such as those involving accusation of child abuse or in situations where more
60 than one governing body of the PC(USA) is involved. (D-7.0102; also D-7.0201d and e)

61 4. Mandatory Reporting (G-4.0302): “Any member of this church engaged in ordered ministry and any
62 certified Christian educator employed by this church or its congregations, shall report to ecclesiastical and
63 civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect,
64 and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when
65 (1) such information is gained outside of a confidential communication as defined in G-4.0301,
66 (2) she or he is not bound by an obligation of privileged communication under law, or
67 (3) she or he reasonably believes that there is risk of future physical harm or abuse.”

68 **SECTION IV – Pastoral Response Team**

69 A Pastoral Response Team, trained and available through the Ministry of Congregational and Pastoral
70 Care, shall be initiated by the Equipping Presbytery/Stated Clerk through the moderator of MCPC. This
71 Team will then follow its prescribed responsibilities to support all parties throughout the process.

1 **BOUNDARY POLICIES**

2 **Workplace and Sexual Harassment**

3 *Approved for Presbytery use by the Coordinating and Planning Commission, May 14, 2020;*
4 *Adopted by the Presbytery of Florida, as revised, on _____, 2026.*

5 **Introduction**

6 The Presbytery of Florida is committed to maintaining a workplace free from sexual and other forms of
7 harassment. Workplace harassment is against the law and violates the teachings of Christ. All persons
8 have a right to a workplace free from harassment, including harassment based on age, race, faith, color,
9 ethnicity, national origin, sexual orientation, sex, disability, marital status, and gender identity. All
10 Presbytery employees, volunteers, contractors, and others conducting business with the Presbytery must
11 work in a manner that avoids harassment in the workplace.

12 This policy is one component of the Presbytery’s commitment to a harassment-free work environment.
13 Employees, volunteers, contractors, and others doing business with the Presbytery are urged to report
14 workplace harassment by filing a complaint with the Presbytery of Florida. A complaint may also be filed
15 with the appropriate agency or civil authority.

16 Upon adoption by the Presbytery, this policy may be used as a model or standard by sessions and
17 congregations developing their own policies for dealing with allegations of workplace and sexual
18 harassment within the local session’s jurisdiction.

19 **Policy:**

20 The Presbytery’s policy applies to all employees, volunteers, contractors, and other persons conducting
21 business with the Presbytery. In the remainder of this document, the term “employees” refers to this
22 collective group. The Presbytery of Florida will hereafter be referenced as “the Presbytery.”

23 Harassment in any form will not be tolerated. Any individual covered by this policy who engages in sexual
24 or other harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling,
25 suspension, termination).

26 Workplace harassment is a form of discrimination, offensive, a violation of our policies, unlawful, and
27 contrary to the teachings of Christ. It could also subject the Presbytery to liability for harm to its victims.
28 Harassers may also be individually liable. Employees and others who engage in workplace harassment,
29 including sexual harassment, or who allow such behavior to continue, will be penalized.
30 Unlawful workplace harassment is not limited to the physical workplace or event, itself, nor is it limited
31 to work or event hours.

32 The Presbytery will respond to all complaints of sexual harassment in accordance with the *Book of Order*. The
33 Presbytery will keep the investigation confidential to the extent possible. All employees, as defined in
34 Section 1, are expected to cooperate with investigations into sexual and workplace harassment.

35 Employees are **required** to report all complaints they receive, or any harassment that they observe or
36 become aware of, to the Equipping Presbyter/Stated Clerk of the Presbytery. The Presbytery will provide all
37 employees with a complaint form for reporting an incident of harassment.

38 **Retaliation Prohibition:** No person covered by this policy shall be subject to adverse action for reporting
39 an incident of harassment, providing information, or otherwise assisting in any investigation of a

40 harassment complaint. The Presbytery will not tolerate retaliation against anyone who, in good faith,
41 reports or provides information about suspected harassment. Any Presbytery employee who retaliates
42 against anyone involved in a harassment investigation will be subjected to disciplinary action, up to and
43 including termination. All employees who believe they have been subject to such retaliation should inform
44 a supervisor, manager, or the Equipping Presbyter/Stated Clerk of the Presbytery. All employees who
45 believe they have been targeted of such retaliation may also seek relief in other available forums, as noted
46 in the Legal Protections section below.

47 This policy must be provided to all employees, posted on the website, and posted prominently at all work
48 locations to the extent practicable. It must also be included in the Presbytery Manual of Operations.

