



Presbytery of Tampa Bay

455 Scotland St. Suite 1, Dunedin FL, 34698

Come beloved, let us sing to the LORD; we will make a joyful noise to the rock of our salvation! Come beloved, let us come into God's presence with thanksgiving; we will make a joyful noise with songs of salvation! Come beloved, let us worship and bow down, let us kneel before our maker. The LORD is our God, and we are the people of God's pasture, the sheep of God's hand. Come beloved, let us worship the LORD as God's own children. — from Psalm 95

November 5, 2020

Greetings!

The Presbytery of Tampa Bay will start gathering via Zoom at 8:00 a.m. on Thursday, November 12 for a Stated Meeting which will begin promptly at 8:30 a.m.

All participants should have already registered for this meeting. All registered participants will receive a reminder email with the Zoom link and other information early next week. **If you are a participant and have not registered, please contact Stated Clerk Bill Wildhack immediately at statedclerk@pbtty.com or (813) 868-4800, opt. 2.**

Other observers will be able to view a live stream of the meeting at the following link: <https://youtu.be/Pky9kVyEVTM>.

Everyone participating in the meeting should review the new “Orientation/Refresher for First Time Commissioners and anyone new to Zoom for a Presbytery meeting” page on our website at www.presbyteryoftampabay.com/orientation. Much of that information is also included for your convenience starting on page 60 at the end of this packet.

All are welcome to participate in an online orientation to the presbytery meeting on Friday, Nov. 6, at 2:00 p.m. EST, or on Monday, Nov. 9, at 7:00 p.m. EST; sign up for one of those sessions on the orientation/refresher page on our website at the link above.

The Most Reverend Professor Maake Masango of Pretoria, South Africa, will be our guest preacher; his brief biography follows this letter. **Worship will also include the sacrament of the Lord's Supper and installation of our new moderator and vice moderator.** Please have your communion elements nearby when worship starts.

Our offering on November 12 is designated to support Feeding Tampa Bay which provides food to more than 450 food pantries—including several congregations and ministries in our Presbytery.

The peace of Christ be with you,

Jonathan

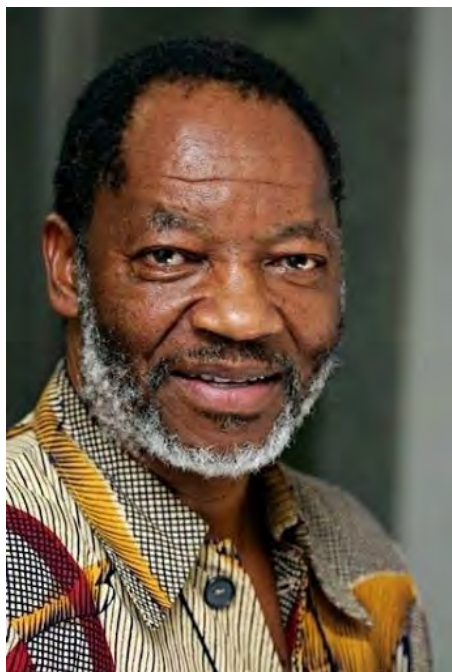
Jonathan Owen
Moderator

Bill

W.A. Wildhack III
Stated Clerk

Our Guest Preacher:

The Most Reverend Professor Maake Masango



The Most Reverend Professor Maake Masango is an emeritus Professor of Pastoral Care and Counseling at the University of Pretoria in South Africa. He is a retired Presbyterian pastor who has served several congregations, and a former moderator of the Presbyterian Church of Southern Africa. He is also a former member of the Executive Central Committee of the World Council of Churches for more than a decade. He is past president of the All Africa Conference, and former Deputy President of the South African Council of Churches, which vigorously opposed Apartheid. Prof. Masango is an original signatory of the Kairos Document (1984), a predecessor of the Belhar Confession (1986). He

was a popular preacher at the Montreat Youth Conferences in the 1990s.

Prof. Masango received his B.Th. from Federal Seminary, under Archbishop Desmond Tutu, his mentor and colleague. He earned his MA in Christian Education at the Presbyterian School of Christian Education, along with M.T.S. and Th.D. from Columbia Theological Seminary, where he was a lecturer in International Affairs under Dr. Fred Bonskovsky. He did his CPE at Grady Memorial Hospital, in Atlanta.

Having advised the Truth and Reconciliation Commission of South Africa, Prof. Masango has great interests in the areas of truth and reconciliation. He has worked for reconciliation with the governments of former Yugoslavia, Hungary, Albania, Colombia, and North Korea and South Korea, among others, to bring about peaceful transformation and reconciliation. He has lectured around the world.

Prof. Masango is also Rev. Bobby Musengwa's uncle and mentor. We are excited to have him preach for us today!



