

*Reports to the*

# Presbytery of Florida Spring Stated Meeting



**Saturday,  
May 16, 2026  
9 a.m. CDT/10 a.m. EDT  
@ Dogwood Acres  
Retreat Center  
and Camp**

[www.dogwoodacres.org](http://www.dogwoodacres.org)

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# Attention, please!

- To help ensure accurate recording in the meeting minutes of the meeting attendance, elder commissioners should submit a completed [commissioner certification form](#) at meeting registration naming him/her as commissioner for the church, signed by the session moderator *or* clerk (both signatures are not necessary). This form is available along with other meeting materials at [www.presbyteryofflorida.net/presbytery-meetings/meeting-dockets-documents/](http://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/](http://www.presbyteryofflorida.net/presbytery-meetings/meeting-dockets-documents/)
- **To prepare for the meeting**, 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.
- **Ministers are encouraged to wear robes with red stoles** and to be seated together for the service of installation for the Rev. Mario Bolivar as Equipping Presbyter during the morning worship.
- **Requests to be excused** should be submitted by non-retired ministers who are unable to attend the meeting or sessions for whom an elder commissioner is not available for the meeting. Contact Assistant Stated Clerk Rev. Eric Spoon at [e.spoon@presbyteryofflorida.com](mailto:e.spoon@presbyteryofflorida.com).
- **Lunch menu** – \$10 per person: Chicken Caprese, rice, veggies, roll, strawberry shortcake, iced tea, water, coffee. Please email lunch reservations and any special dietary requests (pescetarian, gluten-free) **by Monday, May 11, to** [office@presbyteryofflorida.com](mailto:office@presbyteryofflorida.com).
- **Dogwood Acres** is located at [3320 Harmony Road, Chipley, FL](#).

*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  
MAY 16 - 9:00 A.M. CT / 10:00 A.M. ET  
DOGWOOD ACRES**

*(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 ..... Greg Seltzer
  - Adoption of the Docket ..... Eric Spoon
  - Welcome and Instructions from Our Host ..... Christy Williams
  - Introductions ..... Greg Seltzer
    - First-Time Ruling Elders
    - First-Time Clergy
    - Corresponding Members
    - Others

**THE BODY AT WORSHIP**

- 9:10 Worship ..... Rev. Mario Bolivar
  - Installation of Executive Presbyter/Stated Clerk Mario Bolivar
  - Sacrament of the Lord’s Supper

**THE BODY GAINING KNOWLEDGE**

- 10:10 Staff Reports
  - Eric Spoon – Assistant Stated Clerk ..... Page 55
- 10:15 Resourcing – Harvey Jenkins and Joan Wooten ..... Page 56
  - Racial Justice Committee
  - Russell Myers, Florida Council of Churches

**11:45 ORDER OF THE DAY: LUNCH**

## THE BODY AT WORK

12:30 Reconvene with Prayer

12:35 Order of the Day

- Dogwood Acres Task Force and UKirk Tallahassee – Christy Williams and Matt Frease .....Page 57

1:35 Report Highlights and Items for Action

- Ministry Coordinating Council.....Page 69
- Representation .....Page 71
- Leadership Development .....Page 72
- Presbyterian Women.....
- New Congregation Formation .....Page 74
  - Tide and Table: New Worshiping Community
- Strategic Plan Implementation Task Force .....Page 76
- Congregational and Pastoral Care .....Page 78
- Dogwood Acres .....Page 103
- Pastoral Transitions.....Page 105
- Presbytery Operations.....Page 110
  - Accountant/Treasurer’s Report – Michael Martin
- First, Blountstown Administrative Commission.....Page 113

2:15 Other Items

## THE BODY GOING FORTH TO FURTHER THE MINISTRIES OF JESUS CHRIST

2:30 Adjourn with Prayer

### Next Meeting of the Presbytery of Florida

- Tuesday, August 11, 2026 – Milton, First

### Future Meetings of the Presbytery of Florida: (all beginning 9:00 CT)

- Tuesday, October 27, 2026 – Quincy, First

**Minutes of Winter Stated Presbytery Meeting  
at First Presbyterian Church of Wewahitchka  
February 24, 2026**

The Presbytery of Florida, Inc., of the Synod of South Atlantic of the Presbyterian Church (U.S.A.) met at First Presbyterian Church of Wewahitchka for a Stated Meeting on Tuesday, February 24, 2026.

	Present	Absent	Total
Ruling Elders:			
- Session Commissioners	<b>26</b>	<b>12</b>	<b>38</b>
- Other Continuing Members not serving as commissioners (RE ministry moderators {4}; RE officers {1}; RE educators {0})	<b>5</b>	<b>0</b>	<b>5</b>
- CLP/CRE	<b>3</b>	<b>1</b>	<b>4</b>
Total Ruling Elders	<b>34</b>	<b>13</b>	<b>47</b>
Ministers of Word and Sacrament	<b>24</b>	<b>30</b>	<b>54</b>
Total Present and Total Absent	<b>49</b>	<b>42</b>	<b>101</b>
Congregations Represented	<b>30</b>	<b>7</b>	<b>35</b>

**Member Ministers of Word and Sacrament present (24):** *Michael Askew, Lorne Bostwick, Mark Broadhead, Rebecca “Becky” Bryan, Hanlim Chae, Matthew Frease, Glenn Hodges, Jean Homrighousen, Harvey Jenkins, Kenneth Kelley, Sun Kim, William “Bill” Lamont, A. J. Mealor, Cathy Mooney, Linda Pitts, Nicole Richardson, Erin Rugh, Eric Spoon, Sheldon Steen, John Stringer, Stacey Kaye White, Carol Wood, Joan Wooten*

*Italics = retired*

**Member Ministers of Word and Sacrament absent (30):** *Mel Baars O’Malley, Robert Bohnsack, Lewis Bullard, Kwonsoo Cho, Brad Clayton, John Cole, Tai Cole, Brant Copeland, Terry Dyer, Raymond Guterma, Hugh Hamilton, Eugene “Gene” Harris, James Holley, Edward “Harry” Horne, John Kelsay, James Krapf, Ted Land, Ruth Mashewske, Lindsay Moffett, Luis Ocasio Torres, Emily Proctor, Trinity Proctor, Robert Quiring, Margaret “Greta” Reed, James “Jim” Rollins, Erin Rosica, James “Jim” Stansbury, Kim Stavenau, Rob Sugg, Mary Vance, John Wamsley, Bonnie Wilkins*

**Excused Absent Member Ministers (Active) (5):** *Kwonsoo Cho, Luis Ocasio Torres, Emily Proctor, Robert Quiring, John Wamsley*

**Unexcused Absent Member Ministers (Active) (10):** *Mel Baars O’Malley, Robert Bohnsack, Brad Clayton, John Cole, Tai Cole, James Holley, Trinity Proctor, Erin Rosica, Rob Sugg*

22 **Ruling Elder Commissioners present/absent (26/12)**

- 23 **ChIPLEY, First** – excused
- 24 **Crestview, First** – Tim Crawford
- 25 **DeFuniak Springs, Bethel** – unexcused
- 26 **DeFuniak Springs, Euchee Valley** – excused
- 27 **DeFuniak Springs, First** – Hilda Jackson
- 28 **Destin, First** – unexcused
- 29 **Fort Walton Beach, First** – excused
- 30 **Fort Walton Beach, Korean** – unexcused
- 31 **Freeport, Freeport** – Karen Miller
- 32 **Gretna, Gretna** – Michael Clark
- 33 **Gulf Breeze, Gulf Breeze** – Jake Pickert
- 34 **Havana, First** – Shann Nichols
- 35 **Laurel Hill, Laurel Hill** – Leon Curenton
- 36 **Lynn Haven, First** – Kathy Welsh
- 37 **Marianna, First** – Muriel Turner
- 38 **Milton, First** – Deborah Potter
- 39 **Monticello, First** – unexcused
- 40 **Navarre, Navarre** – David Dick
- 41 **Panama City Beach, Gulf Beach** – Ken Wagner
- 42 **Panama City, Grace** – Jim McQuagge
- 43 **Panama City, Parkway** – Don Mitchell
- 44 **Pensacola, First** – Judi Seltzer
- 45 **Pensacola, Korean Community** – unexcused
- 46 **Pensacola, Northminster** – Pam Nulty
- 47 **Pensacola, Trinity** – Gail Childs
- 48 **Quincy, First** – Bill Mock
- 49 **Red Bay, Red Bay** – excused
- 50 **Sawdust, Woodland** – Mary Yeomans
- 51 **Tallahassee, Christ** – Anne Hodges
- 52 **Tallahassee, Faith** – Linda Shelley, Pam Leslie

53 **Tallahassee, Fellowship** – Cliff Jordan

54 **Tallahassee, First** – Janet Fixel

55 **Tallahassee, Lafayette** – Craig Isom

56 **Tallahassee, Trinity United** – unexcused

57 **Wewahitchka, First** – Lisa Dorman

58 **Sessions not represented:**

59 **Excused Churches (4):** 1<sup>st</sup>, Chipley; Euchee Valley, DeFuniak Springs; 1<sup>st</sup>, Fort Walton Beach; Red Bay

60 **Unexcused Churches (6):** Bethel, DeFuniak Springs; 1<sup>st</sup>, Destin; 1<sup>st</sup> Korean, Fort Walton Beach; 1<sup>st</sup>,  
61 Monticello; Pensacola Korean Community; Trinity United, Tallahassee

62 **Continuing Members:**

63 **CREs present (3):** Alan House – Gretna/Woodland, Sawdust; Joanne Kublik – 1<sup>st</sup>, Crestview/Laurel  
64 Hill/Red Bay; Dr. Greg Seltzer – Northminster, Pensacola

65 **CREs absent (1):** Tanya Fernandes – Navarre

66 **Christian Educators with voice and vote present (0):**

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

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

69 **Non-TE/CRE Officers/Ministry Moderators (7):** Vicki Bell (Presbyterian Women), Tim Crawford  
70 (Strategic Implementation Task Force), Mary Hodges (Presbytery Moderator), Richard Kangas (Ministry  
71 of Representation), Linda Lovins (Ministry of Congregational and Pastoral Care), Pam McVety (Caring  
72 for Creation Enabler), Don Mowat (Ministry Coordinating Council)

73 **Visitors (8):** Valerie Young (Synod of South Atlantic), Cathy Mitchell (Parkway, Panama City), Cindy  
74 Howell (Insurance Board), Becky Rose (Freeport), Jan Howell (1<sup>st</sup>, Marianna), Jon W. Dodrill (1<sup>st</sup>,  
75 Tallahassee), Brenda Clark (Gretna), Henry Martin (Red Bay Methodist)

76 **Visiting Ministers (0):**

77 **OPENING PRAYER, QUORUM, DOCKET**

78 • Moderator Mary Hodges called the meeting to order at 9:00 AM CDT/10:00 AM EDT. A quorum  
79 (eight Ministers of Word and Sacrament and eight Ruling Elders, representing at least eight member  
80 congregations) was present. The moderator opened the meeting with prayer.

81 • It was moved and seconded to approve the docket as amended. The motion was approved.

82 **WELCOME**

83 • Rev Carol Wood welcomed the Presbytery to Wewahitchka giving instructions for the day's activity,  
84 meals, and facilities.

85 **INTRODUCTIONS**

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

- 87 • It was moved and seconded to seat Valerie Young, Synod Executive/Stated Clerk, with the privilege  
88 of voice for the Winter 2026 Presbytery Meeting. The motion was approved.
- 89 • It was moved and seconded to seat Cindy Howell from the Insurance Board with the privilege of voice  
90 for the Winter 2026 Presbytery Meeting. The motion was approved.

91 **MORNING WORSHIP**

- 92 • Rev. Michael Askew led the assembly in worship preaching on Mark 8:22-26 with What Is It Taha  
93 You See?
- 94 ○ The service continued with the installation of the Moderator for the Presbytery of Florida Dr. Greg  
95 Seltzer and Vice-Moderator Teaching Elder Erin Rugh.

96 **MINISTRY PARTNER REPORTS**

- 97 • **The Insurance Board**
- 98 ○ Cindy Howell – Introduced herself and let the members of the presbytery know the Insurance  
99 Board is in good order and available to help where needed.
- 100 • **Dogwood Acres**
- 101 ○ Christy Williams – Sent thanks to the presbytery and congregations supporting Dogwood Acres  
102 making the work of the ministry possible. She also reported that 2025 DWA Ministries increased  
103 by 30% over the previous year.
- 104 • **UKirk Tallahassee**
- 105 ○ Matt Frease sent greetings from FSU and UKIRK. He also sent thanks for the Presbytery’s support  
106 of UKIRK and FSU Student body ministry. He also spoke of the importance of UKIRK’s work  
107 and ministry, and they look forward to the next 75 years.
- 108 • **Synod of South Atlantic**
- 109 ○ Valerie Young Executive & Stated Clerk provided greetings from the Synod of South Atlantic,  
110 and thanks for support of the Presbytery. She reminded the members of the Synod’s SACK lunch.  
111 Valerie spoke about a new grant for youth and young adults, also scholarships are approaching for  
112 students of the ministry.

113 **STAFF REPORTS**

- 114 • Eric Spoon – Stated Clerk

115 **ITEMS FOR INFORMATION**

- 116 • Annual Statical Reports have been turned in. Thank you for completing these on time!
- 117 • The 2025 minutes of the Presbytery are being put together for presentation to the Synod of the South-  
118 Atlantic.
- 119 • Obtained EINs for six churches that were needed by the legal department for the denomination.
- 120 • In 2025, Wewahitchka, First began receiving funding from FEMA for their necessary repairs due to  
121 damage incurred by Hurricane Michael but have run into issues with receiving a certificate of  
122 occupancy.

- 123 • Blountstown First Presbyterian Church celebrated their last service on December 28, 2026. The  
124 Administrative Commission is working to inventory the contents of the building and sell the property.
- 125 • Several congregations are still working on incorporating according to the mandates of the Book of  
126 Order.
- 127 • Rev. Anne Apple has been released to the Western North Carolina Presbytery.
- 128 • Rev. Blair Beaver has been released to the Presbytery De Christo.
- 129 • MCC has approved the Ministry Discernment Profile (MDP) for the Equipping Presbytery/Stated  
130 Clerk position and for the selection and training of the regional advocates to take place while  
131 searching for the EP/SC.
- 132 • Council approved the 2026 Presbytery Dates and several Meeting Locations
  - 133 ○ Tuesday, February 24 – Wewahitchka, First
  - 134 ○ Saturday, May 16 – Dogwood Acres
  - 135 ○ Tuesday, August 11 – TBD
  - 136 ○ Tuesday, October 27 – Quincy, First

137 **Items for Action:**

- 138 • It was moved and seconded to approve Tim Crawford as the Recording Clerk for 2026. The motion  
139 was carried.
- 140 • It was moved and seconded to approve Milton, First to host August 2026 Presbytery Meeting. The  
141 motion carried.
- 142 • It was moved and seconded to approve Rev. Stacey Kaye White to replace Rev. Blair Beaver as the  
143 Synod Commissioner. The motion carried.

144 **Respectfully submitted,**

145 **Rev. Eric Spoon**

146 **Stated Clerk**

147 **RESOURCING:**

- 148 • **OVERTURES TO THE 227<sup>th</sup> GENERAL ASSEMBLY OF THE PC(USA)**
- 149 • Information was presented by Pam McVety and Glenn Hodges, First Tallahassee, for two proposed  
150 overtures.
  - 151 • **“Changing Course for a Green Future” - General Assembly Overture**  
152 January 27, 2026
  - 153 To: Eric Spoon, Stated Clerk Presbytery of Florida
  - 154 From: Greg Riccardi, Clerk of the Session, First Presbyterian Church Tallahassee
  - 155 Re: Request for Concurrence with an Overture: **Changing Course for a Green Future**
  - 156 Please find attached, an overture that is being offered for Presbytery concurrence by the Session  
157 of First Presbyterian Church, Tallahassee. It is the same text as first adopted by the Presbytery of

158 Cayuga-Syracuse Presbytery at their meeting on January 21<sup>st</sup>, 2026. If concurred with by our  
159 Presbytery, it must be received by the Office of General Assembly on or before May 7, 2026.

160 In order to meet that deadline, we are asking for it to be on the agenda for the February 24,  
161 Presbytery meeting and adequate time allocated for discussion. Elder and Presbytery Caring for  
162 Creation Enabler, Pam McVety and Reverend Glenn Hodges will attend to present it and answer  
163 any questions.

164 **Overture** :This overture asks the church to become a leader in the global transition to renewable  
165 energy by withdrawing from our financial investments in the polluting production and use of fossil  
166 fuels because this more faithfully accords with the reality of climate science, the guidance and  
167 policy of previous General Assemblies and our witness to God’s justice, care and hope for creation.

168 **Rationale:** Our denomination has long affirmed that caring for creation is central to our  
169 discipleship and public witness and this includes the need to teach and to practice that which will  
170 meet the Genesis mandate to be caretakers of the Earth.

171 The 226<sup>th</sup> GA in 2024, recommitted the denomination to the urgent need to align our programs  
172 with the global efforts to transition away from fossil fuels in a just, orderly and equitable manner  
173 and increase this effort in the current decade.

174 This overture seeks to bring the church’s financial practices into alignment with the commitments  
175 we have already made and to reflect the urgency of cutting our carbon emissions by 2030 to avoid  
176 temperatures that will be catastrophic for all life.

177 **Background:**

178 Since 2014, tens of Presbyteries across the PC(USA) representing hundreds of thousands of church  
179 members have sent overtures to every General Assembly calling for the church to stand in  
180 solidarity with creation and the poor who increasingly suffer from natural disasters and species  
181 loss resulting from fossil fueled climate change. These overtures have called for a complete  
182 divestment of our denominational stock holdings in companies which extract, produce, transport  
183 and market fossil fuels. The 226<sup>th</sup> G.A. approved the last of these and then reversed itself, choosing,  
184 instead, to reduce this call to only ten such companies. According to our most reliable information,  
185 the Presbyterian Foundation and Board of Pensions still holds up to one hundred and forty million  
186 dollars or so in fossil fuel investments. This overture is now calling for the removal of the remainder  
187 of our holdings. Having already removed over one hundred million from the fossil fuel market over  
188 the last six years in accordance with prior G.A. actions and shifting market dynamics, it is clear that  
189 the request of this overture is implementable.

190 Attachment: Changing Course for a Green Future Overture

191 [https://presbyearthcare.org/wp-content/uploads/2026/01/Changing-Course-for-a-Green-Future-  
S\\_CS-Final-Draft.pdf](https://presbyearthcare.org/wp-content/uploads/2026/01/Changing-Course-for-a-Green-Future-<br/>192 S_CS-Final-Draft.pdf).

- **“The Green Future Endowment Fund”** General Assembly Overture  
January 27, 2026

To: Eric Spoon, Stated Clerk Presbytery of Florida

From: Greg Riccardi, Clerk of the Session, First Presbyterian Church Tallahassee

Re: Request for Concurrence with an Overture: The Green Future Endowment Fund

Please find attached, an overture that is being offered for Presbytery concurrence by the Session of First Presbyterian Church, Tallahassee. It is the same text as first adopted by the Presbytery of Cayuga-Syracuse Presbytery at their meeting on January 21st, 2026. If concurred with by our Presbytery, it must be received by the Office of General Assembly on or before May 7, 2026.

In order to meet that deadline, we are asking for it to be on the agenda for the February 24 Presbytery meeting. Elder and Presbytery Caring for Creation Enabler, Pam McVety and Reverend Glenn Hodges will attend to present it and answer any questions.

Overture :This Overture asks the church to establish a permanent endowment fund from which to make grants to support a just transition to renewable energy and projects of repair for damage caused by environmental injustice. This would be a two-step process with the decision to establish the fund occurring at this Assembly along with establishing a design team to work over the following two years to develop a proposal for how the fund would be capitalized and operated and bring this proposal to the following Assembly for action.

Rationale: For many decades, the church has confessed its failure to live up to its values and pronouncements related to earth care. In its adoption of the recommendations in the “Investing in a Green Future” position paper during the 225th General Assembly in 2022, the linkage was made between addressing climate change and economic and racial justice -- what many refer to as the “just transition” from our current fossil fuels based economic order to one based in renewable energy sources. In its call for a re-doubling of the church’s efforts to address climate change, in a just and differentiated manner, this document recognized the need for the church to fund such efforts, while also re-aligning our investments with these values.

The Green Future Endowment Fund would be a means for addressing these areas of concern, far into the future, as the planet continues to warm and devastating weather events destroy homes, churches and wildlife habitat. While the scope and amount of this fund’s resources are yet to be determined, this overture calls on the 227th General Assembly to take the first step toward its establishment.

Background:

The 218th Assembly in 2008 recommended that a fund be established in the Restoring Creation ministry area of the denomination’s program agency to be used to assist congregations with the green transition which was never done. The 225th G.A. affirmed the “polluter pays” principle and called for the church to align its treasure with its values. An honest appraisal of the history of our own denomination’s investment earnings will lead to the realization that much of this has resulted from business practices and products which have damaged the planet and vulnerable communities in many ways. In other words, the needs to financially support funds for the green transition,

232 adaptation, and loss and damage are not simple charity but in some degree reparation for harms  
233 caused by the very companies from whose practices and products we have profited.

234 Attachment: The Green future Endowment Fund

235 [https://presbyearthcare.org/wp-content/uploads/2026/01/The-Green-Future-Endowment-Fund-  
S\\_CS-Final-Draft.pdf](https://presbyearthcare.org/wp-content/uploads/2026/01/The-Green-Future-Endowment-Fund-<br/>236 S_CS-Final-Draft.pdf).

- 237 • It was moved and seconded to submit the overture “Changing Course for a Green Future” to the  
238 PCUSA General Assembly for consideration at its 227<sup>th</sup> Meeting. After some discussion the  
239 motion was approved.
- 240 • It was moved and seconded to submit the overture “The Green Future Endowment Fund” to the  
241 PCUSA General Assembly for consideration at its 227<sup>th</sup> Meeting. After a spirited discussion the  
242 motion was approved.
- 243 • It was moved and seconded for Pam McVety to be the advocate from the Presbytery of Florida to  
244 the General Assembly for the two overtures.

#### 245 **TOUR OF FIRST WEWAHITCHKA FACILITIES**

246 Rev. Carol Wood led a tour of 1<sup>st</sup> Wewahitchka church nearing completion of repairs from hurricane  
247 Michael damage. The Moderator prayed with the presbytery for the beautiful facilities and the continued  
248 ministry of the church.

#### 249 **ORDER OF THE DAY: LUNCH**

250 After an excellent lunch and fellowship, Moderator Greg Seltzer reconvened the Winter Stated Meeting  
251 with a prayer.