49 **What is “Workplace Harassment?”**

50 Workplace harassment includes, but is not limited to, the following:

51 **Nonverbal behavior**, including distribution, display, or discussion of any written or graphic material that
52 ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect toward an individual or
53 group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy,
54 appearance, disability, sexual identity, marital, or other protected status

55 **Offensive or unwelcome comments**, including epithets, slurs, taunting, purposeful lies, or negative
56 stereotyping about a person’s nationality, origin, race, color, religion, gender, sexual orientation, age,
57 body, and/or disability

58 **Hostile environments** that create an offensive or unpleasant work or worship environment through the
59 use of epithets, slurs, taunting, purposeful lies, or negative stereotyping, delivered in person or through
60 social media or other means

61 For a claim of hostile work environment, such conduct must be subjectively abusive and objectively
62 severe and pervasive enough to create a work environment that a reasonable person would find hostile or
63 abusive. Several factors are considered to determine whether the conduct is severe and pervasive:
64 frequency and severity of the conduct, whether it was physically threatening, humiliating, or an offensive
65 utterance; whether it unreasonably interfered with work performance or the victim’s psychological well-
66 being; and whether the harasser was a superior in the organization. None of these are necessarily
67 conclusive alone, but rather are to be used as factors in making a determination.

68
69 The definition of workplace harassment does not include reasonable challenges to work performance or
70 negative job-related feedback, nor does it apply to reasonable discussions or respectful expressions of
71 opinion about various convictions or beliefs.

72 **What is “Sexual Harassment?”**

73 Sexual harassment includes unwelcome conduct that is either of a sexual nature or directed at an individual
74 because of that individual’s sex when:

75 Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance
76 or creating an intimidating, hostile, or offensive work environment, even when the reporting individual is
77 not the intended target of the sexual harassment;

78 Such conduct is made either explicitly or implicitly a term or condition of employment or service; or
79 Submission to or rejection of such conduct is used as the basis for decisions that affect an individual’s
80 employment or service.

81 A sexually hostile work environment includes, but is not limited to, words, signs, jokes, pranks,
82 intimidation, or physical violence of a sexual nature, or that are directed at an individual because of that
83 individual's sex. Sexual harassment also consists of:

84 any unwanted verbal or physical advances;
85 sexually-explicit derogatory statements; or
86 sexually discriminatory remarks made by someone that are offensive or objectionable to the recipient,
87 cause the recipient discomfort or humiliation, or interfere with the recipient's or another's job
88 performance.

89 Sexual harassment also occurs when a person in authority attempts to trade job benefits for sexual favors.
90 This can include hiring, promotion, continued employment/service, or any other terms, conditions, or
91 privileges of employment/service. This is also called "quid pro quo" harassment.

92 An employee who feels harassed should report it so that any violation of this policy can be corrected
93 promptly. Any sexually-oriented harassing conduct, even a single incident, can and shall be addressed
94 under this policy.

95 **Examples of Sexual Harassment**

96 The following list includes, but is not limited to, acts that may be deemed as sexual harassment:

97 Physical acts of a sexual nature, such as:
98 Touching, pinching, patting, kissing, hugging, grabbing, poking, or brushing against another employee's
99 body;
100 Rape, sexual battery, molestation, or attempts to commit these assaults
101 Unwanted sexual advances or propositions, such as:
102 Subtle or obvious pressure for unwelcome sexual activities;
103 Sexual grooming or requests for sexual favors accompanied by implied or overt threats regarding the
104 target's job performance evaluation, a promotion or other job benefits or detriments.
105 Sexually-oriented gestures, noises, remarks, jokes, or comments about a person's sexuality, sexual appeal,
106 or sexual experience
107 Sex stereotyping, when conduct, personality traits, or physical characteristics may not conform to other
108 people's perceptions about how individuals of a particular sex should act or look
109 Sexual or discriminatory displays or publications anywhere in the workplace, such as pictures, posters,
110 calendars, graffiti, objects, promotional materials, reading materials, or other materials that any observer
111 finds sexually demeaning or pornographic, including such sexual displays on workplace computers or cell
112 phones, or sharing such displays while in the workplace
113 Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender
114 identity, or transgender status, such as:
115 Interfering with, destroying, or damaging a person's workstation, tools or equipment, or otherwise
116 interfering with the individual's ability to perform the job;
117 Sabotaging an individual's work; or
118 Bullying, yelling, or name-calling

119 **Retaliation**

120 Unlawful retaliation is any action that could discourage a worker from coming forward to file or support a
121 harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful
122 retaliation.