The Presbytery of Tampa Bay

DOCKET

Presbytery of Tampa Bay Stated Meeting

Thursday, November 12, 2020

via Zoom

Host Church: Maximo Presbyterian Church, St. Petersburg

8:00 a.m. Zoom open for login and gathering *(Please login early to check your connection)*

8:30 a.m. Call to Order and Prayer Moderator Jonathan Owen
Attendance Poll and Declaration of Quorum Stated Clerk Bill Wildhack

Greetings from Host Church Bobby Musengwa
Review of Procedures for Seeking Recognition and Voting Jonathan Owen
Introduction of First-Time Commissioners,
Corresponding Members, and new Minister Members

Consent Agenda (summary on p. xx)

Committee on Nominations & Representation (CNR) Part 1 (p. 25) Mike Loudon
Election of Moderator and Vice Moderator

Worship with Installation of Moderator and Vice Moderator (p. 5)

Break

Reconvene Moderator Bobby Musengwa
Attendance Poll Bill Wildhack

Greetings and Updates (Part 1)
Cedarkirk Camp & Conference Center (p. 27) Matt Shick

Commission on Ministry (p. 28) Michael Clark (Acting)
Recognizing Retirement of Craig Miller

Commission on Preparation for Ministry (CPM) (p. 30) Paul Suich

Committee on Nominations & Representation (CNR) Part 2 (p. 25) Mike Loudon
Remaining elections

**Introduction to Task Force to Respond to Challenges from the
224th General Assembly (2020)** (p. 32)

Board of Trustees (BoT) (p. 33) Norm Hatter

Break

Reconvene

Attendance Poll

Moderator Bobby Musengwa
Bill Wildhack

Greetings and Updates (Part 2)

Beth-El Farmworker Ministry (p. 35)

Teresita Matos-Post

Treasurer (p. 37)

V. Terry Dennis

Coordinating Team (p. 48)

Jonathan Owen

Commission on Church Vitality (CCV) (p. 59)

Andy Walton

Associate Presbyter for Emerging Ministries

Libby Shannon

Coach & Coordinator

Patrice Hatley

Stated Clerk

Bill Wildhack

12:30 p.m. Adjourn with Prayer

Vice-Moderator Sally Speer



The Presbytery of Tampa Bay is grateful to the session, congregation, and staff of Maximo Presbyterian Church for all the hospitality they would have shown us today if we'd been able to meet in person – and for their assistance in hosting today's worship service.

The Presbytery of Tampa Bay

455 Scotland Street, Suite 1, Dunedin, FL 34698

Telephone (813) 868-4800 / Fax (813) 200-1054

www.presbyteryoftampabay.com



ORDER OF WORSHIP

Presbytery of Tampa Bay Stated Meeting
Thursday, November 12, 2020
Maximo Presbyterian Church, St. Petersburg, Florida
via Zoom

Prelude

Call to Worship (*from Psalm 95*)

Elder Carole Miller Strum

One: Come beloved, let us sing to the LORD;

Many: we will make a joyful noise to the rock of our salvation!

One: Come beloved, let us come into God's presence with thanksgiving;

Many: we will make a joyful noise with songs of salvation!

One: Come beloved, let us worship and bow down, let us kneel before our maker.

Many: The LORD is our God, and we are the people of God's pasture, the sheep of God's hand.

One: Come beloved, let us worship the LORD as God's own children.

Opening Prayer

Call to Confession

Rev. Elizabeth Coleman

Prayer of Confession

Merciful God,

**Your justice protects those who are weak,
yet we seek the shelter of privilege and power.
Your righteousness redeems those who are poor,
yet we seek the status of wealth and possessions.
Your peace upholds those who are oppressed,
yet we seek the security of weapons and retribution.
Forgive us our sins, and lead us to true repentance,
that we may trust you in all things;
through Jesus Christ we pray. Amen.**

Assurance of Forgiveness

Passing of the Peace

Hymn

"Lord, When I Came into This Life"
Verses 1 & 2

Soloist

Installation of Moderator and Vice Moderator

Hymn

"Lord, When I Came into This Life"
Verses 3 & 4

Soloist

Scripture Luke 7:1-10

The Most Rev. Prof. Maake Masango

Sermon

“An Amazing Faith”

Offering and Prayer of Dedication

Rev. Bill Cooley

Invitation to the Table

Rev. Micki Robinson

Great Prayer of Thanksgiving and the Lord’s Prayer

Words of Institution

Eucharist

Prayer after Communion

Holy God, we thank you for this feast of grace and life.
As we have been served, help us to serve our neighbors.
As we have been fed, help us to feed all who are hungry.
As we have been loved, help us to love the world--
because in Christ Jesus you have loved us. Amen.

Hymn

“Now Thank We All Our God”

Soloist

Blessing and Charge

The Most Rev. Prof. Maake Masango

+ + +

How to Contribute to Our Offering Today

Our offering today has been dedicated to support the work of Feeding Tampa Bay. Feeding Tampa Bay resources the 10-county area around the Tampa Bay region; they provide food to more than 450 food pantries, including many of the congregations and ministries within the Presbytery. Their work includes making groceries available, providing hot meals, feeding school age children, disaster relief, and job-training opportunities. During 2019 they served more than 65 million meals. As we approach the holiday season, we are acutely aware that hunger remains a pressing concern all the time, but especially throughout this season of COVID. We give thanks for all the ways our churches and ministry partners support their communities by providing hunger relief.

- [Click here to give online](#) at the homepage of our host for worship, Maximo Presbyterian Church. Click on the “GIVE” button and then choose “**PRETBA Special Offering**” on the donation page. Maximo uses the Online Giving Program offered by the Presbyterian Foundation (more info on that service is available at <https://www.presbyterianfoundation.org/onlinegiving/>).
- **Mail a check payable to Presbytery of Tampa Bay** to the office at 455 Scotland St, Ste. 1, Dunedin, FL 34698. Be sure to write “Nov 12 Presbytery Offering” on the memo line and include a note telling us what the check is for so we’ll be sure to direct it properly.