#### 252 **REPORT HIGHLIGHTS AND ITEMS FOR ACTION**

- 253 • **MINISTRY OF REPRESENTATION (MR)** – Rich Kangas
  - 254 ○ **Membership:** Rich Kangas, Moderator, Raymond Guterman, John Wamsley, Michael Askew,  
255 Greg Obermier
  - 256 **For action:**
    - 257 ○ The Ministry on Representation moved the following names and respective ministries for the class  
258 of 2029, and unexpired terms for Synod Commissioner and PJC for class of 2028.
      - 259 ▪ Ministry of Congregational and Pastoral Care (MCPC)
        - 260 • Linda Lovins, Moderator, Elder, Faith, Tallahassee
      - 261 ▪ Ministry of Dogwood Acres (MDWA)
        - 262 • Bill Lamont, Moderator, Minister, Gulf Breeze
        - 263 • Peri Flanagan, Member, Christ, Tallahassee
      - 264 ▪ Ministry of Pastoral Transitions (MPT)
        - 265 • Mark Broadhead, Minister, Retired
        - 266 • Michelle McDonald, DCE, 1<sup>st</sup>, Quincy
      - 267 ▪ Ministry of Leadership Development (MLD)
        - 268 • Becky Bryan, Minister, 1<sup>st</sup>, Pensacola
      - 269 ▪ Ministry of New Congregation Formation (MNCF)
        - 270 • Stacey Kaye White, Minister, Freeport
      - 271 ▪ Ministry of Presbytery Operations
        - 272 • Barbara Sawyer, Elder, Northminster, Pensacola

- 273 • Glenn Hodges, Minister, 1<sup>st</sup>, Tallahassee
- 274 ▪ Synod: Minister Commissioner - Rev. Stacey Kaye White, Class 2028 and PJC Minister –
- 275 Rev. Mark Broadhead, Class 2028
- 276 ▪ The motion was approved.
- 277 ○ The Ministry of Representation moderator moved from the floor the following names for ministry
- 278 assignments:
- 279 ▪ Ministry of Leadership Development: Hilda Jackson, Class 2029, 1<sup>st</sup> DeFuniak Springs, Elder
- 280 ▪ Ministry of Presbytery Operations: Raymond Gutterman, Class 2027, Minister, Retired, Judy
- 281 Seltzer, Class 2028, 1<sup>st</sup> Pensacola, Elder
- 282 ▪ The motion was seconded and approved

283 **For information:**

- 284 ○ *Presbytery Ministry vacancies*
- 285 ▪ Ministry of New Congregation Formation (MNCF)
- 286 • 2, Class Feb. 2027
- 287 • 1, Class Feb. 2028
- 288 • 1, Class Feb. 2029
- 289 ▪ Ministry of Presbytery Operations (MPO)
- 290 • 2, Class Feb. 2027
- 291 • 2, Class Feb. 2028

292 Recently, our ministries have been hit hard with the loss of members from ministers taking new church  
 293 calls, medical reasons, pursuing a doctorate degree, or leaving the area, plus members terming off  
 294 ministries, quickly putting them below the six-member requirement. We need candidates for our  
 295 ministries at Presbytery. Your faith, insight and skills are essential for using Presbytery resources to  
 296 support our churches. Ministry meetings are mostly held on Zoom. For further information, contact Rich  
 297 Kangas at 850-832-6577 or e-mail [kangas265@gmail.com](mailto:kangas265@gmail.com).

298 Blessings,

299 Rich Kangas, Moderator

- 300 • **MINISTRY OF LEADERSHIP DEVELOPMENT (MLD)** – Cathy Mooney
- 301 ○ **Members:** *Rev. Erin Rugh, vice-moderator: Class of 2026, Dr. Greg Seltzer: Class of 2027, Tim*
- 302 *Crawford: Class of 2027, Susan Byram: Class of 2028, Jean Homrighausen: Class of 2028, Rev.*
- 303 *Cathy Mooney, moderator: Class of 2028*
- 304 ○ The work of this Ministry Team is divided into three areas:
- 305 ▪ **Presbytery Education**, which oversees the education hour of presbytery meetings, and assists
- 306 with leader training throughout the Presbytery. Other work has and will be done in this area.
- 307 ▪ **Mision and Outreach** which currently revolve around our work with Florida Presbyterian
- 308 Disaster Assistance Network (FLAPDAN) and the Racial Justice Subcommittee. Other work
- 309 has and will be done in this area.
- 310 ▪ We are seeking a representative for the FLAPDAN board to join Tim Crawford and Mary
- 311 Yeomans.
- 312 ○ **Preparation for Ministry** working with students working towards ordination as teaching elders
- 313 and with ruling elders seeking to be qualified as commissioned ruling elders
- 314 ▪ We have two Candidates for Ministry: Emily Bruno and Ryan Obray

- 315           ▪ We have two Inquirers for Ministry: Lauren Christian and Rose Walters
- 316           ▪ We have one Disciple for CRE: Deborah Potter, and one Explorer: Linda Lovins
- 317           ▪ **For Information:**
- 318           ▪ The ministry approved Dexton Teat, a junior at Florida State University and member of Grace
- 319           Presbyterian Church, Panama City, Florida application to become an inquirer for ministry.
- 320           ▪ **For action, we bring before you today:**
- 321           ▪ Due to a rigorous coursework schedule Rose Walters met with the presbytery via telephone from
- 322           Austin Seminary. After an introduction and a thorough examination, the ministry moved that Rose
- 323           Walters a member of Faith Presbyterian in Tallahassee and second-year student transition from
- 324           Inquirer to Candidate. The motion was approved.

325 Respectfully Submitted  
326 Cathy Mooney

327 **Faith Statement/Rose Walters**

328 **(Inquirer Status/Fall 2024)**  
329 **Austin Seminary**  
330 **Faith, Tallahassee**

331 I experience faith as God’s unconditional and everlasting love for me and the world, which saves the  
332 world from sin and evil. I believe faith requires leaning into the divine mystery unfolding before us. God  
333 is continually disclosing God’s self to me in new ways, increasing my awareness of God’s presence. God  
334 is making all things new, including the ways that I come to know and understand God. Many of my  
335 theological beliefs have evolved through the years because I am reformed and always reforming  
336 according to the Word of God and the call of the Spirit.

337 I always want to remain open to this spirit of curiosity and child-like wonder. However, my faith is not an  
338 intellectual event, but my heart communing with the spirit of God. My faith is grounded in one absolute  
339 certainty about God: God loves me, and there is nothing I can do about it. There is nothing in this world  
340 that can separate me or anyone else from God’s love. It will always call me back to God and remind me  
341 who I am.

342 God is Love. Love is the strongest force in the universe. It expels darkness and is a source of infinite  
343 hope. Love is the force that connects us to all other living things. It is what compels us to speak the truth  
344 to power, forgive when it’s hard, and sacrifice ourselves for another. God’s Love compels us to have faith  
345 and our faith compels us to share God’s love with the world. I view my faith as both a gift from God and  
346 my freely given response to experiencing the truth of the gospel of Jesus Christ.

347 Yet, I do not always act in a way that affirms my faith. I am the first to admit how deeply human I am,  
348 distracted by sin and first-world problems, and I do not have this awareness of God in every moment. But,  
349 through the Sacrament of The Lord’s Supper, I encounter Christ’s presence and am reminded of God’s  
350 grace, that I may still, despite my sin, commune with the crucified and risen Lord. Through the Sacrament  
351 of Baptism, I am reminded of the continual dying and rising I am invited to, as a means of Christ’s  
352 forgiveness of my sin and invitation into new life.

353 **Bio/Sense of Call/Rose Walters**

354 **(Inquirer Status/Fall 2024)**

355 **Austin Seminary**  
356 **Faith, Tallahassee**

357 Rose Walters is a second year MDiv student at Austin Presbyterian Theological Seminary in Austin, TX.  
358 She attended seminary directly after graduating from Florida State University. She was an active member  
359 in UKirk and Faith Presbyterian Church in Tallahassee, FL. Rose describes her call journey as a lifelong  
360 process, having a passion for ministry and theology since she was in her church's youth program.

361 With the help of her community, Rose discerned that it was God's will for her to pursue ordination in the  
362 Presbyterian Church (USA) to devote her life to nurturing and loving God's children and attend Austin  
363 Seminary to equip her to do so faithfully. She delights in learning and has particularly enjoyed her  
364 Pastoral Care; Mission, Evangelism, and Community Engagement; and Feminist Theologies classes. Rose  
365 is passionate about leading, teaching, and preaching to bear witness to God's love and justice. She  
366 imagines her vocation as facilitating healing and wholeness to marginalized communities through  
367 nonprofit ministry.

368 Rose feels she has a gift for creating sacred and safe spaces for individuals to connect to their inner  
369 wisdom. As a minister of Word and Sacrament, Rose believes this pastoral gift could lead her down a  
370 path of chaplaincy, spiritual direction, healing work with trauma survivors, preaching, teaching, and  
371 building bridges for people who have been hurt by the church back to Christ. At the moment, Rose feels  
372 called to bring the Table outside of the church, and to extend the mercy, grace, and compassion of Christ  
373 specifically to underserved communities.

374 Rose is currently exploring this vocation in her Supervised Practice of Ministry placement at Red Oak  
375 Hope, a nonprofit dedicated to bringing healing, hope, and restoration to survivors of sexual exploitation  
376 and trafficking. In addition to providing spiritual care to the team, she works with the Restore program,  
377 which empowers survivors to reconnect to their core self, culture, identity, and innate healing capacity,  
378 enabling them to participate in a future self.



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

As the new year begins, Presbyterian Women throughout the Presbytery are resuming their monthly gatherings with their Coordinating Teams. They remain dedicated to their mission work while actively seeking and introducing fresh opportunities for their churches to engage in service.

We currently continue to prayerfully search for Presbyterian Women to join our Coordinating Team: Vice Moderator, Secretary, Directory/Newsletter Editor and District Coordinator in the East, Central and West Districts. Please encourage the Presbyterian Women of your Congregations to consider volunteering on the Coordinating Team.

Five Presbyterian Women from our Presbytery attended the Synod of South Atlantic Triennial Gathering in October. There were over 300 Presbyterian Women in attendance. Our own Becky Rose was one of the workshop presenters.

The Presbyterian Women Synod Seminaries and Scholarship Fund Committee is currently accepting applications for its Scholarship Fund. Three scholarships will be awarded at the Annual Gathering later this year. Please submit your application by February 28, 2026. For further information, you may contact Vicki Bell at [vabb1954@gmail.com](mailto:vabb1954@gmail.com) or call 850-510-3314.

Respectfully submitted,  
Vicki Bell, Moderator, Presbyterian Women  
Florida Presbytery

379 The presbyterian women's gathering will be at Dogwood Acres on March 21.

380 • **MINISTRY OF NEW CONGREGATION FORMATION (MNCF)** – Rev. A. J. Mealor

381 ○ Tide and Table: New Worshiping Community

382 ■ A taskforce has been assembled to support Tide and Table.

383 ■ Nicole – shared the work accomplished over her first 18 months

384 • **STRATEGIC PLAN IMPLEMENTATION TASKFORCE** – Tim Crawford

385 ○ **Members:** Mark Broadhead, Tim Crawford, Chair, Erin Rugh, and Karen Weaver

### 386 **TOPICS ADDRESSED**

#### 387 **1. Ministry Liaison Reports**

388 1) Congregational & Pastoral Care – Final Review of Handbook underway expect to present for  
389 first reading at Winter Presbytery Meeting

390 2) While ministries work continues and all are functioning well; overall, some are reporting  
391 challenges to maintain workloads. Resulting in long meetings, delaying actions to later  
392 meetings, and heavy task loads for ministry members.

#### 393 **2. Presbytery's Transition Progress**

394 a. A detailed analysis is currently underway to identify specific Book of Order mandates.

395 1) Initial Findings:

- 396 a) There are approximately 52 individual mandatory requirements from Book of Order.  
 397 b) Collectively the ministry’s handbooks list 76 individual tasks.  
 398 c) There may be some duplications of effort, particularly within the former COM  
 399 ministries.
- 400 2) Evaluation of this information may help ministries concentrate on the Book of Order  
 401 requirements and allow reduced emphasis on those tasks based on pre-strategic plan  
 402 workloads.
- 403 3) The taskforce also discussed the ministries giving consideration to re-combining the  
 404 former COM ministries for improved support of crossover responsibilities and  
 405 standardized connection with other presbyteries.

406 **3. Item for Presbytery Action**

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

410 **Presbytery of Florida Strategic Plan Goals**

411 Adopted Winter Presbytery Meeting 2024

<b>YEAR 1 MARCH 1, 2024 – FEBRUARY 28, 2025</b> <b>MOVE FROM STATIC TO ECSTATIC:</b>
<b>Goal</b>
<ul style="list-style-type: none"> <li>• Reduce and eliminate duplication and unnecessary or detrimental efforts.</li> <li>• Change presbytery meetings to become more educational and supportive in nature.</li> <li>• Develop an atmosphere more in line of an assembly of pastors, elders, leaders, staff persons, and congregational members.</li> </ul>
<ul style="list-style-type: none"> <li>• Recommended Ministry Structure</li> </ul>
<b>YEARS 2 &amp; 3</b> <b>A NEW CULTURE IN THE PRESBYTERY IS AFOOT:</b>
<b>Goal</b>
<ul style="list-style-type: none"> <li>• 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.</li> <li>• Broadly convey the new culture within the Presbytery.</li> <li>• Advertise what our presbytery now “gives to you.”</li> </ul>
<b>YEARS 4 AND 5</b> <b>OUR INITIAL MISSION IS FULFILLED:</b>
<b>New life is engaged:</b>
<ul style="list-style-type: none"> <li>• The new structure of the presbytery is in place and working.</li> <li>• Our congregations have accepted and engaged in the new structure and culture and have increased their participation and financial support for presbytery endeavors.</li> <li>• The presbytery has rebounded in its ministry and purpose, being a benefit to all congregations.</li> </ul>

412 Respectfully submitted,

413 Tim Crawford, Taskforce Chair

414 • **MINISTRY COORDINATING COUNCIL (MCC) – Don Mowat**

415 **For information:**

- 416 ○ Rev. Dr. Ted Land voted as Moderator of the Ministry of Presbytery Operations (MPO).
- 417 ○ Stated Clerk/Equipping Presbytery Search Committee
- 418 ○ Simultaneous selection and training of Regional Advocates approved while the committee
- 419 continues its work.
- 420 ○ Additional approval to the Search Committee was granted for up to \$5,000.00 committee expenses
- 421 to include travel, lodging and meals for up to three candidates for the position.
- 422 ○ The Ministry Discernment Profile (MDP) was approved for uploading into the CLC system.
- 423 ○ MCC approved the Stated Clerk to sign the Florida Presbyterian Disaster Assistance Network
- 424 (FLAPDAN) Covenant agreement. This agreement involves no Presbytery funds.
- 425 ○ Approval was given to approve the dissolution of the relationship between First Presbyterian
- 426 Church of Marianna and the Rev. Blair Beaver and to transfer his membership to Presbytery De
- 427 Cristo.
- 428 ○ Approval was given for an increase in the pay of the Stated Clerk to \$2,600.00 effective January 1,
- 429 2026.

430 **Items for Action:**

- 431 ○ None
- 432 Respectfully submitted,  
433 Don Mowat  
434 MCC Moderator

- 435 • **MINISTRY OF CONGREGATIONAL AND PASTORAL CARE (MCPC)** – Linda Lovins  
436 ○ Members: Shelia Askew, Lorne Bostwick, Craig Chormann, Rick Clubb, Sun Kim, Linda Lovins  
437 (Moderator), Karen Weaver, Joan Wooten (Vice-Moderator) / Ex officio: Eric Spoon (Stated  
438 Clerk)

#### 439 **WORK HIGHLIGHTS**

- 440 ○ **2026 Terms of Call for Ministers of Word and Sacrament:** Will be available online shortly in  
441 *three* formats – A) Form-fillable PDF (for PC users); B) Word, and C) Standard PDF. Efforts are  
442 underway to create a version for Mac users. *Please avoid using 2025 or older forms for figuring*  
443 *and reporting an installed pastor's Terms of Call.*
- 444 ○ **Updated 2026 Stated Supply (Temporary) Pastor Contract / CRE Contract:** The 2026 forms  
445 have been updated and will be available online shortly. Both are available now in Word and PDF  
446 format via the Presbytery office. *Please do not use 2025 or older forms for reporting contract*  
447 *terms.*
- 448 ○ **Gratitude Sunday—Appreciation for Presbytery Ministry Team Members:** Two documents  
449 were emailed to pastors, clerks, and church office administrators on Feb. 11<sup>th</sup> and made available  
450 to everyone via the weekly *eUpdate*. Thank you to all Presbytery volunteers!
- 451 ○ **Connectional Church Materials: Scriptural Inspiration** (Coordinator: Elder Shelia Askew)  
452 Inspirational material for use in bulletins, newsletters, and other congregational media will be sent  
453 to churches @ March 1<sup>st</sup>.
- 454 ○ **Pastoral Care:** Relative to the open letter to Presbytery from Rev. Trinity Proctor, an update was  
455 received regarding MCPC's continuing pastoral care for her.
- 456 ○ **Gracious Dismissal Policy:** Work continues and is currently slated for a first reading in May.

#### 457 **FIRST READING**

- 458 ○ **Boundary Policies (4):** MCPC has developed boundary policies as mandated by the Book of  
459 Order (G-3.0106). Please review these four policies (see regular meeting handbook) and send  
460 requests and concerns *in writing* to MCPC via the Presbytery office at  
461 [office@presbyteryofflorida.com](mailto:office@presbyteryofflorida.com).
- 462 ○ Language regarding training, similar to that found in the Antiracism Policy, *will be added* to the  
463 other policies.

#### 464 **ITEMS FOR PRESBYTERY APPROVAL**

465 NA

466 Respectfully submitted,

467 Linda Lovins, MCPC Moderator

468 **BOUNDARY POLICIES**

469 **Antiracism Policy**

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

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

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

479 This Presbytery is, therefore, committed to:

480 rejecting discrimination on the basis of race or ethnicity;

481 taking and making opportunities to demonstrate our belief in the essential equality of all human beings as  
482 created in the image of God;

483 working together as children of God for the advancement of love and peace throughout the world;

484 resisting injustice in every form, in keeping with what Jesus has commanded us to do;

485 demonstrating compassion and caring in support of those who have been wronged through acts of racism;

486 educating our congregations in non-discriminatory practices;

487 bearing witness to our love for Jesus and our fellow humans through congregational mission and  
488 ministries and, as individuals, in our daily lives.

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

496 Antiracism training shall be required at least every thirty-six months for:

497 Teaching Elders and Commissioned Ruling Elders (CREs) serving congregations;  
498 Teaching Elders in validated ministries;  
499 Certified Christian Educators;  
500 Teaching Elders and Ruling Elders elected to Presbytery committees;  
501 Candidates for ministry; and  
502 Presbytery staff.

503 The Ministry of Leadership Development (MLD) shall:

504 develop antiracism training based on Facing Racism and the accompanying study guide, and provide the  
505 training at locations across the Presbytery. Components of the training may be offered at Presbytery  
506 meetings, at dedicated in-person workshops, or remotely via Zoom.

507 authorize alternate training for those unable to attend approved training held within the Presbytery.

508 maintain a record of those who complete training. This requirement shall be included in all Terms of Call  
509 and all pastoral contracts. Those who fail to complete training shall be considered “not in good standing”  
510 with the Presbytery of Florida, and the Equipping Presbyter/Stated Clerk shall maintain a file of those so  
511 considered.

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

515 **BOUNDARY POLICIES**

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

517 *Approved for use by the Presbytery by the Coordinating and Planning Commission, May 14, 2020;*

518 *Adopted by the Presbytery of Florida, as revised, on \_\_\_\_\_, 2026.*

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

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

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

529 **Definitions**

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

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

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

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

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

540 **Screening, Training, and Background Checks**

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

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

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

548 3. The applicant's consent to a criminal background check. The Presbytery of Florida will conduct and  
549 cover the cost of background checks for all volunteer and paid workers. These checks shall be run no  
550 more than six months prior to the event, and may be valid for 2 years, depending on insurance company  
551 standards. Note: Contractors will ensure that their workers have passed a Level 2 background check prior  
552 to working with or in close proximity to minors/vulnerable adults.

553 4. All those who work with or in close proximity to minors/vulnerable adults - paid, contracted, or  
554 volunteer - must participate in training within the year prior to the event. The training is to be provided by  
555 the Presbytery of Florida through the Ministry of Leadership Development and shall cover this protection  
556 policy thoroughly, as well as methods of abuse prevention and a detailed plan of reporting. Outside  
557 experts may be contracted to provide this training. These trainings shall further cover:

558 What constitutes minor/vulnerable adult abuse and neglect

559 How to recognize signs and symptoms of abuse and neglect

560 Definitions of abuse and reporting

561 Mandatory criminal background checks and the security of those files

562 Explanation of the importance of the application and screening processes

563 Appropriate boundaries with minors, especially regarding adult-to-minor ratios, transportation, and use  
564 of technology

565 Overnight events: appropriate sleeping arrangements and restroom/shower facilities use

566 First Aid/CPR requirement: At least one volunteer or paid staff member working directly with or in close  
567 proximity to event participants must be certified in first aid and CPR.

568 Other related topics

569 5. No person may serve as a minor/vulnerable adult worker who has a conviction on his/her/their record  
570 of certain felonies or misdemeanors, including, but not limited to, any of the following:

571 Criminal homicide

572 Aggravated assault

573 Crimes related to the possession, use, or sale of drugs or controlled substances

574 Sexual abuse

575 Sexual assault

576 Incest

577 Indecency with a youth

578 Inducing sexual conduct or sexual performance of a minor/vulnerable adult

579 Possession or promotion of child pornography

580 The sale, distribution, or display of harmful material to a minor/vulnerable adult

581 Abandonment or endangerment of a minor/vulnerable adult

582 Domestic violence

583 Any crime that involves abduction, kidnapping, or unlawful restraint

584 Public lewdness or indecent exposure

585 Any crime that involves sexual misconduct or sexual abuse, particularly if it involves misconduct or  
586 abuse with a minor

587 Any crime that involves misuse of technology for sexual purposes, such as collecting or distributing  
588 photographs of minors who are naked or in sexual or inappropriate poses (child pornography)

589 Any crime that involves the use of force, such as assault or endangerment

590 Any crime that involves drinking and driving, such as driving while intoxicated

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

595 For the purpose of protecting minors/vulnerable adults while participating in Presbytery-sponsored  
596 events, including Dogwood Acres summer camp and youth events, the Presbytery will facilitate statewide  
597 and national criminal history checks through VECHS. Additionally, prospective employees, volunteers, or  
598 contractors working with or in close proximity to minors/vulnerable adults will be checked through the

599 Dru Sjodin National Sex Offender Public website. The criminal history checks (Level 2 Background  
600 Screening) requires fingerprinting of the applicant/person to be screened.

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

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

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

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

612 [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)  
613 [requirements](https://www.myflfamilies.com/services/child-and-family-services/child-care/summer-camp-screening-requirements)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

654 Display of sexual affection toward a minor/vulnerable adult

655 Use of profanity

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

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

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

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

661 Telling a minor/vulnerable adult to keep something secret

- 662 Staring at or commenting on others' bodies
- 663 Initiating inappropriate digital communication with minors/vulnerable adults
- 664 Working one-on-one with minors/vulnerable adults in a private setting
- 665 Abusing minors/vulnerable adults in any way; including, but not limited to, the following:
- 666 1) Physical abuse: hit, spank, shake, slap, unnecessarily restrain
- 667 2) Verbal abuse: degrade, threaten, or curse
- 668 3) Sexual abuse: expose oneself, or engage in sexually-oriented conversations
- 669 4) Shame, humiliate, act cruelly toward others
- 670 5) Neglect: withhold food, water, shelter
- 671 1. Permitting minors/vulnerable adults to engage in hazing, bullying, derogatory name-calling, ridicule,
- 672 humiliation, or sexual activity

### 673 **Allegation Reporting**

- 674 All adults working with or in close proximity to minors/vulnerable adults are to be completely familiar
- 675 with the procedures for reporting alleged abuse. See <https://www.flsenate.gov/Laws/Statutes/2018/39.201>
- 676 to read the State of Florida mandates for reporting allegations of abuse.
- 677 Anyone aware of inappropriate behavior involving a minor/vulnerable adult, regardless of where the
- 678 conduct occurred, must immediately report the questionable activity to the event coordinator.
- 679 If an incident is witnessed or reported, that person should first secure the safety of the minor/vulnerable
- 680 adult. The minor/vulnerable adult should not be left alone.
- 681 The coordinator is to immediately notify the Equipping Presbyter/Stated Clerk.
- 682 The person who observed the offense or who initially learned of or was contacted by the alleged victim
- 683 should immediately fill out a written report using the Incident Report form.
- 684 The Presbytery will maintain a readily available list of agencies to be contacted.
- 685 The event coordinator shall have "Incident Report" forms available at the event.
- 686 If an accusation by an individual who attended a Dogwood Acres camp or conference is made after the
- 687 camp season is over, it shall be directed to the Director of Dogwood Acres and the moderator of MDWA,
- 688 who will then report to the Equipping Presbyter/Stated Clerk.
- 689 A Pastoral Response Team, trained and available through the Ministry of Congregational and Pastoral
- 690 Care, shall be initiated by the Equipping Presbytery/Stated Clerk through the moderator of MCPC. This
- 691 Team will then follow its prescribed responsibilities to support all parties throughout the process.