123 Protected activity occurs when a person has:

124 filed a complaint of workplace harassment, either to the Presbytery or to a civil authority;
125 testified or assisted in a proceeding involving workplace harassment;
126 opposed workplace harassment by making a verbal or informal complaint to the Presbytery or a higher
127 council;
128 reported that another employee has been harassed; or
129 encouraged a fellow employee to report harassment.

130 Even if the alleged harassment does not rise to the level of a violation of law, the individual is protected
131 from retaliation if the person had a good faith belief that the practices were unlawful and immoral. The
132 retaliation provision is not intended to protect persons making intentionally false charges of harassment.

133 **Reporting Workplace Harassment**

134 **Preventing harassment is everyone's responsibility.** The Presbytery cannot address harassment unless
135 it is aware of it. An employee who has observed or been subjected to behavior that may constitute
136 harassment is morally obligated to report such behavior to the Presbytery Moderator, Regional Advocate,
137 or Equipping Presbyter/Stated Clerk.

138 Reports of harassment may initially be made verbally, but must be subsequently filed in writing in accordance
139 with D-4.0102 and D-7.02. A form for filing a written complaint is attached to this policy and available
140 on the Presbytery website.

141 **Supervisory Responsibilities**

142 Upon receiving a complaint or information about suspected/alleged harassment, observing what may be
143 harassing behavior, or suspecting that harassment is occurring, all moderators in the Presbytery are
144 **required** to report such suspected harassment to the Equipping Presbyter/Stated Clerk of the Presbytery.

145 Individuals who fail to report suspected harassment or otherwise knowingly allow it to continue will be
146 subject to discipline. They may also be subject to discipline for engaging in retaliation.

147 **Complaint and Investigation of Harassment**

148 *All* written reports about workplace harassment will be investigated. Investigations will be conducted in
149 accordance with the *Book of Order*, either as a remedial complaint, if filed against a congregation,
150 committee, or commission (D-4.0102, D-4.02); or as a disciplinary process, if filed against an individual
151 (D-7.0102, D-7.02).

152 **Contacting Legal Authorities**

153 In accordance with G-4.0302 and D-7.0501, if harassment of a minor or an adult who lacks mental
154 capacity is alleged, or if the alleged harassment involves unwanted physical touching, coerced physical
155 confinement, or coerced sex acts, any member of the Presbyterian Church (U.S.A.) engaged in ordered
156 ministry, and any certified Christian educator employed by this church or its congregations, shall report
157 such conduct to ecclesiastical and civil legal authorities.

- 1 For the past several years, Dogwood Acres' staff have participated in the Montreat's College Conference
2 every January. This year was no exception. Christy Williams, Eric Hearn and five DWA summer camp
3 counselors attended Montreat the first week of January. Both directors support the Montreat event
4 because it provides spiritual nurture to the staff and builds camaraderie among them
- 5 Dogwood would like to thank First Presbyterian Church, Quincy for providing a generous grant to help
6 with recent renovations to the dining hall bathrooms. These new bathrooms are not only bigger but
7 provide easier accessibility for those with mobility issues. We are also pleased to have a new walk-in
8 cooler in the kitchen completed.
- 9 As I write this report, Dogwood Acres is gearing up for the annual Dogwood Youth Conference (DYC -
10 February 6-8). The conference is open to both middle and high school youth and will feature Rev. A. J.
11 Meador (Fellowship PC) as our conference speaker. We also look forward to the return of The Women's
12 Yoga Retreat on the weekend of Feb 27-March 1. This year's leadership boasts two yoga instructors, and
13 a mindfulness coach. Not to be outdone, the men have organized a Men's Retreat the following weekend,
14 March 6-8, featuring the Rev. Dr. Sheldon Steen (Christ PC, Tallahassee) as retreat leader..
- 15 Summer Camp weeks have been set, and registration is now available online. New this year is a week of
16 camp done in partnership with Savannah Presbytery. They visited us and were impressed with our camp's
17 facilities, program and particular focus on faith formation **Please spread the word of camp to your**
18 **congregations, especially families with children.** Summer camp applications are also available online.
19 Counselors must be 18 years of age and out of high school for one year. Staff training is provided for all
20 counselors and will include CPR/First Aid.
- 21 Finally, progress continues in our journey towards non-profit status. The Covenant Committee, a
22 committee of 11 people have met four times since December to create and fine-tune the covenant
23 agreement between the POF and DWA. Discussion centered on relationship and governance, transfer of
24 property, the state of the facility, and ongoing mission support. The covenant should be complete and
25 ready to present to the Presbytery in the near future.
- 26 Bill Lamont
27 MDWA moderator

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

6 MPT has had an active season! We continue to update the Pulpit Supply List and List of Available
7 Interims. We are in the process of updating Terms of Call forms for Interim Pastors.