Participating in Leading Worship Today

- Carole Miller Strum, Ruling Elder, St Andrew's Presbyterian Church, Sun City Center
- Rev. Elizabeth Coleman, Supply Pastor, Northwest Presbyterian Church, St. Petersburg
- Rev. Bill Wildhack, Stated Clerk, Presbytery of Tampa Bay
- Jonathan Owen, Ruling Elder, First Presbyterian Church, Winter Haven
- The Most Rev. Prof. Maake Masango, Professor Emeritus, University of Pretoria, South Africa
- Rev. Bill Cooley, Honorably Retired Minister of Word and Sacrament, Presbytery of Tampa Bay
- Rev. Micki Robinson, Pastor, Gulfport Presbyterian Church
- Patricia Brown, Organist, Maximo Presbyterian Church
- Mike Mader, Choir Director/Soloist, Maximo Presbyterian Church

Our deepest thanks to Reverend Bobby Musengwa and Maximo Presbyterian Church for their hospitality and work in recording and editing this morning's worship.

Presbytery of Tampa Bay

455 Scotland Street, Suite 1

Dunedin, FL 34698

813-868-4800 / www.presbyteryoftampabay.com

Consent Agenda Summary
Presbytery of Tampa Bay
November 12, 2020 Stated Meeting
(review full reports for details)

Reports with Motions:

Stated Clerk (pg. 9)

- 1. That all requests for excused absences be granted for today's meeting.**
- 2. That the attached Plan for Parity of Ministers of Word and Sacrament and Ruling Elder Commissioners to Presbytery for 2021 be adopted. *(See pages 11-13)***

**Report of the Stated Clerk
Presbytery of Tampa Bay
November 12, 2020**
William A. Wildhack III, Stated Clerk

Motions for Presbytery (Consent Agenda)

- 1. That all requests for excused absences be granted for today's meeting.**
- 2. That the attached Plan for Parity of Ministers of Word and Sacrament and Ruling Elder Commissioners to Presbytery for 2021 be adopted.**

Items for Information:

1. The plan for parity included on pages 11-13 is based on church membership statistics and the roll of minister members of the Presbytery of Tampa Bay as reported at the end of 2019.
 - a. This is consistent with how membership statistics are used in calculating per capita apportionment for the operating costs of the Presbytery (staff and overhead in support of mission, not mission giving).
 - b. For 2021, three churches will see a change in the number of ruling elder commissioners to elect; all pastors/moderators and clerks of sessions should consult the chart to confirm the number of ruling elder commissioners to elect.
2. Annual reports on reviews terms of call and roll of the presbytery follow the attached Plan for Parity.
 - a. The reports reflect information received by October 31, 2020.
 - b. Information received before December 31, 2020, will be reflected in supplemental reports if necessary.
3. The 2020 review of session minutes for 2019 was delayed by the pandemic and is now underway. A full report of the review will be made at an upcoming presbytery meeting.
4. Various Annual Notices Required by Book of Order:
 - a. The annual synod review of presbytery minutes for 2018 has been completed and the minutes were approved with one exception. That exception has been noted and corrected in the 2019 minutes.

- b. The annual synod review of presbytery minutes for 2019 has not been completed and will be reported to the presbytery when it has been completed.
- c. In compliance with G-3.0103, the Stated Clerk notes that the Presbytery of Tampa Bay addresses the concern to give full expression to the rich diversity of the church's membership and provides for full participation and access to representatives in decision-making and employment practices through its Committee on Nominations and Representation and other efforts and continues to search for ways to enhance this work.
- d. In compliance with the Book of Order, G-3.0106, the Stated Clerk attests to the presence, in the offices of the Presbytery, of a Presbytery Operations Manual, including a Sexual Misconduct Policy and Child and Youth Protection Policy.
- e. In compliance with the Rules of Discipline, D-5.0206b, the Stated Clerk hereby lists those members of the PERMANENT JUDICIAL COMMISSION whose terms have expired within the past six years and who are resident within the bounds of the Presbytery and thus available for recall to fill temporary vacancies should the need arise for meeting the quorum requirements or the presence of a full Commission:
 - Minister Kaaren Nesmith, HR (2015)
 - Minister John G. "Jack" Taylor, HR (2015)
 - Minister John DeBevoise, Palma Ceia (2017)
 - Ruling Elder John C. Smith, Jr., FPC Dunedin (2017)
 - Ruling Elder Dan Johnson, Peace Memorial (2019)
 - Ruling Elder Elizabeth Krystyn-Fueyo, FPC Tampa (2019)
 - Ruling Elder Kent Whittemore, Maximo (2019)
- f. In compliance with G-3.0111, the Stated Clerk hereby attests that the Presbytery of Tampa Bay carries property and liability insurance, with such policies lodged in the secured files of the Presbytery Office and digital copies stored online.