692 **BOUNDARY POLICIES**

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

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

695 *First Reading: February 24, 2026*

696 **SECTION I – Introduction**

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

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

708 **SECTION II – Standards And Definitions**

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

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

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

716 a. **Child Sexual Abuse**, which includes, but is not limited to, any contact or interaction between a child  
717 and an adult when the child is being used for the sexual stimulation of the adult person or of a third  
718 person. The behavior may or may not involve touching. Sexual behavior between a child under the age of  
719 18 and an adult is always considered forced, whether or not consented to by the child.

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

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

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

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

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

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

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

### 739 **SECTION III – Reporting Requirements**

#### 740 **A. Expectations and Reporting**

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

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

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

752 4. Mandatory Reporting (G-4.0302): “Any member of this church engaged in ordered ministry and any  
753 certified Christian educator employed by this church or its congregations, shall report to ecclesiastical and

754 civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect,  
755 and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when  
756 (1) such information is gained outside of a confidential communication as defined in G-4.0301,  
757 (2) she or he is not bound by an obligation of privileged communication under law, or  
758 (3) she or he reasonably believes that there is risk of future physical harm or abuse.”

759 **SECTION IV – Pastoral Response Team**

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

764 **Workplace and Sexual Harassment**

765 *Approved for Presbytery use by the Coordinating and Planning Commission, May 14, 2020;*

766 *Adopted by the Presbytery of Florida, as revised, on \_\_\_\_\_, 2026.*

767 **Introduction**

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

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

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

781 **Policy:**

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

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

788 Workplace harassment is a form of discrimination, offensive, a violation of our policies, unlawful, and  
789 contrary to the teachings of Christ. It could also subject the Presbytery to liability for harm to its victims.

790 Harassers may also be individually liable. Employees and others who engage in workplace harassment,  
791 including sexual harassment, or who allow such behavior to continue, will be penalized.

792 Unlawful workplace harassment is not limited to the physical workplace or event, itself, nor is it limited  
793 to work or event hours.

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

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

800 Retaliation Prohibition: No person covered by this policy shall be subject to adverse action for reporting  
801 an incident of harassment, providing information, or otherwise assisting in any investigation of a  
802 harassment complaint. The Presbytery will not tolerate retaliation against anyone who, in good faith,  
803 reports or provides information about suspected harassment. Any Presbytery employee who retaliates  
804 against anyone involved in a harassment investigation will be subjected to disciplinary action, up to and  
805 including termination. All employees who believe they have been subject to such retaliation should inform  
806 a supervisor, manager, or the Equipping Presbyter/Stated Clerk of the Presbytery. All employees who  
807 believe they have been targeted of such retaliation may also seek relief in other available forums, as noted  
808 in the Legal Protections section below.

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

## 811 **What is “Workplace Harassment?”**

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

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

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

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

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

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

### 833 **What is "Sexual Harassment?"**

834 Sexual harassment includes unwelcome conduct that is either of a sexual nature or directed at an individual  
835 because of that individual's sex when:

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

839 Such conduct is made either explicitly or implicitly a term or condition of employment or service; or

840 Submission to or rejection of such conduct is used as the basis for decisions that affect an individual's  
841 employment or service.

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

845 any unwanted verbal or physical advances;

846 sexually-explicit derogatory statements; or

847 sexually discriminatory remarks made by someone that are offensive or objectionable to the recipient,  
848 cause the recipient discomfort or humiliation, or interfere with the recipient's or another's job  
849 performance.

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

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

## 856 **Examples of Sexual Harassment**

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

858 Physical acts of a sexual nature, such as:

859 Touching, pinching, patting, kissing, hugging, grabbing, poking, or brushing against another employee’s  
860 body;

861 Rape, sexual battery, molestation, or attempts to commit these assaults

862 Unwanted sexual advances or propositions, such as:

863 Subtle or obvious pressure for unwelcome sexual activities;

864 Sexual grooming or requests for sexual favors accompanied by implied or overt threats regarding the  
865 target’s job performance evaluation, a promotion or other job benefits or detriments.

866 Sexually-oriented gestures, noises, remarks, jokes, or comments about a person’s sexuality, sexual appeal,  
867 or sexual experience

868 Sex stereotyping, when conduct, personality traits, or physical characteristics may not conform to other  
869 people’s perceptions about how individuals of a particular sex should act or look

870 Sexual or discriminatory displays or publications anywhere in the workplace, such as pictures, posters,  
871 calendars, graffiti, objects, promotional materials, reading materials, or other materials that any observer  
872 finds sexually demeaning or pornographic, including such sexual displays on workplace computers or cell  
873 phones, or sharing such displays while in the workplace

874 Hostile actions taken against an individual because of that individual’s sex, sexual orientation, gender  
875 identity, or transgender status, such as:

876 Interfering with, destroying, or damaging a person’s workstation, tools or equipment, or otherwise  
877 interfering with the individual’s ability to perform the job;

878 Sabotaging an individual’s work; or

879 Bullying, yelling, or name-calling

## 880 **Retaliation**

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

884 Protected activity occurs when a person has:

885 filed a complaint of workplace harassment, either to the Presbytery or to a civil authority;

886 testified or assisted in a proceeding involving workplace harassment;

887 opposed workplace harassment by making a verbal or informal complaint to the Presbytery or a higher  
888 council;

889 reported that another employee has been harassed; or

890 encouraged a fellow employee to report harassment.

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

## 894 **Reporting Workplace Harassment**

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

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

## 902 **Supervisory Responsibilities**

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

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

### 908 **Complaint and Investigation of Harassment**

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

### 913 **Contacting Legal Authorities**

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

919 • **MINISTRY OF DOGWOOD ACRES (MDWA) – Bill Lamont**

920 For the past several years, Dogwood Acres' staff have participated in the Montreat's College  
921 Conference every January. This year was no exception. Christy Williams, Eric Hearn and five DWA  
922 summer camp counselors attended Montreat the first week of January. Both directors support the  
923 Montreat event because it provides spiritual nurture to the staff and builds camaraderie among them

924 Dogwood would like to thank First Presbyterian Church, Quincy for providing a generous grant to  
925 help with recent renovations to the dining hall bathrooms. These new bathrooms are not only bigger  
926 but provide easier accessibility for those with mobility issues. We are also pleased to have a new  
927 walk-in cooler in the kitchen completed.

928 As I write this report, Dogwood Acres is gearing up for the annual Dogwood Youth Conference (DYC  
929 - February 6-8). The conference is open to both middle and high school youth and will feature Rev. A.  
930 J. Mealor (Fellowship PC) as our conference speaker. We also look forward to the return of The  
931 Women's Yoga Retreat on the weekend of Feb 27-March 1. This year's leadership boasts two yoga  
932 instructors, and a mindfulness coach. Not to be outdone, the men have organized a Men's Retreat the  
933 following weekend, March 6-8, featuring the Rev. Dr. Sheldon Steen (Christ PC, Tallahassee) as  
934 retreat leader..

935 Summer Camp weeks have been set, and registration is now available online. New this year is a week  
936 of camp done in partnership with Savannah Presbytery. They visited us and were impressed with our  
937 camp's facilities, program and particular focus on faith formation Please spread the word of camp to  
938 your congregations, especially families with children. Summer camp applications are also available  
939 online. Counselors must be 18 years of age and out of high school for one year. Staff training is  
940 provided for all counselors and will include CPR/First Aid.

941 Finally, progress continues in our journey towards non-profit status. The Covenant Committee, a  
942 committee of 11 people have met four times since December to create and fine-tune the covenant  
943 agreement between the POF and DWA. Discussion centered on relationship and governance, transfer  
944 of property, the state of the facility, and ongoing mission support. The covenant should be complete  
945 and ready to present to the Presbytery in the near future.

946 Bill Lamont  
947 MDWA moderator

948 • **MINISTRY OF PASTORAL TRANSITIONS (MPT) – Stacey Kaye White**

949 Members: Stacey Kaye White, Minister, Freeport, Ed Nickinson Elder, Trinity, Pensacola, Sandra  
950 Macon, Elder, Bethel, DeFuniak Springs, Pam Nulty, Elder, Northminster, Pensacola, Hanlim Chae,  
951 Minister, Lafayette, Tallahassee,

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

954 **FOR INFORMATION**

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

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

959 MPT currently works with the following churches:

960 a. Trinity, Pensacola

961 b. First, Quincy

- 962 c. First, Tallahassee
- 963 d. Parkway, Panama City
- 964 e. First, Lynn Haven
- 965 f. First, Marianna
- 966 g. Faith, Tallahassee

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

970 **FOR ACTION** – Ministry of Pastoral Transitions moved the presbytery affirm the action taken at the  
 971 February 15, 2026 congregational meeting to dissolve the pastoral relationship between TE Brad  
 972 Clayton and Faith, Tallahassee and dismiss him to the care of Peace River Presbytery. The motion  
 973 was approved.

974 Respectfully submitted,  
 975 Rev. Stacey Kaye White, MPT Moderator

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

977 Members: Eric Spoon, David Balmer, Ted Land, Barbara Sawyer, Christy Williams, Ann Fyfe, Larry  
 978 Spivey, Michael Martin

979 **TOPICS ADDRESSED**

980 ○ **Dogwood Acres Report**

- 981 ▪ New bathrooms in the dining hall; new walk-in cooler and some kitchen renovation; two Eagle  
 982 Scouts did projects; archery range redone, added an extension on the boardwalk.
- 983 ▪ Summer camp registration starts tomorrow
- 984 ▪ Just back from Montreat where counselors were refreshed
- 985 ▪ Women’s yoga retreat scheduled.
- 986 ▪ Will have a men’s retreat this year.
- 987 ▪ April/May: continuing to fill the calendar. Two groups scheduled for a whole week.
- 988 ▪ Working on 501(c)3, talking to someone from First Pensacola re paperwork and tax  
 989 documents.

990 ○ **Financial Report**

- 991 ▪ Financials looking good for 2025.

992 ○ **Stewardship Report**

- 993 ▪ David reported on churches that have exceeded the asked shared support amount. Continuing  
 994 to ask churches for 2026 pledges.

995 ○ **Presbytery Property Report**

- 996 ▪ Landscaping: MDWA Volunteer Kay Lachat may be getting plants donated; wait to plant until  
 997 no danger of freeze. Uncertain about maintenance of landscaping.

998           ▪ We are still collecting estimates.

999           **ITEMS FOR PRESBYTERY APPROVAL**

- 1000           ○ The Ministry of Presbytery Operations moves the approval of the 2026 Presbytery Final Budget.  
1001           The motion carried.
- 1002           ○ The Ministry of Presbytery Operations moves the approval for Wewahitchka, First, to sell a  
1003           portion of their property (See the following Congregational Meeting Minutes). The motion  
1004           carried.
- 1005           ○ The Ministry of Presbytery Operations moves approval for Gretna to seek a real estate agent to  
1006           hire and begin accessing the sale of their church manse (See the following Congregational  
1007           Meeting minutes). The motion carried.

1008   Respectfully submitted,  
1009   Rev. Eric Spoon, Stated Clerk


First Presbyterian Church  
Wewahitchka, Florida

**MINUTES**

A Congregational Meeting was held on December 21, 2025, at 11:00 a.m., in the Fellowship Hall. In attendance were Moderator Rev. Carol Wood, Clerk Lisa Dorman, Elder Harold Dorman, Elder Janiece Plotke, voting members Greg Plotke, Tom Gibson, Mary Gibson, Walter Smith, Sharryn Smith, David Bidwell, and Affiliate Members Laura Morris and James Rish. A quorum was met. Rev. Carol Wood opened the meeting with prayer.

Clerk Lisa Dorman presented to the congregation a motion to approve the sale of two lots (Lots 24 and 25, Mack’s Addition to Wewahitchka, Florida). After discussion, a vote was taken by the voting members and the motion carried.

Rev. Carol Wood closed the meeting at 11:15 a.m. with prayer.

  
\_\_\_\_\_  
Lisa Dorman, Clerk

Rev. Carol Wood, Moderator

Called Congregational Meeting

Gretna Presbyterian Church, following warship

October 12, 2025

There was a Called Gretna Presbyterian Church Congregational meeting following church on October 12, 2025. The purpose of the meeting was to discuss the church manse.

Moderator Alan House led a discussion on options for the manse. After discussion, the congregation approved the motion made by Mike Clark and seconded by Walter Maxwell, to sell the manse. A motion was also made, and seconded, to have the session as a whole, to handle the details.

A letter will be sent to Presbytery asking permission to start the process of sale.

Alan closed with prayer at 12:00.

**2026 Proposed Budget**  
**As of 7/31/2025**

2026 Proposed Budget	2025	2026	
<b>Receipts</b>			
Shared Support	\$306,775.00	\$341,200.00	4,265 Members
Other Income	\$0.00	\$0.00	\$80 Member
Staff Support Fund	\$0.00	\$79,371.30	
Amount From Reserves	\$32,369.00	\$1,065.00	
<b>Total Receipts</b>	<b>\$339,144.00</b>	<b>\$421,636.30</b>	
<b>Disbursements</b>			
<b>Per Capita</b>			
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
<b>Total Per Capita</b>	<b>\$51,012.00</b>	<b>\$52,033.00</b>	
<b>Ministry of Congregational Health (MCH)</b>			
Minister's Emergency Assistance Fund	\$0.00		
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	
<b>Total MCH</b>	<b>\$3,200.00</b>	<b>\$3,200.00</b>	
<b>Ministry of Dogwood Acres (MDWA)</b>			
	\$63,512.00	\$63,512.00	
<b>Total MDWA</b>	<b>\$63,512.00</b>	<b>\$63,512.00</b>	
<b>Ministry of Leadership Development (MLD)</b>			
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 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	
<b>Total MLD</b>	<b>\$25,100.00</b>	<b>\$25,100.00</b>	
<b>Ministry of New Congregation Formation (MNCF)</b>			
Ministry Expense	\$500.00	\$500.00	
<b>Total MNC</b>	<b>\$500.00</b>	<b>\$500.00</b>	
<b>Ministry of Pastoral Transitions (MPT)</b>			
Ministry Expense	\$1,500.00	\$1,500.00	

2026 Proposed Budget	2025	2026	
<b>Total MPT</b>	\$1,500.00	\$1,500.00	
<b>Ministry Coordinating Council (MCC)</b>			
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	\$0.00	\$32,600.00	
GP BOP	\$0.00	\$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	Total Salaries
Subtotal Stated Clerk	\$18,426.00	\$27,000.00	142503.76
Recording Clerk	\$2,000.00	\$2,000.00	
Staff Payroll Taxes	\$11,741.00	\$10,901.53	
Salary Adjustments (Prop 2% increase)	\$0.00		
Workers Compensation Insurance	\$900.00	\$6,000.00	
Total Staff	\$168,117.00	\$249,588.29	
Presbytery Meeting Expense	\$600.00	\$600.00	
Ministry Expense	\$500.00	\$500.00	
<b>Total MCC</b>	<b>\$169,217.00</b>	<b>\$250,688.29</b>	
<b>Ministry of Presbytery Operations (MPO)</b>			
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	

<b>2026 Proposed Budget</b>	<b>2025</b>	<b>2026</b>
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
<b>Total MPO</b>	<b>\$24,503.00</b>	<b>\$24,503.00</b>
<b>Ministry on Representation (MR)</b>		
Ministry Expenses	\$500.00	\$500.00
<b>Total MR</b>	<b>\$500.00</b>	<b>\$500.00</b>
<b>Permanent Judicial Committee (PJC)</b>		
Ministry Expense	\$100.00	\$100.00
<b>Total PJC</b>	<b>\$100.00</b>	<b>\$100.00</b>
<b>Total Expenses</b>	<b>\$339,144.00</b>	<b>\$421,636.29</b>
<b>Total Budget</b>	<b>\$0.00</b>	<b>\$0.00</b>



70001 Dogwood Acres Support	183,195.86	66,838.00	116,357.86	274.09%
<b>Total 70040 Ministry of Dogwood Acres - MDWA</b>	<b>\$ 183,195.86</b>	<b>\$ 66,838.00</b>	<b>\$ 116,357.86</b>	<b>274.09%</b>
70050 Ministry of Leadership Development - MLD			0.00	
70005 FLAPDAN Membership Dues	1,750.00	1,750.00	0.00	100.00%
70006 Campus Ministry (Ukirk TLH)	20,700.04	14,000.00	6,700.04	147.86%
70301 Annual Consult with Candidate		500.00	-500.00	0.00%
70304 Candidate Aid Fund		250.00	-250.00	0.00%
70410 Disaster Relief		1,000.00	-1,000.00	0.00%
70707 Moderator Training	14.54	100.00	-85.46	14.54%
70801 Leader Development Events	501.00	5,000.00	-4,499.00	10.02%
70820 Guatemala Partnership Develop	1,000.00	1,000.00	0.00	100.00%
70830 Racial Justice Subcommittee	-521.00	1,000.00	-1,521.00	-52.10%
70850.2 Committee Expense - MLD	100.47	500.00	-399.53	20.09%
<b>Total 70050 Ministry of Leadership Development - MLD</b>	<b>\$ 23,545.05</b>	<b>\$ 25,100.00</b>	<b>\$ 1,554.95</b>	<b>93.80%</b>
70060 Ministry of New Congregation Formation - MNCF			0.00	
70850.3 Committee Expense - MNCF	1,386.28	500.00	886.28	277.26%
<b>Total 70060 Ministry of New Congregation Formation - MNCF</b>	<b>\$ 1,386.28</b>	<b>\$ 500.00</b>	<b>\$ 886.28</b>	<b>277.26%</b>
70070 Ministry of Pastoral Transitions - MPT			-60.00	
70850.4 Committee Expense - MPT	946.24	1,500.00	-553.76	63.08%
<b>Total 70070 Ministry of Pastoral Transitions - MPT</b>	<b>\$ 886.24</b>	<b>\$ 1,500.00</b>	<b>\$ 613.76</b>	<b>59.08%</b>
70080 Ministry on Representation - MIR			0.00	
70850.5 Committee Expense-MR		500.00	-500.00	0.00%
<b>Total 70080 Ministry on Representation - MR</b>	<b>\$ 0.00</b>	<b>\$ 500.00</b>	<b>\$ 500.00</b>	<b>0.00%</b>
70090 Ministry Coordinating Council - MCC			-45.00	
70207 Consulting Expense	1,748.00		1,748.00	
70513 Workers Comp Insurance	995.00	900.00	95.00	110.56%
70620 General Presbyter Salary	35,993.80	42,000.00	-6,006.20	85.70%
70620.1 GP Housing		11,000.00	-11,000.00	0.00%
70622 GP BOP Dues	43,838.47		43,838.47	
70624 GP SECA		4,055.00	-4,055.00	0.00%
70625 GP Mileage Reimbursement	1,988.01	4,000.00	-2,011.99	49.70%
70626 GP Other Prof Bus and Travel		2,000.00	-2,000.00	0.00%
70627 GP Continuing Education/Books	550.00	500.00	50.00	110.00%

70630 Administrator Salary	40,200.11	39,600.00	600.11	101.52%
70631 Administrator Annuity	1,775.00	720.00	1,055.00	246.53%
70632 Administrator Medical	720.00	10,225.00	-9,505.00	7.04%
70633 Staff Payroll Taxes	17,553.19	8,741.00	8,812.19	200.81%
70634 Administrator Travel	4,434.34	4,600.00	-165.66	96.40%
70635 Adminstrator Continuing. Ed	1,500.00	1,000.00	-1,000.00	0.00%
70704 Recording Clerk	544.67	2,000.00	-500.00	75.00%
70705 Presbytery Meeting Expense	2,737.68	600.00	-55.33	90.78%
70706 Stated Clerk Salary	3,759.00	16,350.00	-13,612.32	16.74%
70706.1 Stated Clerk Travel	14,150.40	2,000.00	1,759.00	187.95%
70710 Treasurer Salary	2,615.60	14,300.00	-149.60	98.95%
70710.5 Treasurer Travel	855.58	800.00	1,815.60	326.95%
70850.6 Committee Expense -MCC		500.00	355.58	171.12%
<b>Total 70090 Ministry Coordinating Council - MCC</b>	<b>\$ 175,913.85 \$</b>	<b>\$ 165,891.00 \$</b>	<b>10,022.85</b>	<b>106.04%</b>
<b>70100 Ministry of Presbytery Operations - MPO</b>				
70505 Memorials/Flowers		150.00	-150.00	0.00%
70506 Equipment Service		500.00	-500.00	0.00%
70508 Postage	87.60	250.00	-162.40	35.04%
70510 Utilities / Office	75.00	2,400.00	-2,325.00	3.13%
70512 Office Telcom & Communications	6,240.39	3,750.00	2,490.39	166.41%
70514 Property Maintenance		900.00	-900.00	0.00%
70515 Supplies & Expenses	3,298.24	1,330.00	1,968.24	247.99%
70517 Copier Lease	2,645.98	2,700.00	-54.02	98.00%
70518 Insurance & Bonding	36,746.50	10,123.00	26,623.50	363.00%
70519 Bank Service Charges	490.00	800.00	-310.00	61.25%
70712 Financial Records Review	1,000.00	1,000.00	0.00	100.00%
70715 Publications/Resources	2,836.33	100.00	2,736.33	2836.33%
70850.7 Committee Expense - MPO		500.00	-500.00	0.00%
<b>Total 70100 Ministry of Presbytery Operations - MPO</b>	<b>\$ 53,420.04 \$</b>	<b>\$ 24,503.00 \$</b>	<b>28,917.04</b>	<b>218.01%</b>
<b>70110 COMM ON PREP FOR MINISTRY-CPM</b>				
70850.8 Committee Expense-CPM	15.11		15.11	
<b>Total 70110 COMM ON PREP FOR MINISTRY-CPM</b>	<b>\$ 15.11 \$</b>	<b>\$ 0.00 \$</b>	<b>15.11</b>	
<b>70140 PERMANENT JUDICIAL COMM - PJC</b>				
			0.00	



**Candidate's Aid Fund** - Purpose: to assist persons in preparation for ministry to become ministers or other full-time Christian service. Income is from designated gifts and offerings. Funds are disbursed by action of the Ministry of Leadership Development.

**Emergency Relief Fund** – Purpose: to aid in meeting human needs which result from natural disasters, such as hurricanes, tornadoes, floods, and earthquakes. Funds are disbursed by action of the MCPC.

**Two Cents-A-Meal** – Purpose: to finance presbytery approved program and grants for the prevention, cure or relief of hunger. Funds are disbursed by action of the MLD.

**Minister Emergency Assistance Fund** - Purpose: to provide emergency financial assistance to minister members of presbytery for medical/counseling expenses or emergency living expenses. Funds are disbursed by action of the MCPC.

**New Congregational Development Fund** - Purpose: to finance the development of new congregations (land purchase, program assistance, building aid). Funds are disbursed by Ministry of New Congregation Formation and the Ministry Coordinating Council.

**Peacemaking Fund** - Purpose: to finance peacemaking programs of the presbytery, having presbytery approval. Funds are disbursed by action of the MLD.

**Self-Development Fund** - Purpose: to provide grants for self-development projects approved by MLD.

**MCPC Grants** - Purpose: to assist ministers of small churches of 150 or fewer members in our presbytery, in accordance with guidelines adopted by the presbytery. Funds are disbursed by action of the MCPC.

**Disciplefest Fund** – Purpose: to subsidize the costs associated with this annual training event. Funds are disbursed by action of the Ministry of Leadership Development.

**Youth Triennium** - Purpose: to subsidize the costs associated with this event. Funds are disbursed by action of the Ministry of Leadership Development.

**Staff Support** – Purpose: Funds to assist as needed for annual budget to cover staffing. Funds are disbursed by action of the MPO.

**Reserves** – Purpose: Funds to assist as needed for annual budget. Funds are disbursed by action of the MPO.

**Special Projects** – Purpose: Funds to assist as needed for annual unbudgeted items. Funds are disbursed by action of the MPO.