8 **FOR INFORMATION**

9 MPT has approved the following pastoral calls/hires: TE Ted Land as stated supply pastor for First
10 Marianna

11 TE Blair Beaver accepted a call in Arizona. He was transferred to the care of the Presbytery De Cristo by
12 vote by the MCC.

13 MPT currently works with the following churches:

- 14 a. Trinity, Pensacola
- 15 b. First, Quincy
- 16 c. First, Tallahassee
- 17 d. Parkway, Panama City
- 18 e. First, Lynn Haven
- 19 f. First, Marianna
- 20 g. Faith, Tallahassee

21
22 We ask the presbytery body to keep MPT and the churches for which we are responsible in prayer.
23 Calling pastors is not easy work, but it is holy work. Pray for Pastor Nominating Committees, candidates
24 answering calls to serve, and our ministry team. We appreciate your prayers!

25
26 **FOR ACTION** – MPT requests that the presbytery affirm the action taken at the February 15, 2026
27 congregational meeting to dissolve the pastoral relationship between TE Brad Clayton and Faith,
28 Tallahassee and dismiss him to the care of Peace River Presbytery.

29
30 Respectfully submitted,
31 Rev. Stacey Kaye White, MPT Moderator

32 **Ministry of Pastoral Transitions (MPT)**

33 *Class of Feb. 2026*

34 Stacey Kaye White, Minister, Freeport
35 Vacancy

36
37 *Class of Feb. 2027*

38 Ed Nickinson Elder, Trinity, Pensacola
39 Sandra Macon, Elder, Bethel, DeFuniak Springs
40 Vacancy

41
42 *Class of Feb. 2028*

43 Pam Nulty, Elder, Northminster, Pensacola
44 Hanlim Chae, Minister, Lafayette, Tallahassee



Report to the Presbytery from the Administrative Commission for First Presbyterian Church of Blountstown

1 A meeting was held by the Blountstown AC on August 6, 2025. Present: Stacey Kaye White, Brant
2 Copeland, Linda Shelly, Linda Lovins, Blair Beaver, Deborah Potter and First, Blountstown Stated
3 Supply Pastor Rev. John King.

4 Reverend King stated that the congregation was down to two members, Betty Mercer (age 88) and Joyce
5 Parker (age 98). Gayle Dalati has been participating in the church for the past few years but is not a
6 church member. The church had been paying Gayle \$200 per month for bookkeeping and \$200 per month
7 for cleaning the church. Gayle was a signatory on the bank account. The church usually has about four
8 people in attendance for worship. Reverend King began his ministry at First Presbyterian, Blountstown in
9 2012 when the attendance there was about 8. Reverend King stated that the members of the church do not
10 agree with current polity of the Presbyterian Church (U. S. A.). Reverend King suggested a closing date
11 for the church as the last Sunday in December 2025.

12 A motion was made that the Administrative Commission proceed with the closing of the church by the
13 end of 2025 and assume control of the church by rescinding the current signatories and replacing those
14 signatories with members of the AC. The motion passed unanimously.

15 Worship concluded at First Presbyterian, Blountstown in December 2025, and locks have been placed on
16 the door. The AC has been unable to gain control of the church's finances due to Gayle's unwillingness to
17 work with the Administrative Commission. Ameris Bank, where the Blountstown Church funds are held,
18 reports that the EIN number on the church's bank account is not a valid Florida EIN number, and no legal
19 corporate officers exist. The bank advises that the best route forward is to request that Gayle close the
20 checking account, cash in the certificate of deposit, and forward a check to the Presbytery of Florida for
21 those funds. Gayle has been notified of this, but it may be necessary for the Administrative Commission
22 to hire a lawyer regarding these matters. The neighbor of the church, owner of Peavy Funeral Home, is
23 interested in purchasing the property.