**Presbytery of Tampa Bay
2021 Plan for Parity of Ministers of Word and Sacrament
and Ruling Elder Commissioners**

<u>City</u>	<u>Church</u>	<u>Membership 12/31/2019</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>Total</u>
Auburndale	First	73	1						1
Bartow	McLeod Memorial	62	1						1
Brandon	First	309	1						1
Brandon	PC of Bloomingdale	54	1						1
Brandon	Springwater	49	1		1				2
Brooksville	First	50	1						1
Clearwater	Church of the Reconciler	31	1		1				2
Clearwater	Hope	118	1						1
Clearwater	Northwood	910	2	2					4
Clearwater	Peace Memorial	238	1	2					3
Clearwater	Trinity	168	1	2					3
Crystal River	Life Tree	37	1						1
Dade City	First	68	1						1
Dunedin	First	287	1						1
Dunedin	St Andrews	326	1						1
Fort Meade	First	27	1						1
Gulfport	Gulfport	20	1						1
Hudson	St Marks	113	1						1
Inverness	First	472	1						1
Lake Alfred	First	23	1						1
Lake Hamilton	Lake Hamilton	10	1						1
Lakeland	Beacon Hill Fellowship	30	1						1
Lakeland	Chapel in the Grove	100	1						1
Lakeland	First	1132	3	2					5
Lakeland	Hope Community	78	1						1
Lakeland	PC in the Highlands	104	1						1
Largo	Christ	86	1						1
Lutz	Lutz Community	157	1						1
New Pt Richey	Trinity PC Seven Springs	378	1						1
Palm Harbor	Palm Harbor	243	1						1
Pinellas Park	Good Samaritan	34	1						1
Pinellas Park	Korean	77	1		1				2
Safety Harbor	First	19	1						1
Saint Petersburg	First	426	1						1
Saint Petersburg	Lakeview	35	1		1				2

Saint Petersburg	Maximo	155	1		1				2
Saint Petersburg	Northeast	187	1						1
Saint Petersburg	Northwest	33	1						1
Saint Petersburg	Trinity	56	1		1				2
Saint Petersburg	Woodlawn	50	1						1
Seffner	Seffner	152	1						1
Seminole	Lake Seminole	92	1						1
Spring Hill	Grace	213	1	2					3
Sun City Center	St Andrew	208	1						1
Tampa	Bayshore	40	1						1
Tampa	Chapel in the Pines	25	1						1
Tampa	First	418	1	2					3
Tampa	First Hispanic	72	1		1				2
Tampa	Forest Hills	291	1	2					3
Tampa	Hyde Park	129	1						1
Tampa	Korean	93	1		1				2
Tampa	Palma Ceia	2115	5	2					7
Tampa	St Andrew	83	1						1
Tampa	St John	36	1		1				2
Tampa	Village	210	1						1
Tarpon Springs	Church on the Bayou	36	1						1
Temple Terrace	Temple Terrace	89	1						1
Winter Haven	First	1046	3	2					5
Winter Haven	Hope	307	1						1
Yankeetown	Parsons Memorial	31	1						1
Zephyrhills	First	103	1						1
<i>At Large</i>	<i>Various</i>					10	2	5	17
Totals		12614	70	18	9	10	2	5	114

Notes:

The Form of Government requires each presbytery to “adopt and communicate to the sessions a plan for determining how many ruling elders each session should elect as commissioners to presbytery, with a goal of numerical parity of ministers of the Word and Sacrament and ruling elders” (G-3.0301) when it convenes as a council of the church.

Allocation of ruling elder commissioners is based on the official membership statistics reported as of December 31, 2019. Similarly, the number of ministers of Word and Sacrament used in computing parity is taken from the roll of ministers published at the end of 2019.

At the end of 2019, the Presbytery of Tampa Bay had 189 ministers of Word and Sacrament on the roll in the three membership categories defined in G-2.0503: Engaged in a Validated Ministry (88), Member-at-large (6), and Honorably Retired (95).

The presbytery bylaws provide that, for the purposes of determining parity between ministers of Word and Sacrament and elder commissioners, Honorably Retired (HR) ministers “shall be counted based on the average of total [HR] attendance over the past two years.” Average HR attendance in 2018 and 2019 was 16. Added to the ministers engaged in validated ministry in a congregation or other setting and the members-at-large, the goal for numerical parity is 110 elder commissioners.

The proposed plan for parity at meetings of the Presbytery of Tampa Bay in 2021 described in the chart above achieves that goal by allocating up to 114 elder commissioners according to these criteria, some of which are included in the presbytery bylaws:

- A. Elder commissioners are allocated first to churches according to G-3.0301 in the current Form of Government and the formula in G-11.0101 in the 2009-2011 Book of Order (the “old” Form of Government). Each session elects at least one elder commissioner, with an additional elder commissioner allocated at 501, 1001, 1501, and 2001 (up to a limit of five elder commissioners). Following these guidelines gives us a baseline of 70 elder commissioners.
NOTE: Three churches reported changes in membership at the end of 2019 that changed the number of ruling elder commissioners their sessions may elect.
- B. Two additional elder commissioners are allocated to churches employing two or more pastors, co-pastors, associate pastors or validated ministers at the end of 2019; this adds 18 more.
- C. Following the principles of unity and diversity in F-1.0403 and of participation and representation in G-3.0103, the representation of people of color is strengthened by allocating one additional elder to Church of the Reconciler, First Hispanic, Korean (Pinellas Park), Korean (Tampa), Lakeview, Maximo, Springwater, St. John, and Trinity (St. Petersburg), for a total of 9 additional elder commissioners.
- D. Ruling elders on the Coordinating Team, Presbytery staff, and Permanent Judicial Commission, along with former moderators of this presbytery, and elder commissioners to the most recent General Assembly, average about 10.
- E. Commissioned Pastors serving churches at the end of 2019 adds 2.
- F. Certified Christian Educators who are Ruling Elders reported at the end of 2019 adds 5 more.
- G. *A seventh category used in recent years to add up to 20 more elders from churches between 120 and 499 members that do not already have 2 commissioners was again not needed this year.*