**Constant 50% of Annual Budget**

Texas Presbytery Fund Balances  
Balances 12/31/25

Fund		Date	Fund		Date
<b>Youth Triennium (MLD)</b>			<b>Self Development (MLD)</b>		
Starting Balance		\$20,000.00	Starting Balance		\$20,000.00
Q3 Interest	\$406.63	\$20,406.63	Q3 Interest	\$203.91	\$20,203.91
Q4 Interest	\$103.56	\$20,510.19	Q4 Interest	\$51.78	\$20,255.69
Maximum	\$50,000		Maximum	\$50,000	
<b>Special Projects (MPO)</b>			<b>Reserve (MPO/MCC)</b>		
Starting Balance		\$79,935.67	Starting Balance		\$707,763.74
Q3 Interest	\$16,265.21	\$96,200.88	Q3 Interest	\$23,787.87	\$731,551.61
Q4 Interest	\$4,142.24	\$100,343.12	From NCF	\$34,005.57	\$765,557.18
			Q4 Interest	\$6,058.03	\$771,615.21
Maximum	\$200,000		Maximum	N/A	
<b>Staff Support (MCC)</b>			<b>50% of Annual Budget (Treasurer)</b>		
Starting Balance		\$450,000.00	Fixed Balance		\$209,681.50
Q3 Interest	\$60,994.55	\$510,994.55			
Q4 Interest	\$15,533.41	\$526,527.96			
Maximum	\$1,000,000				

Total Fund Balance                      \$3,233,389.24

Texas Presbytery Fund Balances  
Balances 12/31/25

Fund		Date		Fund		Date
<b>Two Cents a Meal (MLD)</b>		Balance		<b>MCPC Grants (MCPC)</b>		Balance
Starting Balance		\$35,000.00		Starting Balance		\$500,000.00
Q3 Interest	\$3,659.67	\$38,659.67		4/30/25 Bridge Loan (Wewa) - \$60,000		\$440,000.00
Q3 Expenses	- \$5,500.00	\$32,859.67		Q3 Interest	\$36,596.73	\$476,596.73
Q4 Interest	\$932.00	\$33,791.67		Q3 Expenses	- \$25,317.00	\$451,279.73
				Q4 Interest	\$9,320.04	\$460,599.77
Maximum	\$50,000			Maximum	\$500,000	
<b>Minister Emergency (MCPC)</b>				<b>Peacemaking (MLD)</b>		
Starting Balance		\$20,000.00		Starting Balance		\$20,000.00
Q3 Interest	\$609.65	\$20,609.65		Q3 Interest	\$1,016.58	\$21,016.58
Q4 Interest	\$155.33	\$20,764.98		Q4 Interest	\$258.89	\$21,275.47
Maximum	\$50,000			Maximum	\$50,000	
<b>Disciplefest (MLD)</b>				<b>New Congregation Development (MNCF)</b>		
Starting Balance		\$20,000.00		Starting Balance		\$1,000,000.00
Q3 Interest	\$813.26	\$20,813.26		Q3 Interest	\$56,928.24	\$1,056,928.24
Q4 Interest	\$207.11	\$21,020.37		Q3 Expenses	- \$22,922.67	\$1,034,005.57
				Above Max	- \$34,005.57	\$1,000,000.00
				Q4 Interest	\$14,497.85	\$1,014,497.85
				Q4 Expenses	\$30,045.18	\$984,452.67
Maximum	\$50,000			Maximum	\$1,000,000	
<b>Candidate Aid (MLD)</b>				<b>Emergency Relief (MCPC)</b>		
Starting Balance		\$20,000.00		Starting Balance		\$20,000.00
Q3 Interest	\$1,423.21	\$21,423.21		Q3 Interest	\$609.65	\$20,609.65
Q4 Interest	\$362.45	\$21,785.66		Q4 Interest	\$155.33	\$20,764.98
Maximum	\$50,000			Maximum	\$50,000	

**Presbytery of Florida Shared Support  
Calendar Year 2025**

<b>Church</b>	<b>2025 Pledge Request</b>	<b>2025 Pledge</b>	<b>Received</b>	<b>Recevd as % of Pledge</b>	<b># Mbrs</b>
Blountstown, First	\$390.00	\$0.00			5
Chipley, First	\$2,418.00	\$800.00	\$667.00	83%	31
Crestview, First	\$4,368.00	\$4,368.00	\$4,368.00	100%	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	\$7,098.12	100%	91
Destin, First	\$3,900.00	\$3,300.00	\$2,750.00	83%	50
Freeport, Freeport	\$4,524.00	\$4,524.00	\$4,524.00	100%	58
Ft. Walton Beach, First	\$7,644.00	\$5,000.00	\$5,416.58	108%	98
Ft. Walton Beach - Korean First	\$5,070.00	\$5,100.00	\$6,150.00	121%	65
Gretna, Gretna	\$1,248.00	\$2,000.00	\$2,000.00	100%	16
Gulf Breeze, Gulf Breeze	\$14,352.00	\$6,000.00	\$7,000.00	117%	184
Havana, First	\$3,276.00	\$3,000.00	\$3,000.00	100%	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	\$11,916.71	108%	157
Milton, First	\$2,574.00	\$2,574.00	\$2,574.00	100%	33
Monticello, First	\$2,340.00	\$2,340.00	\$1,755.00	75%	30
Navarre, Navarre	\$2,574.00		\$3,072.50		33
Panama City, Grace	\$8,814.00	\$9,000.00	\$9,466.66	105%	113
Panama City Beach, Gulf Beach	\$3,666.00	\$3,666.00	\$5,286.26	144%	47
Panama City, Parkway	\$3,900.00	\$3,900.00	\$3,900.00	100%	50
Pensacola, First	\$29,250.00	\$19,219.00	\$18,827.70	98%	375
Pensacola, Northminster	\$6,708.00	\$2,400.00	\$2,400.00	100%	86
Pensacola, Korean	\$1,950.00	\$1,950.00	\$1,950.00	100%	25
Pensacola, Trinity	\$40,560.00	\$32,808.00	\$30,074.00	92%	520
Quincy, First	\$39,312.00	\$39,312.00	\$44,543.22	113%	504
Red Bay, Red Bay	\$624.00	\$624.00	\$624.00	100%	8
Tallahassee, Christ	\$14,664.00	\$12,000.00	\$12,000.00	100%	188
Tallahassee, Faith	\$64,662.00	\$70,000.00	\$54,165.97	77%	829
Tallahassee, Fellowship	\$9,984.00	\$9,984.00	\$10,980.36	110%	128
Tallahassee, First	\$18,096.00	\$18,096.00	\$18,096.00	100%	232
Tallahassee, Lafayette	\$7,410.00	\$7,410.00	\$7,623.00	103%	95

Tallahassee, Trinity United	\$2,106.00	\$2,106.00		0%	27
Wewahitchka, First	\$858.00	\$858.00	\$858.00	100%	11
Woodland Sawdust	\$1,092.00	\$1,250.00		0%	14
12/31/2025	\$339,144.00	\$306,775.00	\$298,175.08	97.20%	4,348
		% of year	100%		

1046 **ADMINISTRATIVE COMMISSION FOR FIRST PRESBYTERIAN CHURCH OF**  
1047 **BLOUNTSTOWN – Stacy Kaye White**

1048 A meeting was held by the Blountstown AC on August 6, 2025. Present: Stacey Kaye White, Brant  
1049 Copeland, Linda Shelly, Linda Lovins, Blair Beaver, Deborah Potter and First, Blountstown Stated  
1050 Supply Pastor Rev. John King.

1051 Reverend King stated that the congregation was down to two members, Betty Mercer (age 88) and  
1052 Joyce Parker (age 98). Gayle Dalati has been participating in the church for the past few years but is  
1053 not a church member. The church had been paying Gayle \$200 per month for bookkeeping and \$200  
1054 per month for cleaning the church. Gayle was a signatory on the bank account. The church usually has  
1055 about four people in attendance for worship. Reverend King began his ministry at First Presbyterian,  
1056 Blountstown in 2012 when the attendance there was about 8. Reverend King stated that the members  
1057 of the church do not agree with current polity of the Presbyterian Church (U. S. A.). Reverend King  
1058 suggested a closing date for the church as the last Sunday in December 2025.

1059 A motion was made that the Administrative Commission proceed with the closing of the church by  
1060 the end of 2025 and assume control of the church by rescinding the current signatories and replacing  
1061 those signatories with members of the AC. The motion passed unanimously.

1062 Worship concluded at First Presbyterian, Blountstown in December 2025, and locks have been placed  
1063 on the door. The AC has been unable to gain control of the church's finances due to Gayle's  
1064 unwillingness to work with the Administrative Commission. Ameris Bank, where the Blountstown  
1065 Church funds are held, reports that the EIN number on the church's bank account is not a valid Florida  
1066 EIN number, and no legal corporate officers exist. The bank advises that the best route forward is to  
1067 request that Gayle close the checking account, cash in the certificate of deposit, and forward a check  
1068 to the Presbytery of Florida for those funds. Gayle has been notified of this, but it may be necessary  
1069 for the Administrative Commission to hire a lawyer regarding these matters. The neighbor of the  
1070 church, owner of Peavy Funeral Home, is interested in purchasing the property.

1071 Respectfully submitted,  
1072 Rev. Stacey Kaye White, Clerk of First Blountstown AC

1073 • **EQUIPPING PRESBYTER/STATED CLERK SEARCH COMMITTEE**

1074 The following members of the Equipping Presbyter/Stated Clerk (EP/SC) Search Committee were  
1075 elected by the Presbytery at its stated meeting on October 28, 2025:

1076 Michael Askew (TE, retired; Gulf Beach, Panama City Beach)

1077 David Dick (RE, Navarre)

1046 Linda Lovins (RE, Faith)

1047 Kathy Welsh (RE, Lynn Haven)

1048 Joan Wooten (TE, retired), Chair

1049 During November and December, the committee met regularly in person and via Zoom to discuss and  
1050 develop the Ministry Discernment Profile (MDP) for the EP/SC position. On January 12, 2026 the  
1051 committee met with Synod of South Atlantic Executive and Stated Clerk Valerie Young to receive her  
1052 input on the MDP and to review initial steps in posting it on the denomination's Church Leadership  
1053 Connection (CLC) site. The Ministry Coordinating Council (MCC) approved the MDP as submitted  
1054 on January 22. At the recommendation of the search committee, MCC will also seek and train  
1055 individuals to serve as Regional Advocates so that they will be in place and functioning in their role  
1056 once the EP/SC comes on board.

1057 The MDP was posted on CLC on Monday, January 29. Since then, the committee has received 24  
1058 Personal Discernment Profiles (PDP), two of which are self-referred. The committee is meeting in  
1059 February to review the PDPs and to decide which individuals we wish to invite to apply. Once their  
1060 responses are received, the committee will schedule online interviews and continue its process of  
1061 discernment and deliberation.

1062 The committee is open to interviewing candidates interested in moving to Northwest Florida, as well  
1063 as those interested in serving remotely. Because our intent is to find the person who best matches the  
1064 qualities, skills, requirements, and experience outlined in the MDP, we are not ruling out any mode of  
1065 service so long as the Presbytery's mission and vision are fulfilled.

1066 We covet your prayers as we work to find the person God has selected to equip the Presbytery of  
1067 Florida in leadership and ministry. If you know of individuals whom you believe should apply for the  
1068 position, please direct them to CLC or to the Presbytery website, where they will find the MDP posted  
1069 on the home page. Thank you for your support and your prayers!

1070 Respectfully submitted,  
1071 Rev. Dr. Joan Hedrich Wooten  
1072 Chair

1073 With no additional business to come before the floor, the meeting was closed with prayer at 1:40 p.m.  
1074 CST.

**Minutes of Special Presbytery Meeting  
At Dogwood Acres and via Zoom  
April 8, 2026**

The Presbytery of Florida, Inc., of the Synod of South Atlantic of the Presbyterian Church (U.S.A.) met at Dogwood Acres and via Zoom for a Special Meeting called on Wednesday, April 8, 2026 at 9:30 a.m./CDT, 10:30 a.m. EDT.

	Present	Absent	Total
Ruling Elders:			
- Session Commissioners	<b>19</b>	<b>19</b>	<b>38</b>
- Other Continuing Members not serving as commissioners (RE ministry moderators {1}; RE officers {0}; RE educators {0})	<b>1</b>	<b>0</b>	<b>1</b>
- CLP/CRE	<b>3</b>	<b>1</b>	<b>4</b>
Total Ruling Elders	<b>23</b>	<b>20</b>	<b>43</b>
Ministers of Word and Sacrament	<b>25</b>	<b>28</b>	<b>53</b>
Total Present and Total Absent	<b>48</b>	<b>48</b>	<b>96</b>
Congregations Represented	<b>26</b>	<b>9</b>	<b>35</b>

**Member Ministers of Word and Sacrament present (25):** *Michael Askew, Lorne Bostwick, Mark Broadhead, Rebecca “Becky” Bryan, Hanlim Chae, Brant Copeland, Matthew Frease, Raymond Guterman, Glenn Hodges, Jean Homrighausen, Kenneth Kelley, William “Bill” Lamont, A. J. Mealor, Cathy Mooney, Luis Ocasio, Linda Pitts, Robert Quiring, Nicole Richardson, Erin Rosica, Erin Rugh, Eric Spoon, Julie Thompson, John Wamsley, Carol Wood, Joan Wooten*

*Italics = retired*

**Member Ministers of Word and Sacrament absent (28):** *Mel Baars O’Malley, Robert Bohnsack, Lewis Bullard, Kwonsoo Cho, John Cole, Tai Cole, Terry Dyer, Hugh Hamilton, Eugene “Gene” Harris, James Holley, Edward “Harry” Horne, Harvey Jenkins, John Kelsay, Sun Kim, James Krapf, Ted Land, Ruth Mashewske, Lindsay Moffett, Trinity Proctor, Margaret “Greta” Reed, James “Jim” Rollins, James “Jim” Stansbury, Kim Stavenau, Sheldon Steen, John Stringer, Rob Sugg, Mary Vance, Stacey Kaye White, Bonnie Wilkins*

**Excused Absent Member Ministers (Active) (5):** *John Cole, Tai Cole, Trinity Proctor, John Stringer, Stacey Kaye White*

**Unexcused Absent Member Ministers (Active) (6):** *Mel Baars O’Malley, Robert Bohnsack, James Holley, Sun Kim, Sheldon Steen, Rob Sugg*

**Ruling Elder Commissioners present/absent (19/19)**

**Chipley, First** – Cheryl G. McCall

- 25 **Crestview, First** – Tim Crawford
- 26 **DeFuniak Springs, Bethel** – unexcused
- 27 **DeFuniak Springs, Euchee Valley** – unexcused
- 28 **DeFuniak Springs, First** – Caroline LaPlante
- 29 **Destin, First** – unexcused
- 30 **Fort Walton Beach, First** – excused
- 31 **Fort Walton Beach, Korean** – unexcused
- 32 **Freeport, Freeport** – unexcused
- 33 **Gretna, Gretna** – Gale Thompson
- 34 **Gulf Breeze, Gulf Breeze** – unexcused
- 35 **Havana, First** – unexcused
- 36 **Laurel Hill, Laurel Hill** – excused
- 37 **Lynn Haven, First** – Rich Kangas
- 38 **Marianna, First** – unexcused
- 39 **Milton, First** – Deborah Potter
- 40 **Monticello, First** – Karen Weaver
- 41 **Navarre, Navarre** – David Dick
- 42 **Panama City Beach, Gulf Beach** – Rick Clubb
- 43 **Panama City, Grace** – Jim McQuagge
- 44 **Panama City, Parkway** – Don Mitchell
- 45 **Pensacola, First** – Judi Seltzer
- 46 **Pensacola, Korean Community** – unexcused
- 47 **Pensacola, Northminster** – Pamela Nulty
- 48 **Pensacola, Trinity** – unexcused
- 49 **Quincy, First** – unexcused
- 50 **Red Bay, Red Bay** – excused
- 51 **Sawdust, Woodland** – Mary Yeomans
- 52 **Tallahassee, Christ** – Anne Hodges
- 53 **Tallahassee, Faith** – Ted Baker, Tyler Wold
- 54 **Tallahassee, Fellowship** – unexcused
- 55 **Tallahassee, First** – Mary Kutter
- 56 **Tallahassee, Lafayette** – Matt Weinell
- 57 **Tallahassee, Trinity United** – unexcused
- 58 **Wewahitchka, First** – excused

59 **Sessions not represented:**

60 **Excused Churches (4):** 1<sup>st</sup>, Fort Walton Beach; Laurel Hill; Red Bay; 1<sup>st</sup>, Wewahitchka

61 **Unexcused Churches (13):**

62 **Continuing Members:**

63 **CREs present (3):** Alan House – Gretna/Woodland, Sawdust; Joanne Kublik – 1<sup>st</sup>, Crestview/Laurel  
64 Hill/Red Bay; Dr. Greg Seltzer – Northminster, Pensacola

65 **CREs absent (1):** Tanya Fernandes – Navarre

66 **Christian Educators with voice and vote present (0):**

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

68 **Presbytery Staff Members (1):** Melissa Willis – Administrator

69 **Non-TE/CRE Officers/Ministry Moderators (3):** Tim Crawford (Strategic Implementation Task  
70 Force), Richard Kangas (Ministry of Representation), Linda Lovins (Ministry of Congregational and  
71 Pastoral Care)

72 **Visitors (2):** Craig Chormann (Northminster, Pensacola), Valerie Young (Synod of South Atlantic)

73 **Visiting Ministers (0):**

74 **OPENING PRAYER, QUORUM, DOCKET**

- 75 • Moderator Greg Seltzer called the meeting to order at 9:30 AM CDT/10:30 AM EDT. A quorum (eight  
76 Ministers of Word and Sacrament and eight Ruling Elders, representing at least eight member  
77 congregations) was present. The moderator opened the meeting with prayer and stated the purpose of  
78 the meeting.
- 79 ○ The purpose of this meeting is to consider a request from the Equipping Presbyter/Stated Clerk  
80 Search Committee and take action on their report and recommendation for filling the position of  
81 Equipping Presbyter/Stated Clerk, and any other matters resulting from that report.
- 82 • It was moved and seconded to approve the docket as provided. The motion was approved.

83 **INTRODUCTIONS**

- 84 • First-time ruling elders, teaching elders, corresponding members, and visitors were introduced.
- 85 • Rev. Julie Thompson Transitional Pastor from Lynn Haven introduced herself as a corresponding  
86 member.
- 87 • It was moved and seconded to seat Mario Bolivar, Central Florida Presbytery, Valerie Young, Synod  
88 Executive/Stated Clerk, and Kathy Welsh search committee member with the privilege of voice for the  
89 Special Presbytery Meeting. The motion was approved.

90 **ITEM FOR ACTION**

- 91 • **Equipping Presbyter/Stated Clerk Search Committee** – Joan Wooten



1 **ITEMS FOR INFORMATION**

- 2 • Blountstown Presbyterian Church celebrated their last service on December 28, 2026. The  
3 Administrative Commission accepted an offer, and the property has been closed on.
- 4 • Several congregations are still working on incorporating according to the mandates of the Book of  
5 Order.
- 6 • The Moderators and Vice-Moderators of MPT, MCPC, and MLD met with Mark Broadhead, Tim  
7 Crawford, and me to work on ensuring that the processes for handling churches and ministers are  
8 all in line so that there is not duplicate work being done and churches and ministers do not slip  
9 through the gaps.
- 10 • A list of church Moderators, Clerks of Session, and Treasurers has been created. This needs to be  
11 reviewed by each congregation for accuracy.
- 12 • Follow up work on the 2026 budget and fund accounts has taken place to ensure the Presbytery  
13 funds are being utilized in the best possible way. This work is still ongoing.
- 14 • The Rev. Mark Broadhead was approved by MCC to be the Recording Clerk for the May 2026  
15 Stated Presbytery meeting.

16  
17 **Items for Action:**

- 18 • None.

19 Respectfully submitted,  
20 Rev. Eric Spoon  
21 Assistant Stated Clerk

# Resourcing:

## The Racial Justice Subcommittee and Florida Council of Churches



### The Rev. Dr. Russell L. Meyer

rmeyer@floridachurches.org

Doctor of Ministry, Wesley Theological Seminary  
Master of Sacred Theology ABD, United Lutheran Seminary  
Master of Divinity, Yale Divinity School  
Bachelor of Arts in English, Baker University  
Ordained, Evangelical Lutheran Church in America

The Rev. Dr. Russell L. Meyer serves as Executive Director of the Florida Council of Churches (since 2005) and Interim Pastor of St. John's Lutheran Church, Jacksonville FL (since 2020). He leads the Florida Faith Advocacy Office and convenes the Florida Interfaith Climate Actions Network (founded in 2014). Active in several national faith collaboratives, he focuses on the emerging shared consciousness that centers nonviolence/love in social processes that invite full participation of everyone.

He actively addresses state policies and systems that deny Floridians, from the newly arrived to multiple generation families, access to health, education, opportunity, fair treatment, a clean environment, and basic dignity.

While pastoring Faith Lutheran Church, Lakeland (1994-2004), he helped co-found the Polk County faith-based community organization PEACE. As pastor of the Lutheran United Parish, Tampa (2015-2020), he mentored many young activists. Following the killing of Trayvon Martin (2012), he engaged with public protests in Tampa, including the campaigns for equity in the public school district, police reform in the wake of Michael Brown's death, bicycling while Black, and George Floyd marches, as well as campaigning to prioritize climate action policies. During this era Tampa Bay public policy moved "peopleward".

*The critical part of my Christian reflection over the years involves reimagining the order of our public household. Too many suffer impoverishment, materially or spiritually, from the great divorce of God's abundant economy from human affairs. We languish by not seeing our inextricable relationships with one another. The Beloved Community involves a Beloved Economy cherishing a Beloved Creation. Through a Great Dialog on the circulation of abundance, we would welcome a thriving society for all.*

### A Public Leadership Miscellany

Sunshine Power JEA Accountability

Micah Solidarity Project NEFL -  
Baker Detention Center

State Ecumenical Executives  
Campaign on Christian Nationalism

ELCA Accompaniment with Cuba

National Mourning into Unity  
COVID Project

Real Talk for Educational Equity

Rev. Hollingsworth Award,  
Hillsborough NAACP

European Descent Lutheran  
Association for Racial Justice

Florida State Commission on the  
Dozier School

Sea Level Rise Consortium, St.  
Petersburg College

Local and Regional Ecumenism  
Committee, National Council of  
Churches

North American Academy of  
Ecumenists

Adjunct Professor, World Religions  
and Ethics, Hillsborough  
Community College

1 **COVENANT AGREEMENT**

2 **Between**

3 **Dogwood Acres Retreat Center and Camp, Inc**  
4 **A Non-Profit Organization**

5 **And**

6 **The Presbytery of Florida**  
7 **A Council of the Presbyterian Church (U.S.A.)**

8 **Preamble**

9 This Covenant Agreement ("Agreement") is entered into between Dogwood Acres Retreat Center and  
10 Camp, Inc. ("Dogwood Acres"), a non-profit organization in the state of Florida, and the Presbytery of  
11 Florida ("the Presbytery"), a council of the Presbyterian Church (U.S.A.). This Agreement acknowledges  
12 the historic, present and future relationship between Dogwood Acres and the Presbytery, affirming their  
13 mutual purpose and support.

14 **Dogwood Acres**

15 *"The earth is the Lord's, and all that is in it." — Psalm 24:1*

16 **Mission Statement**

17 Dogwood Acres is a non-profit organization dedicated to providing a setting for spiritual growth,  
18 education, fellowship, environmental awareness, and recreation. It serves faith groups, associations,  
19 individuals, and community organizations by developing and offering retreats and camps, facilitating  
20 retreats and camps that are offered by other groups, and hosting retreats and camps on-site at Dogwood  
21 Acres.

22 **Vision Statement**

23 Dogwood Acres envisions a place where people of every age step away from the noise of life to rest,  
24 renew, and reconnect in the beauty of creation. Here, children, youth, and adults are formed to lead with  
25 courage, live with purpose, and steward God's gifts faithfully—bringing transformation to communities,  
26 the church, and the world.

27 **History of Dogwood Acres as a ministry of the Presbytery of Florida**

28 In the early 1960s, leaders in the Presbytery of Florida envisioned a place set apart for young people to  
29 connect to creation and develop their faith. In 1966 the Presbytery purchased property in Vernon/Chipley  
30 Florida for this purpose. The rustic campground that these good saints imagined has developed into a  
31 vibrant, accessible retreat center serving people of all ages and stages of life. Through many  
32 transformations, this ministry has continued to thrive thanks to the help and support of churches,  
33 individuals, and the Presbytery.