24 Respectfully submitted,
25 Rev. Stacey Kaye White, Clerk of First Blountstown AC

1 The following members of the Equipping Presbyter/Stated Clerk (EP/SC) Search Committee were elected
2 by the Presbytery at its stated meeting on October 28, 2025:

3 Michael Askew (TE, retired; Gulf Beach, Panama City Beach)
4 David Dick (RE, Navarre)
5 Linda Lovins (RE, Faith)
6 Kathy Welsh (RE, Lynn Haven)
7 Joan Wooten (TE, retired), Chair

8 During November and December, the committee met regularly in person and via Zoom to discuss and
9 develop the Ministry Discernment Profile (MDP) for the EP/SC position. On January 12, 2026 the
10 committee met with Synod of South Atlantic Executive and Stated Clerk Valerie Young to receive her
11 input on the MDP and to review initial steps in posting it on the denomination's Church Leadership
12 Connection (CLC) site. The Ministry Coordinating Council (MCC) approved the MDP as submitted on
13 January 22. At the recommendation of the search committee, MCC will also seek and train individuals to
14 serve as Regional Advocates so that they will be in place and functioning in their role once the EP/SC
15 comes on board.

16 The MDP was posted on CLC on Monday, January 29. Since then, the committee has received 24
17 Personal Discernment Profiles (PDP), two of which are self-referred. The committee is meeting in
18 February to review the PDPs and to decide which individuals we wish to invite to apply. Once their
19 responses are received, the committee will schedule online interviews and continue its process of
20 discernment and deliberation.

21 The committee is open to interviewing candidates interested in moving to Northwest Florida, as well as
22 those interested in serving remotely. Because our intent is to find the person who best matches the
23 qualities, skills, requirements, and experience outlined in the MDP, we are not ruling out any mode of
24 service so long as the Presbytery's mission and vision are fulfilled.

25 We covet your prayers as we work to find the person God has selected to equip the Presbytery of Florida
26 in leadership and ministry. If you know of individuals whom you believe should apply for the position,
27 please direct them to CLC or to the Presbytery website, where they will find the MDP posted [on the home](#)
28 [page](#). Thank you for your support and your prayers!

29 Respectfully submitted,
30 Rev. Dr. Joan Hedrich Wooten
31 Chair

Robert's Rules of Order - Briefly

Action	What to Say	May Interrupt Speaker?	Need a Second?	May be Debated?	May be Amended?	Votes Needed
Introduce Main Motion	"I move to..."	No	Yes	Yes	Yes	Majority
Amend a Motion	"I move to amend the motion by ..."	No	Yes	Yes	Yes	Majority
Move item to committee	"I move that we refer the matter to committee"	No	Yes	Yes	No	Majority
Postpone an Item	"I move to postpone the matter until..."	No	Yes	Yes	No	Majority
End Debate	"I move the previous question."	No	Yes	Yes	No	Majority
Object to Procedure	"Point of order."	Yes	No	No	No	Mod. Decision
Recess the Meeting	"I move that we recess until..."	No	Yes	No	No	Majority
Adjourn the Meeting	"I move to adjourn the meeting."	No	Yes	No	No	Majority
Request Information	"Point of information."	Yes	No	No	No	No Vote
Overrule the Moderator's Ruling	"I move to overrule the moderator's ruling"	Yes	Yes	Yes	No	Majority
Extend the Allotted Time	"I move to extend the time by _____ minutes."	No	Yes	No	Yes	2/3
Enforce the Rules or Point Out Incorrect Procedure	"Point of order."	Yes	No	No	No	No Vote
Table a Motion	"I move to table..."	No	Yes	No	No	Majority
Verify Voice Vote with Count	"I call for a division of the house."	No	No	No	No	No Vote

Object to Considering Some Undiplomatic Matter	“I object to consideration of this matter...”	Yes	No	No	No	2/3
Take Up a Previously Tabled Item	“I move to take from the table...”	No	Yes	No	No	Majority
Reconsider Something Already Disposed Of	“I move to reconsider our action to...”	Yes	Yes	Yes	Yes	Majority
Close the Meeting for Executive Session	“I move to go into executive session.”	No	Yes	No	No	Majority
Personal Preference	“Point of privilege.”	Yes	No	No	No	No Vote

Steps for Making a Motion

1. Commissioner rises and addresses the Moderator.

2. Moderator recognizes the commissioner and grants the floor.

3. Commissioner makes the motion. (Commissioner may not debate before the motion is seconded.)

4. Another commissioner seconds the motion without recognition from the Moderator.

5. Moderator states the motion. (Give a written copy of the motion to the Stated Clerk.)

6. Moderator calls for debate. (Maker of the motion has the privilege of first debate and last debate. All speakers must address the Moderator and be recognized by the Moderator).

7. Moderator states the motion.

8. Moderator takes the vote and announces the vote and the results of the vote.

9. Moderator states the next order of business.