Presbytery of Tampa Bay
2020 Changes in Terms of Call recorded through October 31, 2020
(Membership figures as of 12-31-2019)

Note: If no F-1 has been recorded, the previous year's information was used if available. These entries have a "\$" after the clergy's position, and are included as there's a good chance those figures are still accurate. Missing information indicates that the form was incomplete.

*A supplemental report will be completed as needed as any additional forms come in for calendar year 2020.
All figures rounded to nearest dollar.*

Name of Church in Bold Membership in (Parentheses)	Line 1 Cash Salary	Line 2 Housing Allowance	Line 3 Deferred Income	Line 4 Special Income	Line 5 IRS Section 125 Plan	Line 6 Fair Value Manse	Line 7 Total Effective Salary (Minimum: 45,771)	Line 8/9 Board of Pen. Dues	Line 10 Other Benefits Plans	Line 11 Study Leave Allow. (Minimum: 1200)	Line 12 Auto/ Prof. Allow.	Line 12 SECA Supplement	Line 13 IRS Sec. 105 Plan	Line 14 Total Cost to Church
AUBURNDALE														
First(83) Margaret Roy (Pastor)	15771	30000					45771	17028		1200	3000	3501		70500
BARTOW														
McLeod (63) Anthony Gilbert (Stated Supply)	12000						12000			1200	2400			15600
BRANDON														
Bloomingdale (49) Susan Hill (Stated Supply)	11781						11781			300		901		12982
First(299) Michael McCormack \$ (Pastor)	29480	36000	5200				70680	28814		1500	4000	5009		110003
Springwater(51) Keonbae Kim (Pastor) \$	15000	28256					43256	15971		1200		3310		63737
BROOKSVILLE														
First(44) Donald Lawson (Stated Supply) \$	10000	12000					22000			1200	500	1683		25383
CLEARWATER														
Hope (120) Bob Hill (Pastor)	38000	24000			2400		64400	25143		2500	4000	4927		100970

Northwood(920) Chris Curvin (Pastor)	8000	55000		12000	4223		79223	29312		4,000	7516	6061		126112
Paul Means (Assoc. Pastor)	18094	29000			4000		51094	18905		3000	6721	3909		83629
Peace(238) Robert Scott (Pastor)	46153	22624	1200				68777	27080		3000	2000	5261		107318
Dawn Haeger (Assoc. Pastor)	1	51999					52000	20145		1800	2000	3978		79923
Reconciler (32) Vacant														
Trinity (187) Andrew Walton (Pastor)	22000	33000	4383	4556			63939	24655		3355	3200	4556	2500	102305
Kathleen Trautwein (Validated Ministry)	21029	27000					48029	17771		1200		3674		67000
CRYSTAL RIVER														
First (47) Andrew Beery	17615	27435					45050	16805		1200		3446		66501
Jeff Guild (Stated Supply)			14400				14400			1200				15600
DADE CITY														
First (69) Cheryl Duke \$ (Pastor)	25000	25000					50000	18500			1200	600	3825	74125
DUNEDIN														
First (297) David Shelor (Pastor)	52347	38000					90347	34597		3000	4000	6912		138856
Plant City Kenneth Ellis (Coordinating Team)	42409	26000					68409	15311		1200	1500	5233		101653
St. Andrews(326) Pablo Diaz (Interim Pastor)	70000	20000					90000	33500		1200	2500	6885		133885
FORT MEADE														
First(28) Anthony Gilbert (Stated Supply)	12000						12000			1200	2400			15600
GULFPORT														
Gulfport (27) Mickie Robinson (Pastor) \$	5000	26190					31190	15186		600	2400	3909		51762
HUDSON														
St. Marks(125) Vacant														