34 From the beginning, the Presbytery of Florida and Dogwood Acres were one in the same ministry.  
35 Dogwood Acres staff, supplies, equipment, insurance, and utilities - all things that made the camp viable  
36 - were part of the Presbytery's budget. A designated committee of the Presbytery oversaw the operations  
37 and reported to the body of the Presbytery. Congregations' per capita giving was used to support the  
38 camp and its operations. Dogwood Acres did not do fundraising campaigns to churches but did accept  
39 donations for scholarships and special projects.

40 Around 2016, Dogwood Acres and the Presbytery began the process of separating their finances. The  
41 Presbytery and the Dogwood Acres staff all agreed that it would be easier and provide better  
42 accountability for Dogwood Acres to track its own finances and for the Presbytery to simply offer financial  
43 support, along with some oversight. Dogwood Acres began by formulating an annual budget and

44 tracking all income and expenses monthly, reporting to the Presbytery at least quarterly. This has worked  
45 well for the past nine years. The separation process included opening new bank accounts, with Dogwood  
46 Acres signatories, and adding full access by the Dogwood Acres Director and representatives to all the  
47 existing Dogwood Acres funds. Eventually many of the funds were consolidated and renamed and the  
48 Dogwood Acres Committee has assumed financial reporting and responsibility. Over the years, the  
49 Presbytery's support has been substantial, but, in January 2024, the annual support dropped from over  
50 \$104,000 to just over \$60,000. At the same time, the Presbytery voted to require Dogwood Acres to  
51 seek separate designation as a 501c3 (not-for-profit) corporation.

52 Over the past fifteen years, Dogwood Acres has operated with less and less direct management  
53 assistance from the Presbytery, while remaining strongly committed to its Presbyterian roots and the  
54 Presbytery of Florida. It recovered from devastating damage from Hurricane Michael in 2018, got through  
55 the pandemic, and continues to fully function with strong leadership from its directors, staff, and Ministry  
56 Team.  
57

## 58 **1. Relationship and Governance**

59 1.1 Dogwood Acres affirms its commitment to the mission and ministry of the Presbytery of Florida and  
60 the broader mission of the Presbyterian Church (U.S.A.).

61 1.2 Dogwood Acres operates as an independent non-profit corporation, governed by its Board of  
62 Directors ("Board"). The Board has full authority and responsibility for the governance, operation,  
63 ownership and management of the corporation and the property.

64 1.3 The Presbytery of Florida recognizes Dogwood Acres as a ministry partner, providing spiritual,  
65 programmatic, and financial support as deemed appropriate by both parties.

66 1.4 The Presbytery of Florida shall appoint 1 member in good standing to serve for a designated term on  
67 the Dogwood Acres Board of Directors.

## 68 **2. Mutual Support and Responsibilities**

69 2.1 Both Dogwood Acres and the Presbytery shall endeavor to support each other in ways that align with  
70 their respective missions, including but not limited to:

- 71 · Promoting the use of Dogwood Acres for Christian education, retreats, camps, and other related  
72 purposes.
- 73 · Encouraging congregations and members within the Presbytery to participate in the programs  
74 and activities of Dogwood Acres.
- 75 · Providing opportunities for collaboration in areas of ministry, mission, and stewardship.
- 76 · Encouraging all congregations and members to provide financial support for Dogwood Acres.
- 77 · Dogwood Acres agrees to offer staff leadership and physical facilities for appropriate training  
78 events, programs, seminars, and meetings designed to meet the needs of the Presbytery.

79 2.2 Dogwood Acres shall provide reports at least once a year at Presbytery meetings summarizing its  
80 activities, financial health, and future plans.

## **3. Financial Support**

81 3.1 The Presbytery shall transfer from its treasury and investments all funds currently earmarked for  
82 Dogwood Acres.

83 3.2 The Presbytery of Florida shall provide Dogwood Acres funding to address deferred maintenance,  
84 and capital improvement needs, in the amount of \$500,000.

85 3.3 In addition to these capital improvement funds, the Presbytery shall provide annual funding to  
86 Dogwood Acres equal to prior year funding.

#### 87 **4. Transfer of Property**

88 4.1 The Presbytery agrees to transfer all property currently held for the benefit and use of Dogwood  
89 Acres to Dogwood Acres.

90 4.2 Dogwood Acres and the Presbytery intend to enter a 99-year lease, with the Presbytery leasing the  
91 building currently used as the Office of Presbytery. That lease will be for the sum of \$1 per year and  
92 renew at the option of either party at the end of the term. The Presbytery will provide maintenance and  
93 insurance for the building and will keep it up to relevant Florida Building codes while it is in possession of  
94 the building.

95 4.3 Dogwood Acres agrees to provide the Presbytery a non-exclusive easement to the land in a fifty (50)-  
96 yard radius of the Office, and to existing roads providing access to the Office, as described in Addendum  
97 A of this agreement. Dogwood Acres will be responsible for the upkeep for the easement property.

#### 98 **5. Reversion of Assets**

99 5.1 In the event that Dogwood Acres is formally dissolved, declares bankruptcy, or has a receiver  
100 appointed, all assets remaining after the payment of debts shall revert to the Presbytery of Florida or its  
101 successor. The Presbytery will have the right to match any offer for the real property assets in the event  
102 they are made available for sale to cover outstanding debts.

103 5.2 It is the intent of the parties that the Presbytery shall use any reverted assets in a manner that honors  
104 the legacy and mission of Dogwood Acres.

#### 105 **6. Duration and Amendment**

106 6.1 This Agreement shall remain in effect unless and until modified by mutual written consent of both  
107 parties.

108 6.2 Any amendments or modifications to this Agreement must be agreed upon in writing and approved  
109 by the Board of Directors of Dogwood Acres and the Presbytery.

#### 110 **7. Execution**

111 This Agreement shall become effective upon execution by the duly authorized representatives of both  
112 parties.

113 Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

114

115 **For Dogwood Acres Retreat Center and Camp**

116 Signature: \_\_\_\_\_

117 Name: \_\_\_\_\_

118 Title: \_\_\_\_\_

119 Date: \_\_\_\_\_

120 **For the Presbytery of Florida**

121 Signature: \_\_\_\_\_

122 Name: \_\_\_\_\_

123

124 Title: \_\_\_\_\_

125

126 Date: \_\_\_\_\_

127 **End of Agreement**



548 W. Park Avenue, Tallahassee, FL 32301

850-222-6320 – [matt@ukirkallahassee.com](mailto:matt@ukirkallahassee.com) – [www.ukirkallahassee.com](http://www.ukirkallahassee.com)

April 9, 2026

Presbytery of Florida  
P. O. Box 7  
Chipley, FL 32428-0007

To the Stated Clerk of the Presbytery of Florida and Members of the Coordinating Council:

I am writing today on behalf of the Board of Directors and students of UKirk Tallahassee to request that the Presbytery of Florida change its operating policy regarding the distribution of reserve funds. We are requesting a two-phase investment from the Presbytery of Florida to support our capital campaign to dramatically improve the ministry's most forward-facing element, Calvin's Coffee House.

Attached to this letter is our Presbytery's grant application to demonstrate how this investment is in line with the mission and objectives of the Presbytery of Florida. The total request is \$500,000.00 with an initial one-time gift of \$250,000.00 and a dollar-for-dollar matching gift of \$250,000.00. This two-phase investment, along with funds raised in our capital campaign, will be used to upgrade the building's original electrical system to meet current code, renovate the bathrooms to be accessible to people with disabilities, remodel the Coffee House's kitchen to be more efficient and compliant with the Florida Department of Agriculture's coffee shop standards, and repair the building's original slate roof.

As this request will require action by the Presbytery, we are requesting to be added to the May Meeting Agenda as the order of the day following lunch. We are planning to present this request in collaboration with Dogwood Acres. Though distinct, both ministries collaborate and play significant roles in the Presbytery's ecosystem of faith formation.

Grace and Peace,

A handwritten signature in blue ink, appearing to read "Mathew Frease".

Rev. Dr. Mathew Frease  
Campus Minister  
UKirk Tallahassee  
[matt@ukirkallahassee.com](mailto:matt@ukirkallahassee.com)  
850-222-6320

**UKirk Tallahassee Board of Directors:**

Dr. Suzanne Rita Byrnes, President  
Alice Malone, Vice President  
Rev. Dr. Brant Copeland, Treasurer  
Christy Stacy, Secretary  
Sherri Banyas  
Rev. Becky Brian  
Tommy Bull  
Bennett Chesser  
Alan House (CRE)

Patrick Kennedy  
Katherine Mealar  
Rowen Miller  
Rev. Erin Rugh  
Rev. Lauren Scott  
Joseph Torrescano  
Johnny Vodenicker  
Boyce White

## UNBUDGETED PROJECT APPLICATION

PROJECT NAME: UKirk Tallahassee Capital Project

Date 1/18/2026

Requesting Committee: N/A

Contact person(s): Rev. Dr. Matt Frease, Campus Minister, UKirk Tallahassee

### ■ Summary of the project (one paragraph)

UKirk Tallahassee (formerly the Presbyterian University Center) is planning to complete a significant physical update to the ministry's outward-facing mission, Calvin's Coffee House. Established in 2009 as a pay-what-you-can coffee shop and as an expression of the Ministry's values of welcome and hospitality, Calvin's has grown to be a safe and valued third space near the FSU Campus, serving on average just under 800 students, faculty, staff, and visitors weekly. Beyond providing a space for students, faculty, staff, and visitors to gather, Calvin's has developed into a community hub where students come to study, share their art, perform music/readings during open mic nights, worship on Thursdays after supper, and host social events with student organizations. Recently, Calvin's began serving as a "project host site," where students organize to raise funds for worthy projects around campus and elsewhere. Over the past 16 years, as this aspect of the ministry of UKirk Tallahassee has grown, board members and volunteers have used their time and energy to update the space through small projects that superficially improved it. The ministry, however, has reached a point where more significant updates are needed. This project will entail updating the building's original electrical system to meet current code, renovating the bathrooms to be accessible to people with disabilities, and remodeling the Coffee House's kitchen to be more efficient and compliant with the Florida Department of Agriculture's coffee shop standards. Additionally, we are preparing for the possibility that an insurance claim for roof damage will be denied and, after protracted litigation with our insurance provider, will necessitate significant funding to repair or replace the building's slate tile roof.

### ■ Amount requested:

We are requesting a two-phase investment from the Presbytery of Florida. The first phase would be a *one-time gift of \$250,000*. The *second phase would be a dollar-for-dollar match of our "So All May Be Welcomed" Capital Campaign up to \$250,000*. This could amount to a total investment of \$500,000 by the Presbytery of Florida in the ongoing ministry of Ukirk Tallahassee.

■ Which of the 6 Project Objectives (see below) does this Project address? How? Include all that apply.

1. To invite the members and congregations of Florida Presbytery to dream new dreams, imagine new ways, and begin new initiatives that lead to the development, redevelopment, and renewal of congregational life, ministry, and outreach. (Joel 2:28-29)

- The Ministry of UKirk Tallahassee is a dynamic model of ministry in the Presbytery of Florida. Along with offering an initial Christian Community in which students live and uniquely participate in ministry, they also receive affordable, safe housing well below market rate, adjacent to the FSU campus. The ministry also has a worship community that provides students with a spiritual home where they can explore and deepen their faith within a community. Additionally, Calvin's Coffee House provides students with a safe gathering space to study, rest, and hang out with friends, as well as have access to free food provided by Manna on Meridian (Faith Presbyterian's Community Food bank) every Monday, or to purchase coffee and tea drinks, as well as bagels or muffins. The staff who Calvin's employs are students from various backgrounds. For some, this is their first job; for others, it is one of the ways they can afford to attend college. Yet for others, working at Calvin's is their first experience of working with a ministry, while for others, this is a chance to begin healing from harm caused by other Christian traditions' rejection of them. From these student baristas, Calvin's hires managers to oversee and direct the coffee house's operations, allowing them to grow and develop leadership and organizational skills. These student baristas and managers develop a unique relationship with the campus minister and office administrator, where questions of faith, vocation, and life are given voice and attended to by these ministry professionals. This has led to healing in some cases, and in others, the opportunity to be heard by a trusted adult has led to a freedom to make choices that more accurately cohere with who they understand themselves to be. Yet this is not limited to the staff alone; Calvin's baristas offer this care to patrons and visitors alike and invite them to talk with the Campus Minister or Office Administrator or to participate in the worshipping community.

2. To encourage innovative attempts to develop and expand hands-on ministries that serve the people of our local communities in Christ-like ways. (Ephesians 4)

- Over the past 16 years, and rooted in the welcoming tagline "love people, love coffee," Calvin's has developed into a community hub where students come to study, share their art, perform music/readings during open mic nights, worship on Thursdays after supper, and host social events with student organizations. Recently, Calvin's began serving as a "project host site" – where students organize to help raise funds for worthy projects around campus and elsewhere. All of this activity

points to the growing impact of Calvin's Coffee House within the ethos of campus life.

Participation levels are increasing steadily post-pandemic: average weekly patron traffic this academic year (2024-'25) has exceeded 796 transactions, for a total of approximately 24,690. In 2022-'23, the average weekly number of transactions was 628, totaling 19,460; in 2023-'24, the average weekly number of transactions increased to 732, totaling 22,698. While patron transactions do not exactly reflect the total number of participants (students, faculty, and staff) who use the space, they do provide a metric of increases in activity over the past three years. Other participants, such as parents and area neighbors, also enjoy coffee, tea, snacks, and hospitality at Calvin's, which encourages healthy, often healing exchanges.

With the addition of two multi-story student apartment complexes to the north of Calvin's location within the next few years, we anticipate a significant increase in foot traffic to our building as students move back and forth to campus.

3. To encourage members and congregations to become more involved in the wholeness and wellbeing (Shalom) of their communities (Jeremiah 29:7)

- Recent research on college-aged students by the Springtide Institute reports that nearly 40% have no one to talk to or feel left out, and 45% feel no one understands them. This epidemic of loneliness has disastrous social, emotional, and academic consequences. Because of UKirk Tallahassee and Calvin's Coffee House location, we are the only Christian ministries on the east side of the FSU Campus, and we provide a space that fosters a sense of belonging. The ordering in the tagline "Love People, Love Coffee" is significant because we value people first. Over the 75 years we have been at this location, God continues to work in and through this community to be church, to be a space where Divine love is expressed to all, and belonging is experienced.

4. To seek to make disciples across all economic, racial, and ethnic boundaries. (Galatians 3:20)

- The Samaritan woman at the well in John 4, after encountering Jesus, runs back to her community, inviting her neighbors to come and see. This is campus ministry in a nutshell. UKirk Tallahassee, and by extension Calvin's Coffee House, creates opportunities of genuine welcome and hospitality that foster a sense of belonging. This has the potential to be transformative in the lives of all our students, as they invite their friends to come and see. Inherent to this is the diversity of students who encounter this ministry, which goes well beyond economic, racial, and ethnic boundaries to include students whose gender identity, sexual orientation, and faith

backgrounds have historically been denied, rejected, or undervalued in the life of the Church. Though this may not be a traditional understanding of discipleship, the impact of this ministry's intentionality to foster a welcoming and hospitable space, informed by our Reformed Tradition, to a population we serve for a finite amount of time means we may never fully see the fruit of these endeavors. This ministry, like the seed parables in Mark 4, casts wide the seeds of grace and love, not knowing how or where they will take root and grow, and may grow wildly like a mustard seed, with large branches extending beyond our imagined possibilities.

5. To foster innovation in Florida Presbytery mission and outreach. (Acts 2:46-47)

- Though the concept of a ministry-directed coffee shop is not a new idea, the longevity of this place and the intentional innovations are hallmarks of this ministry. UKirk Tallahassee and Calvin's Coffee House are constantly discerning how God is calling us to respond to the issues facing our students. This may mean attending to current research on students' mental health needs, or creating spaces for students to explore leadership opportunities or artistic expression. The hope is always to share these experiences and what is gained from them with the larger church.

6. To encourage congregations and Presbytery entities to rethink their ministries for the 21st century. (Romans 12:1-2, Acts 9:31)

- It has been said that in previous times, the Christian church ran on this formula: believe, behave, belong. What we have seen in the past several years, not just in the PC(USA) but across the Church, is a reversal of this old formula: to belong, behave, believe. As younger generations grow up in an environment where the Christian church has had less influence in their upbringing, it is vital that we create spaces where people feel they belong, are safe, and are loved. Once that is achieved, people often begin to express curiosity about the community's practices and behaviors. Belief is the last step. Places like Calvin's Coffee House and the ministry of UKirk Tallahassee are vital.

■ What is the time-line for the project?

The initial gift from the Presbytery, combined with a pledge of \$75,000 for the project, will allow us to begin step one: updating the electrical system. This critical first step would then allow remodeling Calvin's restrooms to increase use and improve disability access. Step three is updating Calvin's kitchen. The need to replace or substantially repair the roof would also have to be considered, pending the outcome of ongoing litigation and its timing.

- What are the expected outcomes? How will you measure if the project accomplished its goals?

We will know this project has achieved its purpose when we can faithfully serve all who come to Calvin's Coffee House and who can participate fully there.

- Describe the contributions to the project other than the grant: (money, time, talents, etc.).

As part of this step, please provide a proposed current income and expense budget for the project. How will this be funded in the future? Please see attached "So That All May Be Welcomed" Capital Campaign Documents and Construction Documents from Oliver Sperry Renovation Commercial Construction.

- How will this project build discipleship? Please see the answer to #2 of the Project Objectives above.

- How will this unbudgeted financial support from presbytery enable our presbytery's effort to grow in being a community of faith, hope, love, and witness?

As one of the very few Campus Ministries in the State of Florida, and one that has existed for 75 years, UKirk Tallahassee has been a ministry serving within the bounds of the Presbytery of Florida, witnessing to God's love and grace to generations of students at FSU, Florida A&M, and Tallahassee State College. UKirk Tallahassee also has a long history of helping students discern a call to vocational ministry within the PC(USA) and other mainline denominations.

- Rev. Matthew Schlageter, Chaplain, Atrium Health, Charlotte, NC
- Rev. Tripp Porch, Pastor, Indianola Presbyterian Church, Columbus, OH
- Rev. Rachel Hood Vogado, Pastor, Covenant Presbyterian Church, Roanoke, VA
- Rev. Becky Bryan, Associate Pastor, 1st Presbyterian Church, Pensacola, FL
- Rev. John Daniel DeBevoise, Pastor, Tyger River Presbyterian Church, Spartanburg, SC
- Rev. Lauren Scott, Associate Pastor, Riverside Presbyterian Church, Jacksonville, FL
- Peri Flannigan, Director of Christian Education, Christ Presbyterian Church, Tallahassee, FL
- Rose Walters, Candidate for Ministry, Austin Theological Seminary, Austin, TX

In addition, the ministry prepares students to think theologically by engaging with Scripture and Reformed Theology, as an important step, as students form a deep and vibrant faith. Many of our students come from across the southeast and from various Christian traditions. The work we do in the ministry and the partnerships we have with surrounding PC(USA) partner congregations, who, among other things, bring meals and connect our students to various aspects of their congregation's ministry, exposes our

students to a faith tradition and congregations that witness to the Love of God made known in Jesus Christ and call us to respond to grace by serving the least of these amongst us. For our students who come to the ministry through their connection to Calvin's, being in a religious space that is affirming and welcoming of all people stands as a witness to a loving God who accepts all. This can be a healing balm for those who have been rejected or hurt by the church. They will also hear an alternative expression of the Gospel, different from the one they heard growing up. In all of these cases, the witness to God's love is expansive and expressed through simple actions.

■ How will this financial support enable our presbytery to grow in vitality and faithfulness and service?

As a ministry within the bounds of the Presbytery of Florida and supported financially by both congregations and the Presbytery itself, the Presbytery is impacted by all that we do at UKirk Tallahassee. As a vital ministry, serving not just the students of FSU, Florida A&M, and Tallahassee State College, we witness to God's love to the larger University community and the wider Tallahassee community. By choosing to be informed by our values arising from our Reformed faith, we witness to doing business differently from other local coffee shops. By caring about the well-being and success of our students, giving them ownership of the ministry translates to how they interact with those we serve. Each sale of a drink or muffin is less transactional and more of a chance to express genuine care for someone in our community. This is transformative and a way of expressing care to our neighbors.

■ Who (individual(s) or team(s) will be championing this project?

The Board, made up of members of PC(USA) churches in the Tallahassee area, others in the Presbytery of Florida, and at-large Teaching Elders, is fully engaged in seeing this project through to completion. Several local PC(USA) congregations are committed to the success of this ministry and have made or will be making financial contributions to this project.

#### PROJECT OBJECTIVES

1. To invite the members and congregations of Florida Presbytery to dream new dreams, imagine new ways, and begin new initiatives that lead to the development, redevelopment and renewal of congregational life, ministry and outreach. (Joel 2:28-29)
2. To encourage innovative attempts to develop and expand hands-on ministries that serve the people of our local communities in Christ-like ways. (Ephesians 4)
3. To encourage members and congregations to become more involved in the wholeness and wellbeing (Shalom) of their communities (Jeremiah 29:7)
4. To seek to make disciples across all economic, racial and ethnic boundaries. (Galatians 3:20)

5. To foster innovation in Florida Presbytery mission and outreach. (Acts 2:46-47)
  6. To encourage congregations and Presbytery entities to rethink their ministries for the 21st century. (Romans 12:1-2, Acts 9:31)
- {Please use additional paper to answer the question above}

1 **Items for Information**

- 2 • MCC approved the minutes of the February 24, 2026, stated meeting of the Presbytery and the  
3 April 8, 2026, special meeting of the Presbytery as submitted.
- 4 • Mario Bolivar will be installed as Equipping Presbyter/Stated Clerk at the May 16, 2026 meeting  
5 of the Presbytery.
- 6 • Dogwood Acres Task Force Covenant Agreement will be presented at the May 16, 2026 meeting  
7 of the Presbytery.
- 8 • UKirk Tallahassee Capital Campaign Request for \$500,000 in two payments of \$250,000, and this  
9 will be presented at the May 16, 2026 Presbytery meeting.
- 10 • MCC approved Raymond Gutterman being named Moderator of the Ministry of Presbytery  
11 Operations.
- 12 • Caleb Dick will be commissioned at the May 16, 2026 Presbytery meeting to represent the  
13 Presbytery of Florida as a member of the FLAPDAN Board for the class of 2027.
- 14 • Greg Seltzer will be recommissioned as CRE at Northminster, Pensacola at the May 16, 2026  
15 meeting of the Presbytery.
- 16 • The Presbytery requested and received a \$30,000 PDA Grant for hurricane Helene long term  
17 recovery work ongoing in Madison County.
- 18 • Candidate Emily Bruno has been Certified Ready to Receive a Call.
- 19 • Candidate Ryan Obray has been Certified Ready to Receive a Call.
- 20 • CRE Explorer Linda Lovins has been approved as ARE to administer The Lord's Supper and  
21 Moderate Session Meetings.
- 22 • MCC approved a resolution for the sale of Blountstown Presbyterian Church as required for the  
23 underwriting of the transaction for the Title Company. The resolution gave final authority for sale  
24 of the property and for Eric Spoon to sign closing paperwork on behalf of the Presbytery on April  
25 15, 2026 and a check for \$74,180.75 was sent to the Presbytery.
- 26

27 **For Presbytery Approval**

- 28 1. MCC recommends approval of proposed updates to the Manual of Operations. The proposed  
29 updates include:
- 30 • Changing the paragraph on page 12, lines 12-15 to read, "The Equipping Presbyter/Stated  
31 Clerk, Assistant Stated Clerk, and Treasurer shall serve only as advisory members to the  
32 ministries of the presbytery we asked/appointed to do so. The Office Administrator shall  
33 not be an elected member of any presbytery ministry, committee, or  
34 commission. Regional Advocates may be elected members on any presbytery ministry,  
35 committee, or commission."
- 36 • Replacing "General Presbyter" with "Equipping Presbyter/Stated Clerk" anywhere
- 37 2. MCC recommends dissolution of the EP/SC Search Committee by the Presbytery effective May  
38 16, 2026.

- 39 3. MCC recommends acceptance at the May 16 Presbytery meeting, of Presbytery staff, Rev. Dr.  
40 Nicole Richardson's resignation with her final day of service being May 29, following two weeks  
41 of accrued vacation; and approval of Nicole's request to carry the Tide and Table Ministry  
42 materials she developed while in the employment of the Presbytery of Florida with her to the  
43 Presbytery of St. Augustine, with agreement that the Presbytery of Florida maintains access and  
44 control of the materials; and concurrence with Michael Martin, Presbytery Treasurer, to return the  
45 \$10,000 grant to 1001 Worshipping Communities with him handling any financial issues  
46 associated with this transition.
- 47 4. MCC recommends acceptance of the retirement of Chaplain Rob Sugg effective August 11, 2026  
48 at the May 2026 Stated Meeting.
- 49 5. MCC recommends approval of the updated policies for Antiracism, Protection of Minor and  
50 Vulnerable Adults, Sexual Abuse and Misconduct, and Workplace and Sexual Harassment at the  
51 May 2026 Stated Meeting.
- 52 6. MCC recommends approval of Rev. Mark Broadhead to be the Recording Clerk for the May 16,  
53 2026 Presbytery of Florida stated meeting.

54 Respectfully submitted,  
55 Mary Hodges, Moderator of MCC

56 **Next Meeting Date:** July 16, 2026 at 9:30 a.m. (CT) / 10:30 (ET)

1 **Membership:** Rich Kangas, Moderator; Raymond Guterman, John Wamsley, Michael Askew, Greg  
2 Obermier

3 **Purpose:** *The Ministry of Representation (MR) shall function in accordance with the Book of Order as outlined in*  
4 *the principles of F-1.0403, F-1.0404 and the policies of G-3.0103. MR is responsible for identifying and*  
5 *implementing efforts to enable a broad, deep and diverse cadre of leaders in all ministries of the Presbytery.*  
6 *Including those from racial, ethnic, and immigrant communities, younger adults with new perspectives, and older*  
7 *adults with experience and wisdom. They shall make nominations of such persons to the Presbytery for its vote.*

8 **Nominations for Presbytery action:**

9 *Ministry of Leadership Development*

10 Rev. Jean Homrighausen, Class Feb.2028, Vice Moderator

11 *Ministry of New Congregation Formation*

12 Rev. Sheldon Steen, Class Feb. 2028, Moderator

13 *Ministry of Pastoral Transitions*

14 Pam Nulty, Elder, Class Feb.2028, Vice Moderator

15 *Ministry of Presbytery Operations*

16 Rev. Raymond Guterman, Class Feb.2027, Moderator

17 **Synod**

18 *Synod Commissioner (Minister) Alternate*

19 Rev. Dr. Matt Frease, Class 2028

20 **For information:**

21 Presbytery Ministry vacancies:

22 *Ministry of New Congregation Formation*

23 -2, Class Feb. 2027.

24 -1, Class Feb. 2028.

25 -1, Class Feb. 2029

26 *Ministry of Presbytery Operations*

27 - 1, Class Feb. 2027

28 Other vacancies:

29 *Presbytery Vice Moderator - Class Feb. 2027*

30 (male, elder/minister)

31 *Permanent Judicial Commission, Class Feb. 2032*

32 Serving at Presbytery level on a Ministry team is about helping churches within the Presbytery of Florida.  
33 You use your faith, insight and personal skills to work together effectively, making sure every church  
34 within the presbytery gets the support it needs to thrive. It's sharing your ministry's workload into actions,  
35 so the entire community stays strong and connected.

36 Blessings,

37 Rich Kangas, Moderator

**The work of MLD focuses on three areas: Preparation for Ministry, Education & Resourcing, and Outreach and Mission, which includes the work of Florida Presbyterian Disaster Assistance Network (FLAPDAN) and the Racial Justice Subcommittee.**

### **Preparation for Ministry**

- Candidate Emily Bruno was certified on Monday, April 10, 2026 as **Ready to Receive a Call**.
- CRE Explorer Linda Lovins was approved on Monday, April 10, 2026 as an **Authorized Ruling Elder (ARE)** to administer The Lord's Supper and Moderate Session Meetings.
- Candidate Ryan Obray was certified on Wednesday, April 15, 2026 as **Ready to Receive a Call**.

### **Education & Resourcing**

- **Education Hour for the Presbytery, May 16, 2026:** The Racial Justice Subcommittee is hosting. Guest Speaker: Russell Myers, Florida Council of Churches, to speak for 45 minutes with a 15-minute Q&A. Harvey Jenkins is the event coordinator. The full hour and a half are available to the Subcommittee, if needed.

### **Outreach & Mission**

#### **FLAPDAN**

- Calab Dick, Navarre Presbyterian Church was approved to represent the presbytery as a FLAPDAN Board Member for the class 2027.
- A report on the work of FLAPDAN report was received as information.

#### **Racial Justice Subcommittee**

- Looking for opportunities to sponsor minority children as campers to this year's Dogwood Acres summer programs. Additionally, finding minority counselors for summer camps is also a goal being pursued.

### **Other Business**

After careful review of the use of the Ministry money in the Texas Presbytery Fund Balance, we voted to make the following changes:

- Two-Cents-a-Meal: Release interest accrued up to the current date
- Candidate Aid: Release interest accrued up to the current date
- Peacemaking: release all funds to Dogwood Acres and close the account
- Self-Development of People: Release interest accrued up to the current date
- Disciplefest: Release 50% of the fund and all interest. Rename account to Presbytery Educational Needs
- Youth Triennium: Release all funds and close account

### **As information: Preparation for Ministry**

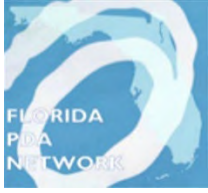
- We have released two candidates as ready to receive a call: Emily Bruno and Ryan Obray. Ryan has a call to a residency program at Frist Presbytery Church, Greensboro, NC, which begins in August.
- We have one Candidate for Ministry: Rose Walters
- We have two Inquirers for Ministry: Lauren Christian and Dexton Teat
- We have one Disciple for CRE: Deborah Potter and one Explorer: Linda Lovins

### **Ministry Team Members**

**Class of 2027:** Dr. Greg Seltzer, Tim Crawford

**Class of 2028:** Susan Byram, Rev. Jean Homrighausen; vice-moderator, Rev. Cathy Mooney; moderator

**Class of 2029:** Rev. Becky Bryan, Hilda Jackson



# Report to the Ministry of Leadership Development from Florida Presbyterian Disaster Assistance Network

April 13, 2026

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## Presbytery of Florida FLAPDAN Board Members:

Tim Crawford 1<sup>st</sup> Crestview, & Mary Yeomans, Woodland

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## FLAPDAN Annual Meeting

- March 19, Gainesville. Received training and other briefings from FLAPDAN Board Members, PDA Associate for National Disaster Response Kathy Lee-Cornell
- Approved updated Convenient Agreement among FLAPDAN, the six Florida Presbyteries, and PDA. Presbytery should be receiving the document for signature in near future.

## FLAPDAN Board Membership Classes

- Class of 2026 – Tim Crawford, Crestview, Class of 2028 – Mary Yeomans, Woodland
- Requests to fill the vacant 2027 term resulted in Mr. Caleb Dick - Navarre applying for the position.
- **Item for Approval**
  - Request action by the ministry to submit Caleb Dick to the FLAPDAN Board to represent the presbytery as a member of the FLAPDAN Board Member for the class 2027.

## PDA Grant Application

- Presbytery requested and received a \$30,000 PDA Grant for Hurricane Helene long term recovery work ongoing in Madison County (most eastern county in presbytery) by Starfish Disaster Recovery for their ongoing case management, project management, and volunteer coordination work in the county.
  - The presbytery applied for and received a PDA mid-council grant shortly after Helene for Starfish Disaster Recovery

## NEXT FLAPDAN MEETING DATE:

- May 18, 2026

- 1 Attendance: A.J. Mealor, Stan Trappe, Sheldon Steen, Jim Rollins, Beth Mooney, Stacey Kaye White  
2 I. Opening Prayer at 2:02 by A.J. Mealor  
3 II. Informed and discussed Nicole’s resignation at 2:03  
4 III. Discussion was had on issues concerning what to do with the work Nicole produced  
5 a. Recommend to Presbytery that Nicole Richardson be allowed to retain her “work product” and the  
6 Presbytery will retain copies of her work and rights to use. Beth made the motion, Sheldon  
7 seconded.  
8 i. Discussion was had. Vote was unanimous.  
9 b. Recommend to Presbytery that Nicole assume full responsibility of tideandtable.org effective May  
10 31, 2026 including of the name Tide & Table. A.J. made the motion, Sheldon seconded.  
11 i. Discussion was had. Vote was unanimous.  
12 c. Recommend that Presbytery dissolve the Tide and Table Task Force effective immediately. Motion  
13 was made by Sheldon, A.J. seconded.  
14 i. Discussion was held. Vote was unanimous.  
15 IV. Closing prayer at 2:34 by Sheldon

16 Nicole’s resignation letter has been included for information.

17 **Actions for Presbytery:**

- 18 1. Recommend to Presbytery that Nicole Richardson be allowed to retain her “work product” and the Presbytery  
19 will retain copies of her work and rights to use.  
20 2. Recommend to Presbytery that Nicole assume full responsibility of tideandtable.org effective May 31, 2026  
21 including of the name Tide & Table.  
22 3. Recommend that Presbytery dissolve the Tide and Table Task Force effective immediately.  
23

24 Dear Friends,

25 I am writing to share that I am resigning as Founder of Tide & Table, effective May 15, 2025, with my final day of  
26 service to the Presbytery of Florida on May 29 following two weeks of accrued vacation.

27 This decision comes from a place of joy as much as transition. My first grandson, Ellis, was born April 6th, and I  
28 am relocating to Jacksonville, Florida to be present to him and to his parents in this new season of life. It is a move  
29 I make with gratitude for what this chapter has given me and with genuine excitement about what comes next.

30 Serving as Tide & Table's Founder has been one of the most formative experiences of my ministry. The opportunity  
31 to engage in deep contextual research, to experiment with non-traditional expressions of worship and community,  
32 and to trust the Spirit in ambiguous and uncharted territory has sharpened my understanding of what faithful  
33 ministry looks like in complex and rapidly changing contexts. I am grateful to the Presbytery of Florida for  
34 extending that trust to me.

35 Regarding the seed grant, I want to be transparent: the full \$10,000 remains unspent. I am committed to ensuring  
36 those funds are returned responsibly to the 1001 New Worshipping Communities structure and welcome guidance  
37 from the appropriate parties on the process for doing so.

38 I also write with a request. The visioning documents, and ministry frameworks developed through Tide & Table  
39 represent significant work and learning that I believe still holds potential. I am requesting permission to carry that  
40 work with me as I transition to the Presbytery of St. Augustine. We are, after all, a connectional church—and I  
41 would love to think of this as the Presbytery of Florida extending its reach through me into a new context, should

42 the research support it. I would not launch anything without thorough contextual discernment, as this experience  
43 has taught me more than anything else that sustainable ministry must be rooted in the actual rhythms of a place.

44 If there are questions about ownership of this material or processes I need to follow, I am happy to have that  
45 conversation directly with whoever is appropriate.

46 Thank you for this opportunity. For the trust. For the freedom to experiment and to name honestly what I learned.  
47 That kind of institutional generosity is not something I take for granted, and I carry it with me.

48 With gratitude and warm regards,

49 ***Rev Dr Nicole J Richardson***



Report to the Presbytery from the  
**Strategic Plan Implementation Taskforce**  
 Meeting: April 1, 2026

**COMMITTEE MEMBERS:**

Mark Broadhead, Tim Crawford, Chair, Erin Rugh, and Karen Weaver

**TOPICS ADDRESSED**

- Ministry Partner Meeting March 23, 2026, with MCPC, MPT, MLD, and Stated Clerk
  - Provided listing of Book of Order Requirements to help with determining minimum tasks for each ministry.
  - Determined specific responsibilities for ministry taskings, deconflicting those items that may have applicability to multiple ministry duties.
  - Established basic workflows for taskings and efforts that require handoffs among ministries to ensure processes are completed accurately and with minimal delays.
  - Group agreed that continuing with Strategic Plan ministry structure vs. returning to a combined COM was the better course of action for the presbytery.
  - Work ongoing to formalize regular meetings between the former COM ministries.

**Presbytery of Florida Strategic Plan Goals**

Adopted Winter Presbytery Meeting 2024

YEAR 1 MARCH 1, 2024 – FEBRUARY 28, 2025 MOVE FROM STATIC TO ECSTATIC:
<b>Goal</b>
• 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 (Action Paused per 2026 Winter Stated Meeting) A NEW CULTURE IN THE PRESBYTERY IS AFOOT:
<b>Goal</b>
• 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:**

- 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.

17 Respectively submitted  
18 Tim Crawford, ITF Chair



Report to the Presbytery from the Ministry of Congregational and Pastoral Care (MCPC) Meeting dates: March 17 and April 21, 2026

PERSONS PRESENT:

Table with 3 columns: Class of 2027, Class of 2028, Class of 2029. Lists names and their selection status (e.g., Joan Wooten, Sun Kim, Rick Clubb, Linda Lovins).

Ex officio: Eric Spoon, Stated Clerk
Co-opted: Mark Broadhead (member of MPT)

TOPICS ADDRESSED

- Annual Code of Ethics (renewal)
Review: Retired Ministers list via Directory
Review/ Beta-testing: Terms of Call form, Stated Supply Pastor contract, and CRE contract - fillable (Approved)
Review: Gracious Dismissal Policy edits (Approved)
Status of Churches - needs, leadership, liaisons
Grant Application: Parkway PC - Pastoral Leadership Grant (Approved in concept; will finalize when ready to call and install a full-time pastor); John Wamsley, session moderator
Church Connections - sent for congregational use, as desired
Boundary Policies - reviewed with minor edits requested (March); reviewed with significant edits made; approved for Second Reading at Presbytery (Approved by electronic vote after final, post-edits review)
Contract Review: CRE Tanya Fernandes (Navarre) (Approved, pending signature by Clerk and CRE)
Moved to a Focus-Leads leadership model
Review: Non-Parish Validated Ministry Request Form (Approved)
Review: Non-Parish Validated Ministry Request - Stacey Kaye White (Approved)
Grant Application: Lafayette PC - Equipment Grant (Approved)
Compensation Reviews - Change in Board of Pensions cost
Stated Clerk Report
Prayer Concerns

TOPICS PENDING

- Small Church Focus
Memory Care Worship Services

ITEMS FOR PRESBYTERY APPROVAL

- Motion to approve the boundary policies: Antiracism Policy, Protection of Minors and Vulnerable Adults Policy, Sexual Abuse and Misconduct Policy, and Workplace and Sexual Harassment Policy

NEXT MEETING DATE: May 19, 2026 (in-person: 10:00am CDT / 11:00am EDT)

37 **Antiracism Policy**

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

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

46 This Presbytery is, therefore, committed to:

- 47 • rejecting discrimination on the basis of race or ethnicity;
  - 48 ○ taking and making opportunities to demonstrate our belief in the essential equality of all
  - 49 human beings as created in the image of God;
  - 50 ○ working together as children of God for the advancement of love and peace throughout the
  - 51 world;
- 52 • resisting injustice in every form, in keeping with what Jesus has commanded us to do;
  - 53 ○ demonstrating compassion and caring in support of those who have been wronged through acts
  - 54 of racism;
- 55 • educating our congregations in non-discriminatory practices;
  - 56 ○ bearing witness to our love for Jesus and our fellow humans through congregational mission
  - 57 and ministries and, as individuals, in our daily lives.

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

65 Antiracism training shall be required at least every thirty-six months for:

- 66 1. Teaching Elders and Commissioned Ruling Elders (CREs) serving congregations;
- 67 2. Teaching Elders in validated ministries;
- 68 3. Certified Christian Educators;
- 69 4. Teaching Elders and Ruling Elders elected to Presbytery service;
- 70 5. Candidates for ministry; and
- 71 6. Presbytery staff.

72 The Ministry of Leadership Development (MLD) shall:

- 73 1. develop antiracism training based on [Facing Racism](#) and the [accompanying study guide](#), and
- 74 provide the training at locations across the Presbytery. Components of the training may be offered
- 75 at Presbytery meetings, at dedicated in-person workshops, or remotely via Zoom.
- 76 2. authorize alternate training for those unable to attend approved training held within the Presbytery.
- 77 3. maintain a record of those who complete training. This requirement shall be included in all Terms
- 78 of Call and all pastoral contracts. Those who fail to complete training shall be considered “not in

79           good standing” with the Presbytery of Florida, and the Equipping Presbyter/Stated Clerk shall  
80           maintain a file of those so considered.

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

84 **BOUNDARY POLICIES**

85 **Protection of Minors and Vulnerable Adults Policy**

86 *Approved for use by the Presbytery by the Coordinating and Planning Commission, May 14, 2020;*  
87 *Adopted by the Presbytery of Florida, as revised, on \_\_\_\_\_, 2026.*

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

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

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

98 Training relative to this policy shall be required at least every thirty-six months for:

- 99 7. Teaching Elders and Commissioned Ruling Elders (CREs) serving congregations;
- 100 8. Teaching Elders in validated ministries;
- 101 9. Certified Christian Educators;
- 102 10. Teaching Elders and Ruling Elders elected to Presbytery service;
- 103 11. Candidates for ministry; and
- 104 12. Presbytery staff.

105 **Definitions**

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

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

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

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

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

## Screening, Training, and Background Checks

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

- 119 1. The approval of completed and signed application and background check authorization forms,  
120 including a signed form verifying the event policy has been read. The application shall include a  
121 minimum of two references.
- 122 2. All who work with or in close proximity to minors/vulnerable adults must ordinarily be at least  
123 eighteen years old.
- 124 3. The applicant's consent to a criminal background check. The Presbytery of Florida will conduct  
125 and cover the cost of background checks for all volunteer and paid workers. These checks shall be  
126 run no more than six months prior to the event, and may be valid for 2 years, depending on  
127 insurance company standards. Note: Contractors will ensure that their workers have passed a  
128 Level 2 background check prior to working with or in close proximity to minors/vulnerable adults.
- 129 4. All those who work with or in close proximity to minors/vulnerable adults - paid, contracted, or  
130 volunteer - must participate in training within the year prior to the event. The training is to be  
131 provided by the Presbytery of Florida through the Ministry of Leadership Development and shall  
132 cover this protection policy thoroughly, as well as methods of abuse prevention and a detailed plan  
133 of reporting. Outside experts may be contracted to provide this training. These trainings shall  
134 further cover:
- 135 • What constitutes minor/vulnerable adult abuse and neglect
  - 136 • How to recognize signs and symptoms of abuse and neglect
  - 137 • Definitions of abuse and reporting
  - 138 • Mandatory criminal background checks and the security of those files
  - 139 • Explanation of the importance of the application and screening processes
  - 140 • Appropriate boundaries with minors, especially regarding adult-to-minor ratios,  
141 transportation, and use of technology
  - 142 • Overnight events: appropriate sleeping arrangements and restroom/shower facilities use
  - 143 • First Aid/CPR requirement: At least one volunteer or paid staff member working directly  
144 with or in close proximity to event participants must be certified in first aid and CPR.
  - 145 • Other related topics
- 146 5. No person may serve as a minor/vulnerable adult worker who has a conviction on his/her/their  
147 record of certain felonies or misdemeanors, including, but not limited to, any of the following:
- 148 • Criminal homicide
  - 149 • Aggravated assault
  - 150 • Crimes related to the possession, use, or sale of drugs or controlled substances
  - 151 • Sexual abuse
  - 152 • Sexual assault
  - 153 • Incest
  - 154 • Indecency with a youth
  - 155 • Inducing sexual conduct or sexual performance of a minor/vulnerable adult
  - 156 • Possession or promotion of child pornography
  - 157 • The sale, distribution, or display of harmful material to a minor/vulnerable adult
  - 158 • Abandonment or endangerment of a minor/vulnerable adult
  - 159 • Domestic violence

- 160 • Any crime that involves abduction, kidnapping, or unlawful restraint
- 161 • Public lewdness or indecent exposure
- 162 • Any crime that involves sexual misconduct or sexual abuse, particularly if it involves
- 163 misconduct or abuse with a minor
- 164 • Any crime that involves misuse of technology for sexual purposes, such as collecting or
- 165 distributing photographs of minors who are naked or in sexual or inappropriate poses (child
- 166 pornography)
- 167 • Any crime that involves the use of force, such as assault or endangerment
- 168 • Any crime that involves drinking and driving, such as driving while intoxicated

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

173 For the purpose of protecting minors/vulnerable adults while participating in Presbytery-sponsored  
174 events, including Dogwood Acres summer camp and youth events, the Presbytery will facilitate statewide  
175 and national criminal history checks through the Volunteer & Employee Criminal History System  
176 (VECHS). Additionally, prospective employees, volunteers, or contractors working with or in close  
177 proximity to minors/vulnerable adults will be checked through the Dru Sjodin National Sex Offender  
178 Public website. The criminal history checks (Level 2 Background Screening) requires fingerprinting of  
179 the applicant/person to be screened.

### 180 **Paid or Volunteer Counselors at Dogwood Acres**

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

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

190 More information related to Summer Camp requirements may be accessed at:  
191 [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)  
192 [requirements](https://www.myflfamilies.com/services/child-and-family-services/child-care/summer-camp-screening-requirements)

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

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

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

- 202 • submission to any kind of sexual abuse/misconduct is an explicit or implicit term or condition of
- 203 participation in an event;
- 204 • submission to, or rejection of, sexually harassing behavior is used as the basis of employment or
- 205 other personnel decisions affecting the victim of the behavior;
- 206 • sexual abuse/misconduct has the purpose or effect of unreasonably interfering with the victim's
- 207 participation in an event or creating an intimidating, hostile, or offensive environment.

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

### 213 **Mandatory Event Rules for Working With Minors and Vulnerable Adults**

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

- 217 1. Supervision: There will always be one (1) and, when feasible, two (2) adult workers present in  
218 groups of minors/vulnerable adults.
- 219 2. Ratios: The adult to minor ratio for events is a minimum of two adults for every 17 minors. There  
220 shall also be at least one adult of each gender when there is more than one gender in a group.  
221 Only in emergency situations may the ratio and gender diversity be compromised.
- 222 3. View windows and open doors: When minors/vulnerable adults are in a room with adult workers  
223 or volunteers and the door is closed, the door must have a view window installed. If no view  
224 window is installed in the door, the door must remain open at all times.
- 225 4. Adult workers/caregivers should respect the privacy of the minors/vulnerable adults to whom they  
226 provide care. Responsible use of digital devices and cell phones is required in all situations (e.g.,  
227 taking age-appropriate photographs and movies; not taking photographs of minors/vulnerable  
228 adults who are not fully clothed). Adults and minors are required at all times to wear appropriate  
229 attire. Training is to be provided to understand age-appropriate behaviors that need to be reported  
230 to a caregiver or leader of the event.
- 231 5. All volunteers and employees at any Presbytery-sponsored event must also abide by a code of  
232 conduct that recognizes the following behaviors as prohibited. Some of these prohibited behaviors  
233 include, but are not limited to:
  - 234 a. Display of sexual affection toward a minor/vulnerable adult
  - 235 b. Use of profanity
  - 236 c. Discussion of sexual encounters with or around minors/vulnerable adults or in any way  
237 involving minors/vulnerable adults in personal problems or issues
  - d. Dating or becoming romantically involved with minors or vulnerable adults
  - e. Using or being under the influence of alcohol or illegal drugs in the presence of  
minors/vulnerable adults
  - f. Possessing sexually-oriented materials – including printed or online – at such an event
  - g. Telling a minor/vulnerable adult to keep something secret
  - h. Staring at or commenting on others' bodies

- 238 i. Initiating inappropriate digital communication with minors/vulnerable adults  
239 j. Working one-on-one with minors/vulnerable adults in a private setting  
240 k. Abusing minors/vulnerable adults in any way; including, but not limited to, the following:  
241 1) Physical abuse: hit, spank, shake, slap, unnecessarily restrain  
242 2) Verbal abuse: degrade, threaten, or curse  
243 3) Sexual abuse: expose oneself, or engage in sexually-oriented conversations  
244 4) Shame, humiliate, act cruelly toward others  
245 5) Neglect: withhold food, water, shelter  
246 l. Permitting minors/vulnerable adults to engage in hazing, bullying, derogatory name-  
247 calling, ridicule, humiliation, or sexual activity

### 248 Allegation Reporting

- 249
- 250 • All adults working with or in close proximity to minors/vulnerable adults are to be completely  
251 familiar with the procedures for reporting alleged abuse. See  
252 <https://www.flsenate.gov/Laws/Statutes/2018/39.201> to read the State of Florida mandates for  
253 reporting allegations of abuse.
  - 254 • Anyone aware of inappropriate behavior involving a minor/vulnerable adult, regardless of where  
255 the conduct occurred, must immediately report the questionable activity to the event coordinator.
  - 256 • If an incident is witnessed or reported, that person must first secure the safety of the  
257 minor/vulnerable adult, calling 911, if necessary. The minor/vulnerable adult should not be left  
258 alone.
  - 259 • The coordinator is to immediately notify the Equipping Presbyter/Stated Clerk and should then  
260 contact the Florida Division of Children and Families (DCF) at **1-800-962-2873** (DCF Abuse  
261 Hotline). Other information regarding reporting is available at  
262 <https://www.myflfamilies.com/services/abuse/abuse-hotline>. A report sent to the Stated Clerk  
263 constitutes an allegation that must be investigated in accordance with the PCUSA Book of Order.
  - 264 • The person who observed the offense or who initially learned of it or was contacted by the alleged  
265 victim should immediately fill out a written report using the attached Incident Report form.
  - 266 • The Presbytery will maintain a readily available list of agencies to be contacted.
  - 267 • The event coordinator shall have “Incident Report” forms available at the event.
  - 268 • If an accusation by an individual who attended a Dogwood Acres camp or conference is made  
269 after the camp season is over, it shall be directed to the Director of Dogwood Acres and the  
270 moderator of MDWA, who will then report it to the Equipping Presbyter/Stated Clerk.