INVERNESS													
First(461) Ronald A. Pfeifer (Pastor) \$ (end 2/20/2020)	43616	24970					68586	25376.82		1500	1500	5325	102288
Nesmith, Kaaren (Interim 4/15/20)	15000	13000					28000	3360		1200	3600	2142	38302
Dennis Bennett (Interim 7/1/2020)	15600	14400						2600		1200	9600		44400
LAKE ALFRED													
First (23) Andy Staley (Commissioned Ruling Elder) \$	2500	5900					8400				1000	643	10043
LAKE HAMILTON													
Lake Hamilton(10)													
LAKELAND													
Chapel in the Grove(110)													
Jeanie Barns (Stated Supply) \$	4525	18000					22525	13703		1200	1000	1723.16	40151.16
First (1138) John Fullerton (Pastor)	47500	65000					112500	58325		2000	4500	8606	170931
Kenneth Ellis (Assoc. Pastor)	42409	26000					68409	27173		1200	1500	5233	103515
Zachary McGowen (Assoc Pastor) (Assoc. Pastor)	37974	25000	1200				64174	25499		6200	1500	4817	102191
Paul Stuart Suich (Validated Ministry)	80580	30000					110580	34158			3000	8459	156197
Beacon Beacon Hill Fellowship ((29) Tim Sizemore (Pastor)													
Hope Community (111) Bryan Burton (Pastor)	36845	39345	4500	42479	5000	1650	88474	31827		1500	6000		127364
Highlands(103) Shaun Hartsell (Pastor)	37838	22500					60338	23957		1200	2000	4616	92111
LARGO													
Christ(82) John Allen Scott (Pastor)	22000	22000		28070			50070	18526		1500	2700	3805	76601

LUTZ													
Lutz Community (153) Joe McKewen (Pastor)	40270	26520					66790	24712		2000	3000	5108	101612
NEW PORT RICHEY													
Trinity (328) Philip Hollins (Pastor) \$	36400	30600					67000	26634		1500	10000	3060	108199
PALM HARBOR													
Palm Harbor (3301) Bruce Mulder(Pastor)	38650	20000					58650	22143.90		1200	1500	4487	87981
Rebecca Harrison (Interim Pastor)	40785	12000					52785	6334		1200	1500	4038	65857
PINELLAS PARK													
Good Samaritan (35) Jennifer Daysa (Pastor)	30542	20000					50542	7075.88		2000	3500	3866.46	84783
Korean (77) June Gyoung Kim (Pastor)	32340	14400					46740	18563		3000	1500	3576	73379
PLANT CITY													
New Worshiping Community Kenny Ellis (Organizing Pastor/Evangelist)	42409	26000					68409	25311		1200	1500	5233	101653
SAFETY HARBOR													
Victoria Byroade (Stated Supply)	14303	14303					28607	3433		1200	1000	2188	36428
SAINT PETERSBURG													
First (514) Dawn Conti (Pastor) \$	7080	72500	5420				85000	31025		4000	3500	6502.50	130027
Ruth Elswood (PT Parish Assoc)	16000	3800					19800					1,515	21,315
Lakeview (44) Lois Lehman (Stated Supply)	23404						23404			1200	1800	1790	27994
Maximo (161) Bobby Musengwa (Pastor) \$	22796	32110	6180			18326	79412	54690		1500	1000	5602	2500 144705

Northeast (190) Eneyas Frietas (Pastor) \$	50710					20000	70710			1200		5409		103482
Northwest (42) Elizabeth Coleman (Stated Supply)	2000	20800					22800		2688	1200				26688
Trinity (54)) Lawrence Rush\$	5525	17000					22525	6676		1200	1200	1723		33324
Woodlawn (64) John Underwood (Stated Supply) \$	24328						23500			600	1600	1831		28389
SEFFNER														
Seffner (147) Lolimarta Reiter (Pastor)	33710	20000	1440				55150	20375		1500	3000	4110		84135
SEMINOLE														
Lake Seminole (84) Kitty Hahn- Campanella		40567					40567	4868		1200	1845	3103		51584
SPRING HILL														
Grace (249) Keith Poshen (Pastor) \$														
Kaaren Nesmith (Parish Assoc)	11776	8000												19776
SUN CITY CENTER														
St. Andrew (219) Mark Salmon (Pastor) \$	18750	41250					64590	23898		4636	1000	3446		104198
Craig Miller (Pastor) \$	44000	21000					65000	24874		1200	3000	4973		99047
TAMPA														
Bayshore (39) Cecelia Wilhite (Stated Supply)	7002	38005					45008			1248	1561			47817
Chapel in the Pines (25) Carl Lammers (Stated Supply) \$	13183						13183			1200	1800	1009		17192
First (411) Fitz Conner (Pastor)	59056	24096					83152	31387		1200	1200	6361		12300
Kathryn Conner (Validated) \$	67751			7453			75204			500	1000	5741		82445
First Hispanic (74) Alex Sosa (Pastor)	28000	18000					46000	17020		1200	3500	3519		70620

Forest Hills(381) Claudia Sanow Henderson (Pastor) \$	31500	36000	5000				72500	26825		2000	2000	5164		108489
Rebecca Bryan (Assoc. Pastor) \$	33011	12039					45050	8898		1200	1200	3446		59794
Hyde Park(255) James Friesen (Pastor)	30216	33100					63316	29888		1200	3000	4737		97403
Korean(130) Jun-Pil Park (Pastor) \$	34400	21600					56000	19600		1200	4920	4284		86004
Palma Ceia(2083) John DeBevoise (Pastor) \$	80200	44600					124800	46176		2000	5126	9547		187650
Ken Hubbell (Validated) \$ - No data														
Nicole P. Abdnour (Assoc. Pastor) \$	33320	40000					73320	27128		1750	1900	5609		109707
Meghann Pabst (Validated)	43083						43083	5170	6613	1200		3296		59362
St. Andrew(90) Laurie Palmer (Pastor) \$	24038	24038					48076	17788		1200	600	3678		71342
St. John's(36) Virginia Simmons Eliis	8750	10000	6000				24750			2000	2000			28750
Village(206) John Erthein (Pastor)	39000	18000					57000	21090		1200	1000	4361	1000	84651
Haemin Lee (Interim Pastor)	35076	17604	6000				58680	23032		1200	1050	4489		88451
TARPON SPRINGS														
Church on the Bayou(45) Bradford, Lissa (Stated Supply)	11,443						11,443			1200	500			13,143
TEMPLE TERRACE														
Temple Terrace(91) Robert E. Shaw (Pastor)	26400	20000	4850				51250	18962		1200	2000	3560		76962