271 A Pastoral Response Team, trained and available through the Ministry of Congregational and Pastoral  
272 Care, shall be initiated by the Equipping Presbytery/Stated Clerk through the moderator of MCPC. This  
273 Team will then follow its prescribed responsibilities to support all parties throughout the process.  
274

INCIDENT REPORT – PRESBYTERY OF FLORIDA

Phone: 850-535-2335

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Please use this form to report incidents of injury, medical emergencies, significant camper misbehavior, sexual abuse/misconduct, workplace/sexual harassment, or endangerment of minors/vulnerable adults. If possible, a report should be completed within 24 hours of the event. Reports of sexual abuse/misconduct have no time limit.

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**Danger or medical emergency?** Call **911** immediately and stay with/near the victim.  
**Minor or vulnerable adult endangerment?** Call the Florida DCF Hotline **1-800-962-2873**.  
Submit the completed form directly to:  
**Dogwood Acres incidents:** [staff@dogwoodacres.org](mailto:staff@dogwoodacres.org)  
**All other Presbytery incidents:** Presbytery of Florida Stated Clerk or Assistant Stated Clerk:  
[statedclerk@presbyteryofflorida.com](mailto:statedclerk@presbyteryofflorida.com)  
A fillable version of this form is available at: <https://www.presbyteryofflorida.net/resources/>

289 Date of Report: [Date]

**REPORTING PERSON**

290 Full Name: [Name] Address: [Address]  
291 Phone: [Phone Number] E-Mail: [Email Address]

**INVOLVED PERSON/S**

292  
293 1. Full Name: [Name] Address: [Address]  
294 Phone: [Phone Number] E-Mail: [Email Address]

295 2. Full Name: [Name] Address: [Address]  
296 Phone: [Phone Number] E-Mail: [Email Address]

297 **If more space is required, attach additional sheet with contact information as above.**

**INCIDENT TYPE**

- 298  Injury  Sexual Abuse/Misconduct
- 299  Behavioral  Workplace/Sexual Harassment
- 300  Medical  Endangerment of Minors/Vulnerable Adults
- 301  Other Incident: [Brief Description]

## INCIDENT DETAILS

- 302 Date of Incident: [Date] Time: [Time]  AM  PM
- 303 Location of Incident: [Location]
- 304 Describe the Incident: [Describe the Incident]
- 305 Action Taken: [Action Taken]

## INJURIES

- 306 Was anyone injured?  Yes  No
- 307 If yes, describe the injuries: [Description of Injuries]

## WITNESSES

- 308 Were there witnesses to the incident?  Yes  No
- 309 If yes, enter the witnesses' names and contact info: [Name(s) / Contact Info]

## POLICE / MEDICAL SERVICES

- 310 Police Notified?  Yes  No If yes, was a report filed?  Yes  No
- 311 Was medical treatment provided?  Yes  No  Refused
- 312 If yes, where was medical treatment provided?  On-site  Hospital  Other: [Other]

**PERSON FILING REPORT**

313 Signature: \_\_\_\_\_ Date: \_\_\_\_\_

314 Print Name: \_\_\_\_\_

**OFFICE USE ONLY**

315 Report received by : [Name] Date: [Date]

316 Follow-up action:

317 Action Taken: [Describe]

318 **BOUNDARY POLICIES**

319 **Sexual Abuse and Misconduct Policy**

320 *Adopted 10/22/96, Amended 2/14/98 and Revised 10/13/12 and 1/26/13*  
321 *First Reading: February 24, 2026*

322 **SECTION I – Introduction**

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

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

334 Training relative to this policy shall be required at least every thirty-six months for:

- 335 13. Teaching Elders and Commissioned Ruling Elders (CREs) serving congregations;
- 336 14. Teaching Elders in validated ministries;
- 337 15. Certified Christian Educators;
- 338 16. Teaching Elders and Ruling Elders elected to Presbytery service;
- 339 17. Candidates for ministry; and
- 340 18. Presbytery staff.

341 **SECTION II – Standards And Definitions**

342

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

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

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

- 351 a. **Child Sexual Abuse**, which includes, but is not limited to, any contact or interaction between  
352 a child and an adult when the child is being used for the sexual stimulation of the adult person  
353 or of a third person. The behavior may or may not involve touching. Sexual behavior between  
354 a child under the age of 18 and an adult is always considered forced, whether or not consented  
355 to by the child.
- 356 b. **Sexual Harassment**, which is unwelcome sexual advances, requests for sexual favors, and  
357 other verbal or physical conduct of a sexual nature when:
  - 358 • Submission to such conduct is made either explicitly or implicitly a term or a condition of  
359 an individual's employment or their continued status in an institution;

- 360           • Submission to or rejection of such conduct by an individual is used as the basis for  
361           employment decisions affecting that individual; or  
362           • Such conduct has the purpose or effect of unreasonably interfering with an individual's  
363           work performance by creating an intimidating, hostile, or offensive working environment.  
364       c. **Sexual Malfeasance**, which is sexual conduct within a ministerial relationship (e.g., pastor  
365           with a member of the congregation) or professional relationship (e.g., employee with a person  
366           of authority; Equipping Presbyter/Stated Clerk with a ministry member). If a congregant,  
367           student, client, or employee initiates or invites sexual content in the relationship, it is the  
368           responsibility of the pastor, church officer, teacher, or other supervisor to maintain the  
369           appropriate role and prohibit a sexual relationship. This definition is not meant to cover  
370           relationships between spouses, nor is it meant to restrict church professionals from having  
371           normal, mutual, social, intimate, or marital relationships.  
372       d. **Rape or Sexual Battery**, which is sexual contact by force, threat, or intimidation.  
373       e. **Sexual Misconduct**, which is offensive, obscene, suggestive language, or behavior that  
374           involves unwelcomed touching or fondling that is injurious to the physical, mental, or  
375           emotional health of another when committed by a person in a position of trust.

376       **SECTION III – Reporting Requirements**

- 377       1. The Presbytery regards any allegation of sexual abuse as a grave matter. In responding to  
378           allegations of sexual abuse, the Church shall seek healing and shall assure the protection of all  
379           persons. To the maximum extent possible, the privacy of all persons shall be respected and  
380           confidentiality of communications assured to every degree possible.
- 381       2. The PC(USA) assures all persons of fair procedures in the disciplinary process through the  
382           provisions of the *Book of Order*. These procedures shall be referenced and available throughout  
383           the handling of the allegation(s), even before the initiation of formal proceedings.
- 384       3. The Presbytery will treat any written statement alleging sexual abuse as initiating a disciplinary  
385           case and will respond according to procedures in accordance with the *Book of Order*. Certain  
386           cases may require special handling, such as those involving accusation of child abuse or in  
387           situations where more than one governing body of the PC(USA) is involved. (D-7.0102; also D-  
388           7.0201d and e)
- 389       4. Mandatory Reporting (G-4.0302): “Any member of this church engaged in ordered ministry and  
390           any certified Christian educator employed by this church or its congregations, shall report to  
391           ecclesiastical and civil legal authorities knowledge of harm, or the risk of harm, related to the  
392           physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks  
393           mental capacity when  
394           (1) such information is gained outside of a confidential communication as defined in G-4.0301,  
395           (2) she or he is not bound by an obligation of privileged communication under law, or  
396           (3) she or he reasonably believes that there is risk of future physical harm or abuse.”
- 397       5. **Reporting to the Presbytery:** Reports should be made immediately to the Equipping  
398           Presbyter/Stated Clerk of the Presbytery or, if the Equipping Presbyter/Stated Clerk is the accused, to the  
399           Assistant Stated Clerk who will report the matter immediately to the Stated Clerk, Synod of South Atlantic.  
400           Reports may initially be given verbally, but must then be provided in written form. An Incident  
401           Report is attached to this policy as guidance regarding the details that should be included in the  
402           written report. A report sent to the Stated Clerk constitutes an allegation that must be investigated  
403           in accordance with the PCUSA Book of Order.

404 6. Reporting to Civil Authorities: Everyone is a mandated reporter. Mandated reporters are required  
405 to call 911, if a threat remains, and then the hotline. If the victim is in immediate danger, call 911  
406 immediately, before reporting it to any other authority. If the victim is safe, immediately call the  
407 **Florida Sexual Abuse Hotline** at **1 (888) 956-7273**. Local civil authorities should then be  
408 contacted, per guidance via the Hotline.

409 Civil and Presbytery investigations may proceed concurrently, as appropriate to the specific parameters of a  
410 given situation.

411 **SECTION IV – Pastoral Response Team**

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

INCIDENT REPORT – PRESBYTERY OF FLORIDA

Phone: 850-535-2335

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Please use this form to report incidents of injury, medical emergencies, significant camper misbehavior, sexual abuse/misconduct, workplace/sexual harassment, or endangerment of minors/vulnerable adults. If possible, a report should be completed within 24 hours of the event. Reports of sexual abuse/misconduct have no time limit.

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**Danger or medical emergency?** Call **911** immediately and stay with/near the victim.  
**Minor or vulnerable adult endangerment?** Call the Florida DCF Hotline **1-800-962-2873**.

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Submit the completed form directly to:  
**Dogwood Acres incidents:** [staff@dogwoodacres.org](mailto:staff@dogwoodacres.org)  
**All other Presbytery incidents:** Presbytery of Florida Stated Clerk or Assistant Stated Clerk:  
[statedclerk@presbyteryofflorida.com](mailto:statedclerk@presbyteryofflorida.com)  
A fillable version of this form is available at: <https://www.presbyteryofflorida.net/resources/>

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423  
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427 Date of Report: [Date]

**REPORTING PERSON**

428 Full Name: [Name] Address: [Address]  
429 Phone: [Phone Number] E-Mail: [Email Address]

**INVOLVED PERSON/S**

430 3. Full Name: [Name] Address: [Address]  
431 Phone: [Phone Number] E-Mail: [Email Address]

432 4. Full Name: [Name] Address: [Address]  
433 Phone: [Phone Number] E-Mail: [Email Address]

434 **If more space is required attach additional sheet with contact information as above.**

**INCIDENT TYPE**

- 435  Injury  Sexual Abuse/Misconduct
- 436  Behavioral  Workplace/Sexual Harassment
- 437  Medical  Endangerment of Minors/Vulnerable Adults
- 438  Other Incident: [Brief Description]

## INCIDENT DETAILS

- 439 Date of Incident: [Date] Time: [Time]  AM  PM
- 440 Location of Incident: [Location]
- 441 Describe the Incident: [Describe the Incident]
- 442 Action Taken: [Action Taken]

## INJURIES

- 443 Was anyone injured?  Yes  No
- 444 If yes, describe the injuries: [Description of Injuries]

## WITNESSES

- 445 Were there witnesses to the incident?  Yes  No
- 446 If yes, enter the witnesses' names and contact info: [Name(s) / Contact Info]

## POLICE / MEDICAL SERVICES

- 447 Police Notified?  Yes  No If yes, was a report filed?  Yes  No
- 448 Was medical treatment provided?  Yes  No  Refused
- 449 If yes, where was medical treatment provided?  On-site  Hospital  Other: [Other]

**PERSON FILING REPORT**

450 Signature: \_\_\_\_\_ Date: \_\_\_\_\_

451 Print Name: \_\_\_\_\_

**OFFICE USE ONLY**

452 Report received by : [Name] Date: [Date]

453 Follow-up action:

454 Action Taken: [Describe]

456 **Workplace and Sexual Harassment Policy**

457 *Approved for Presbytery use by the Coordinating and Planning Commission, May 14, 2020;*  
458 *Adopted by the Presbytery of Florida, as revised, on \_\_\_\_\_, 2026.*

459 **Introduction**

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

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

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

473 Training relative to this policy shall be required at least every thirty-six months for:

- 474 19. Teaching Elders and Commissioned Ruling Elders (CREs) serving congregations;
- 475 20. Teaching Elders in validated ministries;
- 476 21. Certified Christian Educators;
- 477 22. Teaching Elders and Ruling Elders elected to Presbytery service;
- 478 23. Candidates for ministry; and
- 479 24. Presbytery staff.

480 **Policy:**

- 481 1. The Presbytery’s policy applies to all employees, volunteers, contractors, and other persons  
482 conducting business with the Presbytery. In the remainder of this document, the term  
483 “employees” refers to this collective group. The Presbytery of Florida will hereafter be  
484 referenced as “the Presbytery.”
- 485 2. Harassment in any form will not be tolerated. Any individual covered by this policy who engages  
486 in sexual or other harassment or retaliation will be subject to remedial and/or disciplinary  
487 action (e.g., counseling, suspension, termination).
- 488 3. Workplace harassment is a form of discrimination, offensive, a violation of our policies, unlawful,  
489 and contrary to the teachings of Christ. It could also subject the Presbytery to liability for harm  
490 to its victims. Harassers may also be individually liable. Employees and others who engage in  
491 workplace harassment, including sexual harassment, or who allow such behavior to continue,  
492 will be penalized.
- 493 4. Unlawful workplace harassment is not limited to the physical workplace or event, itself, nor is  
494 it limited to work or event hours.

- 495 5. The Presbytery will respond to all complaints of sexual harassment in accordance with the *Book of*  
496 *Order*. The Presbytery will keep the investigation confidential to the extent possible. All  
497 employees, as defined in Section 1, are expected to cooperate with investigations into sexual  
498 and workplace harassment.
- 499 6. Employees are **required** to report all complaints they receive, or any harassment that they  
500 observe or become aware of, to the Equipping Presbyter/Stated Clerk of the Presbytery. The  
501 Presbytery will provide all employees with a complaint form for reporting an incident of  
502 harassment.
- 503 7. Retaliation Prohibition: No person covered by this policy shall be subject to adverse action for  
504 reporting an incident of harassment, providing information, or otherwise assisting in any  
505 investigation of a harassment complaint. The Presbytery will not tolerate retaliation against  
506 anyone who, in good faith, reports or provides information about suspected harassment. Any  
507 Presbytery employee who retaliates against anyone involved in a harassment investigation will  
508 be subjected to disciplinary action, up to and including termination. All employees who  
509 believe they have been subject to such retaliation should inform a supervisor, manager, or the  
510 Equipping Presbyter/Stated Clerk of the Presbytery. All employees who believe they have  
511 been targeted of such retaliation may also seek relief in other available forums, as noted in the  
512 Legal Protections section below.
- 513 8. This policy must be provided to all employees, posted on the website, and posted prominently  
514 at all work locations to the extent practicable. It must also be included in the Presbytery Manual  
515 of Operations.

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

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

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

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

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

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

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

539 **What is “Sexual Harassment?”**

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

- 542 • Such conduct has the purpose or effect of unreasonably interfering with an individual’s work  
543 performance or creating an intimidating, hostile, or offensive work environment, even when the  
544 reporting individual is not the intended target of the sexual harassment;
- 545 • Such conduct is made either explicitly or implicitly a term or condition of employment or service;  
546 or
- 547 • Submission to or rejection of such conduct is used as the basis for decisions that affect an  
548 individual’s employment or service.

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

- 552 • any unwanted verbal or physical advances;
- 553 • sexually-explicit derogatory statements; or
- 554 • sexually discriminatory remarks made by someone that are offensive or objectionable to the  
555 recipient, cause the recipient discomfort or humiliation, or interfere with the recipient’s or  
556 another’s job performance.

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

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

563 **Examples of Sexual Harassment**

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

- 565 • Physical acts of a sexual nature, such as:
  - 566 ○ Touching, pinching, patting, kissing, hugging, grabbing, poking, or brushing against another  
567 employee’s body;
  - Rape, sexual battery, molestation, or attempts to commit these assaults
- 568 • Unwanted sexual advances or propositions, such as:
  - 569 ○ Subtle or obvious pressure for unwelcome sexual activities;
  - 570 ○ Sexual grooming or requests for sexual favors accompanied by implied or overt threats  
571 regarding the target’s job performance evaluation, a promotion or other job benefits or  
572 detriments.

- 573 • Sexually-oriented gestures, noises, remarks, jokes, or comments about a person's sexuality, sexual  
574 appeal, or sexual experience
- 575 • Sex stereotyping, when conduct, personality traits, or physical characteristics may not conform to  
576 other people's perceptions about how individuals of a particular sex should act or look
- 577 • Sexual or discriminatory displays or publications anywhere in the workplace, such as pictures,  
578 posters, calendars, graffiti, objects, promotional materials, reading materials, or other materials that  
579 any observer finds sexually demeaning or pornographic, including such sexual displays on  
580 workplace computers or cell phones, or sharing such displays while in the workplace
- 581 • Hostile actions taken against an individual because of that individual's sex, sexual orientation,  
582 gender identity, or transgender status, such as:
  - 583 ○ Interfering with, destroying, or damaging a person's workstation, tools or equipment, or  
584 otherwise interfering with the individual's ability to perform the job;
  - 585 ○ Sabotaging an individual's work; or
  - 586 ○ Bullying, yelling, or name-calling

### 587 **Retaliation**

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

591 Protected activity occurs when a person has:

- 592 • filed a complaint of workplace harassment, either to the Presbytery or to a civil authority;
- 593 • testified or assisted in a proceeding involving workplace harassment;
- 594 • opposed workplace harassment by making a verbal or informal complaint to the Presbytery or a  
595 higher council;
- 596 • reported that another employee has been harassed; or
- 597 • encouraged a fellow employee to report harassment.

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

601 **Reporting Workplace Harassment**

602 **Preventing and reporting harassment is everyone’s responsibility.** The Presbytery cannot address  
603 harassment unless it is aware of it. An employee who has observed or been subjected to behavior that may  
604 constitute harassment is morally obligated to report such behavior to the Equipping Presbyter/Stated Clerk  
605 or, if the Equipping Presbyter/Stated Clerk is the accused, to the Assistant Stated Clerk who will report the matter  
606 immediately to the Stated Clerk, Synod of South Atlantic.

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

610 **Supervisory Responsibilities**

611 Upon receiving a complaint or information about suspected/alleged harassment, observing what may be  
612 harassing behavior, or suspecting that harassment is occurring, all moderators in the Presbytery are  
613 **required** to report such suspected harassment to the Equipping Presbyter/Stated Clerk of the Presbytery or, if  
614 the Equipping Presbyter/Stated Clerk is the accused, to the Assistant Stated Clerk who shall report the matter  
615 immediately to the Stated Clerk, Synod of South Atlantic.

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

618 **Complaint and Investigation of Harassment**

619 *All* written reports sent to the Stated Clerk constitute an allegation and must be fully investigated.  
620 Investigations will be conducted in accordance with the *Book of Order*, either as a remedial complaint, if  
621 filed against a congregation, committee, or commission (D-4.0102, D-4.02); or as a disciplinary process,  
622 if filed against an individual (D-7.0102, D-7.02).

623 **Contacting Legal Authorities**

624  
625 In accordance with G-4.0302 and D-7.0501, if harassment of a minor or an adult who lacks mental  
626 capacity is alleged, or if the alleged harassment involves unwanted physical touching, coerced physical  
627 confinement, or coerced sex acts, any member of the Presbyterian Church (U.S.A.) engaged in ordered  
628 ministry, and any certified Christian educator working within or for the Presbytery or its congregations,  
629 shall report such conduct to ecclesiastical and civil legal authorities.

630 **INCIDENT REPORT – PRESBYTERY OF FLORIDA**

631 Phone: 850-535-2335

632 Please use this form to report incidents of injury, medical emergencies, significant camper misbehavior, sexual  
633 abuse/misconduct, workplace/sexual harassment, or endangerment of minors/vulnerable adults. If possible, a report  
634 should be completed within 24 hours of the event. Reports of sexual abuse/misconduct have no time limit.

635 **Danger or medical emergency?** Call **911** immediately and stay with/near the victim.  
636 **Minor or vulnerable adult endangerment?** Call the Florida DCF Hotline **1-800-962-2873**.

637 Submit the completed form directly to:  
638 **Dogwood Acres incidents:** [staff@dogwoodacres.org](mailto:staff@dogwoodacres.org)  
639 **All other Presbytery incidents:** Presbytery of Florida Stated Clerk or Assistant Stated Clerk:  
640 [statedclerk@presbyteryofflorida.com](mailto:statedclerk@presbyteryofflorida.com)  
641 A fillable version of this form is available at: <https://www.presbyteryofflorida.net/resources/>

642 Date of Report: [Date]

**REPORTING PERSON**

643 Full Name: [Name] Address: [Address]  
644 Phone: [Phone Number] E-Mail: [Email Address]

**INVOLVED PERSON/S**

645 5. Full Name: [Name] Address: [Address]  
646 Phone: [Phone Number] E-Mail: [Email Address]

647 6. Full Name: [Name] Address: [Address]  
648 Phone: [Phone Number] E-Mail: [Email Address]

649 **If more space is required attach additional sheet with contact information as above.**

**INCIDENT TYPE**

- 650  Injury  Sexual Abuse/Misconduct  
651  Behavioral  Workplace/Sexual Harassment  
652  Medical  Endangerment of Minors/Vulnerable Adults  
653  Other Incident: [Brief Description]

## INCIDENT DETAILS

654 Date of Incident: [Date] Time: [Time]  AM  PM

655 Location of Incident: [Location]

656 Describe the Incident: [Describe the Incident]

657 Action Taken: [Action Taken]

## INJURIES

658 Was anyone injured?  Yes  No

659 If yes, describe the injuries: [Description of Injuries]

## WITNESSES

660 Were there witnesses to the incident?  Yes  No

661 If yes, enter the witnesses' names and contact info: [Name(s) / Contact Info]

## POLICE / MEDICAL SERVICES

662 Police Notified?  Yes  No If yes, was a report filed?  Yes  No

663 Was medical treatment provided?  Yes  No  Refused

664 If yes, where was medical treatment provided?  On-site  Hospital  Other: [Other]

**PERSON FILING REPORT**

665 Signature: \_\_\_\_\_ Date: \_\_\_\_\_

666 Print Name: \_\_\_\_\_

**OFFICE USE ONLY**

667 Report received by : [Name] Date: [Date]

668 Follow-up action:

669 Action Taken: [Describe]

1 MDWA is pleased to report that rentals and retreats in 2026 are on the increase thus far, keeping Dogwood busier  
2 than usual on the weekends. In the past, March has not been a busy month at camp, but this year, every weekend  
3 was booked. The Men's Retreat, held March 6-8, was a success, with a good number of new attendees to Dogwood.  
4 A date is already being considered for next year's retreat.

5 The Covenant Committee is an 11-member committee assembled to establish a covenant agreement between the  
6 POF and DWA. This covenant must be in place in order for DWA to apply for 501c3 status. The Covenant  
7 committee held regular Zoom meetings throughout the winter months and completed their work in early March  
8 2026 . The Covenant is ready to present to Presbytery.

9 Claire Duren, a lawyer in Pensacola, has been hired to file Articles of Incorporation on behalf of DWA and to  
10 secure an EIN # (Employer Identification Number) on behalf of DWA. Once this is done, and the covenant is  
11 approved, we will be ready to file for 501c3 status. This is the final step in the process.

12 As summer approaches, our focus turns to summer camp. Registration for summer camp has been open for over a  
13 month now. The chaplains for all three weeks have already been secured. We are still searching for nurses and of  
14 course, for male counselors – especially for High School Camp (June 21-26).

15 In April, we launched our "Double the Joy" fundraising campaign to enhance our summer camp program for  
16 campers and staff. A \$5,000 matching gift has been offered, so every donation goes twice as far! Please encourage  
17 your church members to contribute.

18 God continues to bless and grow the ministry at DWA. We ask for your prayers for our ministry team, staff,  
19 campers, and retreat attendees as our ministry ramps up with the approach of summer.

20

21 Bill Lamont

22 MDWA Moderator



**DOUBLE THE JOY.  
DOUBLE YOUR  
IMPACT.  
Matching Gifts for  
Dogwood Acres  
Summer Camp**

***This summer, you can do twice the good for the children and staff of Dogwood Acres.***

For a limited time, a generous anonymous donor will match every gift—dollar for dollar—up to \$5,000. That means your support goes twice as far in creating unforgettable camp experiences.

**Our goal: Raise \$10,000 to transform this summer.**

Your donation helps provide:

- Hands-on environmental education activities
- Updated recreational equipment
- Arts & crafts supplies for the entire summer
- New, comfortable cabin mattresses
- Enhanced lakefront safety for every camper

Make a one-time gift or become a monthly supporter:  
**[dogwoodacres.org](http://dogwoodacres.org)**

Or mail your gift to:  
**Dogwood Acres  
3320 Harmony Road  
Chipley, FL 32428**

Don't wait—your doubled impact ends June 1, 2026.

1 Members: Ed Nickinson, Sandra Macon, Pam Nulty (Vice-Moderator), Hanlim Chae (Moderator), Mark  
2 Broadhead, Michelle McDonald  
3 Ex-Officio: Eric Spoon (Assistant Stated Clerk)

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4 The Ministry of Pastoral Transitions (MPT) serves congregations experiencing pastoral transition. We  
5 strive to guide congregations through these periods of uncertainty with trust and hope, helping them  
6 navigate unfamiliar circumstances with confidence rather than anxiety.

### 7 **FOR INFORMATION**

8 MPT currently works with the following churches:

- 9 a. Trinity, Pensacola
- 10 b. First, Quincy
- 11 c. First, Tallahassee
- 12 d. Parkway, Panama City
- 13 e. First, Lynn Haven
- 14 f. First, Marianna
- 15 g. Faith, Tallahassee
- 16 h. Freeport

17 The following actions have been taken:

- 18 • Approved the updated Pulpit Supply list.
- 19 • Approved TE Julie Donohue Thompson as the interim pastor for First, Lynn Haven, effective March  
20 1, 2026.
- 21 • Approved the dissolution of the pastoral relationship between the Rev. Stacey Kaye White and  
22 Freeport congregation, effective March 27, 2026.
- 23 • Sustained the examination of EP/SC candidate, TE Mario Bolivar.
- 24 • Approved the Ministry Discernment Profile (MDP) of Faith Tallahassee for the interim pastor search  
25 and Holy Cow! Assessment Plan.
- 26 • Sustained the examination of the installed pastor candidate, TE Mark Phillips, for First Tallahassee.
- 27 • Approved Linda Lovins (CRE Explorer) to be added to the pulpit supply list.
- 28 • Approved the transfer of membership for TE Emily Proctor to Foothills Presbytery.
- 29 • Approved the reception of TE Cheryl Montgomery from the Presbytery of Ohio Valley.
- 30 • Approved the reception of TE Julie Thompson from the Presbytery of East Tennessee.

### 31 **FOR ACTION**

32 MPT requests that the Presbytery approve the retirement of Chaplain Rob Sugg, effective August 11, 2026.  
33 His reflection on his ministry is attached.

### 34 **ATTACHMENTS TO THIS REPORT INCLUDE**

- 35 • Pulpit Supply List
- 36 • Chaplain Rob Sugg's Reflection

37 Respectfully submitted,  
38 Rev. Hanlim Chae, MPT Moderator

## FLORIDA PRESBYTERY PULPIT SUPPLY LIST

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

Revised April 2026

<i>Name/Address</i>	<i>Preferred Phone</i>	<i>Email</i>	<i>Comments</i>
<b>Bess, Rev. William (Bill)</b> 2419 Banyan Dr. Tallahassee, FL 32303	(850) 556 -2104	<a href="mailto:billbess@aol.com">billbess@aol.com</a>	Available ONLY 3 <sup>rd</sup> and 4 <sup>th</sup> Sundays in East District to Marianna
<b>Broadhead, Rev. Mark</b> 5847 Saratoga Dr. Crestview, FL 32536	(850) 758-8854	<a href="mailto:revbroadhead@outlook.com">revbroadhead@outlook.com</a>	Available in West, Central, and East Districts
<b>Guterman, Rev. Dr. Raymond</b> 2116 Jenette St. Tallahassee, FL 32308	(352) 817-8700 -or- (850)765-3659	<a href="mailto:dwguterman@gmail.com">dwguterman@gmail.com</a>	Available in East District, no 3 <sup>rd</sup> Sundays
<b>Rev. James W. Krapf</b> 9935 Candlestick Lane Pensacola, FL 32514	(507) 350-1662	<a href="mailto:jimcynkrapf16@gmail.com">jimcynkrapf16@gmail.com</a>	Available in West District
<b>Lovins, Linda (Ruling Elder)</b> 10539 Winters Run Tallahassee FL 31312	(850) 294-0981 cell (850) 894-1289 office	<a href="mailto:ArtsEdLin@gmail.com">ArtsEdLin@gmail.com</a>	East & Central within approximately a 2 hour radius. Authorized to celebrate holy communion and moderate session.
<b>Montgomery, Rev. Cheryl</b> 5611 Jacksons Gap Rd, Tallahassee, FL 32317	317-260-7378	<a href="mailto:mntgmrychryl@gmail.com">mntgmrychryl@gmail.com</a>	Available in the East and beyond up to one hour.
<b>Pitts, Rev. Linda</b> 1182 Walden Rd. Tallahassee, FL 32317	(850) 345-0634	<a href="mailto:lindapitts2113@gmail.com">lindapitts2113@gmail.com</a>	Available within a 100 mile radius of Tallahassee
<b>Plank, Larry (Ruling Elder)</b> 4754 Farm Life Rd. Milton, FL 32583	(850) 206-1561	<a href="mailto:larryplank834@gmail.com">larryplank834@gmail.com</a>	Available once per month in West, more if someone is in a bind; authorized to celebrate holy communion
<b>Prettyman, Lori (Ruling Elder)</b> 2116 Morningside Dr Pensacola, FL 32503	(850) 221-8184	<a href="mailto:loriandstephen@earthlink.net">loriandstephen@earthlink.net</a>	Available for Escambia and Santa Rosa counties only; authorized to celebrate holy communion
<b>Proctor, Rev. Trinity</b> 1217 Miccosukee Road, Apt. 3 Tallahassee, FL 32308	(803) 319-0773	<a href="mailto:trinityjoyproctor@gmail.com">trinityjoyproctor@gmail.com</a>	Available in the East and Central Districts
<b>Wooten, Rev. Dr. Joan</b> 776 Barth Rd. Molino, FL 32577	(850) 341-9984 -or- (850) 587-4301	<a href="mailto:joanwooten@aol.com">joanwooten@aol.com</a>	Available once per quarter in the West District
<b>Valerie Young (Ruling Elder)</b> <i>Synod of South Atlantic Executive / Stated Clerk (Jacksonville, FL)</i>	(682)-465-1360	<a href="mailto:valerie@synodsa.org">valerie@synodsa.org</a>	Available in all Districts. No honorarium is to be given.

## HONORARIA GUIDELINES

### PULPIT SUPPLY & MODERATOR OF SESSION AND/OR CONGREGATIONAL MEETING

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**Pulpit Supply:** minimum of \$150 plus roundtrip mileage at the current IRS rate (72.5 cents/mile for 2026); overnight accommodation if pulpit supply is traveling out of their home district. Please have a check ready when the pulpit supply arrives.

**Pulpit Supply and Moderator of Congregational Meeting:** minimum of \$175 plus roundtrip mileage at the current IRS rate (72.5 cents/mile for 2026). Please have a check ready when the pulpit supply arrives.

**Moderator of Congregational Meeting only:** \$75 plus roundtrip mileage at the current IRS rate (72.5 cents/mile for 2026). Please have a check ready when the moderator arrives.

**Pulpit Supply and Session Meeting Moderator:** \$200 plus roundtrip mileage at the current IRS rate 72.5 cents/mile for 2026). Please have a check ready when the pulpit supply arrives.

**Session Meeting Moderator only:** \$125 plus roundtrip mileage at the current IRS rate (72.5 cents/mile for 2026). Please have a check ready when the moderator arrives.

## **Rob Sugg**

Presbyterian Minister (PCUSA)

### **A Journey of Calling, Presence, and Grace**

At Hanlim's request, I'd like to share my ministry. Here is my story.

I grew up in a non-religious home in Rhode Island—the son of a bartender-father and a stay-at-home mom. At age 18, in 1978, I enlisted in the U.S. Air Force as a munitions troop where God found me. I wasn't looking for Him—He introduced Himself.

Discharged in 1982, I became an EMT/ paramedic, working 'the streets' for sixteen years, founding Rhode Island's first paramedic service, serving seven years with a Level-1 Disaster Medical Assistance Team (DMAT), and serving as the state's Emergency Medical Services Coordinator for Children. I met my love of this life, Karen, a Special Education teacher, and we were married in 1987. We have no children. We joined the Presbyterian Church (USA) where I was ordained a Ruling Elder, attended two General Assemblies, and then, without a bachelor's degree, I was "hijacked" into seminary. While earning my M.Div., God spoke audibly in an empty room, saying "United States Air Force Chaplain." The Committee on Preparation for Ministry called it "a new thing." I completed my bachelor's degree and in 1998 I was ordained and re-entered the Air Force as a chaplain, endorsed by the PC(USA). Karen retired a year later while maintaining two households, in two states, jet-setting back and forth every week.

### **Sixteen Years as a USAF Chaplain**

My role was clear: advise commanders on ethics and morale, lead worship and rites, and provide pastoral counseling. I served six assignments, including a remote tour in Korea, deployments to Saudi Arabia, Kuwait, and Greenland (which is in no-way green). In sixteen years I served two years embedded with the Army and a total of two years away from home. Karen and I moved eight times. I pastored twelve military congregations, served as chaplain to the American, Canadian, and British embassies in Saudi Arabia, completed eight units of Clinical Pastoral Education (hospital and hospice chaplaincy), earned a Master of Psychology, became a Fellow of the American Association of Pastoral Counselors (3,500+ client contact hours). My final posting was as the Director of the USAF chaplain Corps deployment training program.

Post-9/11 the pace was unrelenting—averaging twelve-hour days, six or more days a week, for sixteen years. I walked with sixty actively suicidal service members (all but two chose life), ministered to units and families after a dozen suicides, stood with loved ones after fatal crashes, and sat with hundreds of combat veterans reliving their trauma. My military experience left me with PTSD, anxiety disorder, and flashbacks. I am not "recovered," but Karen and I adapt by the grace of God.

### **Joys That Outweigh the Pain**

The greatest privileges were sharing the light of Christ in the darkest moments—watching suicidal members choose life, offering hope to the morally injured, comforting families shattered by suicide or loss, advocating for the abused and overlooked, and preaching The Resurrection and forgiveness of sins on Sunday mornings. Chaplain ministry is about people, not programs. It is the ministry of presence—in the "smoke pit, night-shifts on the flightline— being Christ's hands, ears, and eyes. In one six month period I ministered in 130 degree heat in Kuwaiti sandstorms followed by minus 30 degrees at Grand Forks North Dakota, where I spent Christmas eve towing young drivers out of snow banks.

Karen and I saw the world together. Karen flew on 'Air Force Two'. I stood on the DMZ overlooking North Korea. We both walked upon the Great Wall of China. Karen sacrificially provided me with

normalcy and stability in a profoundly abnormal and chaotic ministry. Following every move of our household goods, I would work 12 hour days while she replaced the broken dishes—alone. All day. Every day. My ministry is, and always has been Our ministry.

In 2014, at age fifty-five and with twenty total years of military service, God told me my mission was complete and I could leave in peace.

### **Post-Retirement Ministry (2014–2026)**

I was received as Member at Large in the Presbytery of Florida where I have supplied pulpits, officiated military funerals (some of the most meaningful work of my life), and provide pro bono pastoral counseling. I am active as a chaplain in the Crestview area, and continue to research and publish on ethics, spiritual warfare, and the role of the Biblical Watchman. Karen and I sponsor a weekly ‘widows & orphans’ dinner at our home. In the past few years Karen has endured 11 days in ICU with Covid, followed by cancer surgery, radiation, and chemo. I am joyfully her “Caregiver”. I remain direct, transparent, and quick to love (agape—the love that meets needs). PTSD has made me short on patience, protective of solitude, and vigilant against triggers. I am not burned out—just ready to step back.

### **Pearls for Those Who Follow**

- A Calling is not a job. Be sent and be accountable.
- It’s about identity—own the ground God gave you.
- Remember Whose you are, not what you are.
- Keep a mentor, a confessor, and a friend—always.
- Relationships are everything; all programs (and churches) will die.
- Moral Injury: How do we remain “good” when all our choices are bad?
- Persevere. Run so as to win the prize.
- Did I handle the Word faithfully? Did I love (agape) everyone?

Finally: “Go, eat your food with gladness, and drink your wine with a joyful heart, for God has already approved what you do. Always be clothed in white, and always anoint your head with oil. Enjoy life with your wife, whom you love, all the days of this meaningless life that God has given you under the sun—all your meaningless days. For this is your lot in life and in your toilsome labor under the sun. Whatever your hand finds to do, do it with all your might...” — Ecclesiastes 9:7-10

May the Lord guard your hearts and grant you His peace.

Rob Sugg  
Minister of Word & Sacrament (PCUSA)  
Retired USAF Chaplain



# Report to the Presbytery from the Accountant/Treasurer

## Profit and Loss Presbytery of Florida January-March, 2026

	Total
<b>Income</b>	
60000.0 PRESBYTERY INCOME	
60000 RECEIPTS	
60001-2 Shared Support	81,651.61
60006 Other Income	
2300.1 Blountstown Income	51,507.14
<b>Total for 60006 Other Income</b>	<b>\$51,507.14</b>
<b>Total for 60000 RECEIPTS</b>	<b>\$133,158.75</b>
<b>Total for 60000.0 PRESBYTERY INCOME</b>	<b>\$133,158.75</b>
<b>Total for Income</b>	<b>\$133,158.75</b>
<b>Gross Profit</b>	<b>\$133,158.75</b>
<b>Expenses</b>	
70000.0 PRESBYTERY EXPENSES	
70020 PER CAPITA	
70102 Per Capita Synod	1,665.00
<b>Total for 70020 PER CAPITA</b>	<b>\$1,665.00</b>
70030 Ministry of Congregational & Pastoral Care - MCPC	53.65
70203 Liaison Church Expenses	109.20
70805.1 Ministry of Congregational & Pastoral Care - MCPC	-30.00
70850.9 Committee Expense-MCPC	-10.72
<b>Total for 70030 Ministry of Congregational &amp; Pastoral Care - MCPC</b>	<b>\$122.13</b>
70040 Ministry of Dogwood Acres - MDWA	
70001 Dogwood Acres Support	16,646.55
<b>Total for 70040 Ministry of Dogwood Acres - MDWA</b>	<b>\$16,646.55</b>
70050 Ministry of Leadership Development - MLD	
70005 FLAPDAN Membership Dues	1,750.00
70006 Campus Ministry (Ukirk TLH)	3,500.01
70850.2 Committee Expense - MLD	50.75
<b>Total for 70050 Ministry of Leadership Development - MLD</b>	<b>\$5,300.76</b>
70060 Ministry of New Congregation Formation - MNCF	
70850.3 Committee Expense - MNCF	131.45
<b>Total for 70060 Ministry of New Congregation Formation - MNCF</b>	<b>\$131.45</b>
70070 Ministry of Pastoral Transitions - MPT	
70850.4 Committee Expense - MPT	50.18
<b>Total for 70070 Ministry of Pastoral Transitions - MPT</b>	<b>\$50.18</b>
70090 Ministry Coordinating Council - MCC	
70207 Consulting Expense	1,748.00
70513.1 Staff BOP Dues	11,894.04

70513.3 Staff Payroll Taxes	11,083.63
70513 Workers Comp Insurance	1,542.66
70620 General Presbyter Salary	7,184.42
70630 Administrator Salary	10,166.19
70631 Administrator Annuity	355.00
70632 Administrator Medical	180.00
70634 Administrator Travel	909.15
70704 Recording Clerk	500.00
70705 Presbytery Meeting Expense	540.00
70710.5 Treasurer Travel	1,002.70
70710 Treasurer Salary	3,581.05
<b>Total for 70090 Ministry Coordinating Council - MCC</b>	<b>\$50,686.84</b>
70100 Ministry of Presbytery Operations - MPO	
70510 Utilities / Office	94.53
70512 Office Telcom & Communications	1,202.95
70515 Supplies & Expenses	633.40
70517 Copier Lease	511.78
70518 Insurance & Bonding	13,072.25
70519 Bank Service Charges	132.00
<b>Total for 70100 Ministry of Presbytery Operations - MPO</b>	<b>\$15,646.91</b>
<b>Total for 70000.0 PRESBYTERY EXPENSES</b>	<b>\$90,249.82</b>
<b>Net Operating Income</b>	<b>\$42,908.93</b>

Accrual Basis Friday, April 10, 2026 11:46 AM GMTZ

Presbytery of Florida Shared Support  
Calendar Year 2026

Church	2026 Pledge Request	2026 Pledge	Received	Recevd as % of Pledge	# Member
Blountstown	Closed				
Chipley	\$ 2,560.00	\$ 800.00	\$199.32	25%	32
Crestview First	\$ 4,480.00	\$ 4,480.00		0%	56
DeFuniak Springs Bethel	\$ 640.00	\$ 640.00	\$640.00	100%	8
DeFuniak Springs Euchee Valley	\$ 2,800.00	\$ 2,800.00	\$2,800.00	100%	35
DeFuniak Springs, First	\$ 7,120.00	\$ 7,120.00	\$1,780.02	25%	89
Destin, First	\$ 3,760.00	\$ 3,300.00	\$825.00	25%	47
Freeport, Freeport	\$ 4,240.00	\$ 2,800.00		0%	53
Ft. Walton Beach - First	\$ 6,640.00	\$ 5,000.00	\$1,250.01	25%	83
Ft. Walton Beach, Korean First	\$ 5,200.00	\$ 5,500.00	\$5,500.00	100%	65
Gretna, Gretna	\$ 960.00	\$ 2,000.00	\$2,000.00	100%	12
Gulf Breeze, Gulf Breeze	\$ 13,120.00	\$ 0.00			164
Havana, First	\$ 3,600.00	\$ 3,000.00	\$1,000.00	33%	45
Laurel Hill, Laurel Hill	\$ 480.00	\$ 250.00	\$2,500.00	100%	6
Lynn Haven, First	\$ 8,240.00	\$ 9,000.00		0%	103
Marianna, First	\$ 12,560.00	\$ 11,000.00	\$2,749.99	25%	157
Milton, First	\$ 3,920.00	\$ 3,920.00		0%	49
Monticello, First	\$ 2,240.00	\$ 2,240.00	\$560.00	25%	28
Navarre, Navarre	\$ 2,880.00	\$ 2,560.00		0%	36
Panama City, Grace	\$ 9,120.00	\$ 9,120.00	\$1,520.00	17%	114
Panama City Beach, Gulf Beach	\$ 4,480.00	\$ 4,480.00	\$748.00	17%	56
Panama City, Parkway	\$ 4,400.00	\$ 4,400.00	\$4,400.00	100%	55
Pensacola, First	\$ 29,200.00	\$19,219.00	\$1,601.60	8%	365
Pensacola, Northminster	\$ 6,800.00	\$ 2,400.00	\$400.00	17%	85
Pensacola, Korean	\$ 2,000.00	\$ 2,000.00	\$2,000.00	100%	25
Pensacola, Trinity	\$ 42,880.00	\$ 32,808.00	\$2,734.00	8%	536
Quincy, First	\$ 34,800.00	\$ 34,800.00	\$5,800.00	17%	435

1 The Administrative Commission (AC) was appointed by the Presbytery to make a determination  
2 regarding the future of the First Presbyterian Church of Blountstown. The AC consisted of Rev. Brant  
3 Copeland, Rev. Stacey Kaye White, Rev. Blair Beaver, Deborah Potter and Linda Shelley.

4 At the time the AC was appointed, there were only two members of the Blountstown church and one of  
5 those lives in a nursing home and has not attended services in years. Despite the information originally  
6 conveyed to the Presbytery that the church was ready to be closed, that was not the feeling of the few  
7 people, although not members, who attended the church.

8 The AC met with the interested persons and spoke to several of them on many occasions to explain what  
9 would have to be done to revitalize the church, which was primarily to increase membership. No efforts  
10 were taken by those persons to join or to otherwise increase membership. A “Hail Mary” suggestion by  
11 Rev. Beaver to have Marianna Presbyterian work with the group to revitalize Blountstown was abandoned  
12 before it started, and was not supported by the AC, regardless.

13 After prayerful consideration of the circumstances, the AC voted unanimously on August 6, 2025, to close  
14 the church effective on December 31, 2025. The AC communicated this decision in person to the two  
15 remaining members of the church.

16 Obtaining financial records of the church was difficult, at best. Financial matters (paying bills, depositing  
17 collections) have been handled exclusively for the past few years by a non-member, Gayle Dalati. Ms.  
18 Dalati, with the approval of the two members, has paid herself \$400 per month for this job and for  
19 keeping the church clean. Due to Ms. Dalati’s lack of cooperation, the AC was unable to gain control or  
20 access to the church funds or records, other than those she partially provided after months of requests.

21 With the assistance of Rev. Eric Spoon, Ms. Dalati has subsequently sent to the Presbytery what she says  
22 are all the remaining funds of the Blountstown Church. The AC has no way of verifying that the amount  
23 is all of the funds, but has received a notice from the bank that at least one of the accounts has been  
24 closed. Since the amount received by the Presbytery, over \$51,000, is close to the amount expected  
25 based on an earlier review of records, the AC recommends that no further action be taken on this issue.

26 Once the church was closed, an inventory of all of the contents was prepared and has been distributed to  
27 churches in the Presbytery. Churches interested in obtaining any of the items will go to the church on  
28 April 12<sup>th</sup>, where AC member Deborah Potter will supervise distribution.

29 On the recommendation of Rev. Spoon, Brian Hinton was engaged as a realtor to deal with the sale of the  
30 church. Although Brian listed the church on the MLS and received a couple of calls of interest, it turns  
31 out that the only serious offer was received from the neighboring property owner, Marlon Peavy. After  
32 negotiation, the AC entered into a contract with Mr. Peavy for \$80,000. The sale will be finalized  
33 following the opportunity for Presbytery churches to obtain items on the inventory.

34 Due to various reasons, the only remaining members of the AC are Deborah Potter and Linda Shelley.  
35 We are happy to respond to any questions from the MCC regarding any of the matters relating to our  
36 work.

37 Respectfully submitted,  
38 Linda Shelley, Chair