WINTER HAVEN													
First(1060) Steven Negley (Pastor)	59579	42452					102031	37752		1250	5250	7805	154088
Sarah Bishop (Assoc Pastor)	24480	22950					47430	17549		1200	5300	3268	75107
Alan Harvey (Assoc Pastor)	32798	32615					65413	24203		2000	4500	5004	101120
John Reiter (Int. Assoc. Pastor)	45000	10000	12000				67000	8040		1200	5300	4208	85748
Hope (337) C. Owen Carriker (Pastor)	59884	18000					77884	28817		1800	4800	5958	119259
YANKEETOWN													
Parsons Memorial(34) Donnie Cross (Stated Supply)	6795	13802					20597			240			20837
ZEPHYRHILLS													
First (103) Denise Lay (Pastor) \$	30000	15000					45050	16668		1200	2500	3446	68864
PRESBYTERY OF TAMPA BAY STAFF													
Coach & Coord Patrice Hatley	71600		25000				96600			2000	12000	5477	116077
Assoc. Presby. for Emer. Min. Libby Shannon	30000	22000					52000	19240		2000	4000	3978	81218
Stated Clerk William Wildhack	25600	20000	6600				50900	6108		1200	3000	3389	64597

Roll of Tampa Bay Ministers & Educators as of 10/31/2020

NOTE: Names with "***" have corrections pending in the national directory; please notify the Stated Clerk of any others.

NOTE: Members with more than one occupational code in official records are generally listed under their primary code.

Particular Church

Installed Pastoral Relationships

101 Pastor or Co-Pastor

Burton	Bryan Denver	101
Carriker III	C Owen	101
Conner	Walter F J H	101
Conti	Dawn M	101
Curvin	E. Chris	101
DeBevoise	John T	101
Freitas	Eneyas D	101
Friesen	James Dudley	101
Fullerton	John	101
Hartsell	Shaun D	101
Henderson	Claudia Sanow	101
Hill **	Robert	101
Hollins	Philip	101
Kim	June Gyoung	101
Kim	Keonbae	101
Lay	Denise	101
McCormack	Michael W	101
McKewen	Joe Mervin	101
Musengwa	G Bobby	101
Negley	Steven R	101
Palmer **	Laurie	101
Posehn	Keith L	101
Reiter	Lolimarta Ros	101
Robinson	Mildred Louise	101
Roy	Peg	101
Rush	Lawrence	101
Scott Jr	John	101
Scott	Robert Allan	101
Shelor	David	101
Sosa	Alexandri	101
Walton	Andrew	101

103 Associate Pastor

Abdnour	Nicole E Partin	103
Bishop	Sarah Anne	103
Bryan	Rebecca	103
Haeger	Dawn Marie	103
McGowen	Zachary	103
Means	Paul D	103

191 Designated Pastor

Duke	Cheryl Irene	191
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193 Designated Associate Pastor

Temporary Pastoral Relationships

105 Interim Pastor or Interim Associate

Diaz **	Pablo	105
Lee	Haemin	105
Miller	Craig	105
Reiter **	John	105

Temporary Relationship

Coleman	Elizabeth Emily	108
Elswood **	Ruth	108
Gilbert	Anthony	108
Hill	Susan Elizabeth	108

108

*Other as *primary code**

107 Ruling Elder Commissioned to a Church

109 Pastor Emeritus/Emerita

Roll of Tampa Bay Ministers & Educators as of 10/31/2020

NOTE: Names with "***" have corrections pending in the national directory; please notify the Stated Clerk of any others.

Member of Another Denomination (Temporary Membership G-2.0506)

151 Pastor or Co-Pastor

Daysa	Jennifer Marie	151
Sizemore	Timothy	151

153 Associate Pastor

155 Interim Pastor or Interim Associate

158 Temporary Relationship

Larson	Raymond M	158
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299 Honorably Retired Member of Presbytery

Alwood	R Jackson	299
Aughinbaugh	Paul R	299
Baliad	Alfredo E	299
Banton II	Huston Jack	299
Barber Sr	Gary Donald	299
Barnes	Jeanie Keislar	299
Beery	Andrew	299
Bennett	Dennis R	299
Bigley	James David	299
Brockus	Harold M	299
Brown	Charles R	299
Bryant	Susan G	299
Burkhardt	Robert E	299
ByRoade	Victoria M G	299
Capps	James A	299
Carey	Joseph	299
Carson	Gary	299
Conner Jr	Jerry F	299
Cooley	Jean H	299
Cooley	William George	299
Cowfer	William J	299
Cross	Alfred Donovan	299
Cummings	James M	299
Cummings	Marilyn	299
Dauler	George P	299

Davies	Ray Willis	299
Dennis	B Richard	299
Donovan	Alisun White	299
Ellis	Virginia S	299
Ferguson Jr	Harry M	299
Fonfara	Michael	299
Frame	David Lindsay	299
Greene	R Thomas	299
Grigsby	William	299
Gruebel	Kenneth F	299
Guild	Jeffrey G	299
Halde	Fred Richard	299
Harp	Thomas Paul	299
Harrison	Rebecca	299
Hart	Charles E	299
Harvey	Claude Alan	299
Hatter	Norman	299
Horne	Katherine T	299
Huggins	Richard L	299
Hull	C William	299
Hunt	Richard K	299
Iwerks	Gerald D	299
Jones III	Charles A	299
Karnes Jr	H Ross	299
Keen	Donald R	299
Kendall	William Robert	299
Key	Susan Dobbs	299
Kitterman	Dennis	299
Lawson	Donald Ridgley	299
Lee	Gil Boo	299
Lehman	Lois Robinson	299
Loudon	John Blair	299
Lyman	Sheryle L P	299
Madison Jr	Ralph N	299
Martin	Virginia Ann	299
Marvin	James E	299
McDowell	Robert Michael	299
McKay Jr	Clifford A	299
McKey	Mary O	299
Mikels	Carolyn Olds	299

Roll of Tampa Bay Ministers & Educators as of 10/31/2020

NOTE: Names with "***" have corrections pending in the national directory; please notify the Stated Clerk of any others.

Moncrieff	James Scott	299
Montgomery	John N	299
Nash	Arthur E	299
Nesmith	Kaaren S	299
Oh	Kwang Sup	299
Okopski Jr	Chester	299
Perrine Jr	Charles N	299
Peyton	Charles R	299
Replogle	Donald D	299
Repsher	Donald R	299
Ros	Ramiro	299
Rumpel	Charles Herman	299
Schmeiser	Robert	299
Shaw	Robert E	299
Shick	Kenneth D	299
Smith	Earl J	299
Stith	Moses L	299
Street	Clement N	299
Taylor	Jack L	299
Taylor Jr	John G	299
Travieso	Julio	299
Tyler	Drucilla	299
Underwood	John F	299
Vom Eigen	Carl H	299
Wierenga	Robert	299
Wilhite	Cecelia Moore	299
Willard	Louis Charles	299
Wintringham **	John	299
Yearsley	James C	299
Zoya	Gail E	299

Presbytery/Synod Councils

301 Organizing Pastor or Evangelist

Ellis	Kenny	301
Fernandez	Manuel	301
Kim	Bong Soo	301

302 Executive

303 Stated Clerk

Wildhack	William	303
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304 Executive & Stated Clerk

305 Staff

Shannon	Elizabeth	305
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306 Missionary

309 Emeritus/Emerita

General Assembly Entities

402 Chief Executive Officer

403 Agency Staff

404 Field Staff

405 Missionary or Fraternal Worker

Serving Another Denomination, Ecumenical Agency, or Non-Denominational Agency

501 Pastor or Co-Pastor

Dain	Kathleen Ann	501
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503 Associate Pastor

505 Temporary Pastoral Relationship

562 Chief Administrative Officer

565 Staff

Roll of Tampa Bay Ministers & Educators as of 10/31/2020

NOTE: Names with "***" have corrections pending in the national directory; please notify the Stated Clerk of any others.

Educational Institute

641 Pastor/Chaplain

McMahon Jr	Douglas H.	641
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642 President or Chief Administrator

643 Administrative Staff

644 Faculty

648 Student

Serving Other Institutions

701 Pastor/Chaplain

Belusa	Deborah	701
Bradford	Lissa	701
Ginn	Katherine	701
Hahn-Campanella	Barbara Karen	701
Isenhardt	Reid B	701
Japhet	Catherine	701
Pabst	Meghann	701
Santamaria	Amy	701
Santamaria	Miguel	701
Sumner Carswell	Jennifer Ann	701
Winter	Tony P	701
Young	Cary	701

702 Chief Administrator

703 Staff

Military Services

741 Air Force Chaplain

751 Army Chaplain

761 Navy Chaplain

771 Veterans Administration Chaplain

Other Codes

791 --- Other Validated Ministry

Astudillo	Neddy Helenisse	791
Banker	Janet Williams	791
Campbell-Evans	Sally	791
Conner	Kathryn	791
Hill **	Stephenie	791
Hubbell	Kenneth	791
Lammers	Carl R	791
Leonard Lara	Tamara Marie	791
Picard	Samuel D L	791
Suich	Paul Stuart	791
Trautwein	Kathleen	791
Weber	Callie C	791
Wellman	William	791

795 --- Not engaged in a validated ministry

Welch Jr	James Stewart	795
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797 --- Member at Large

Hartsell	Heather Diane	797
Lambert	Kathleen Marie	797
Park**	Jun Pil	797
Peacock	Michael	797
Tolleson	George "Chip"	797

Roll of Certified Christian Educators and Certified Associate Christian Educators

Jo Ahern	Certified Educator
Linda Beckham	Certified Educator
Helen J. Kantner	Certified Educator
Evelyn McMullen	Certified Educator
Carol White	Certified Educator

Committee on Nominations and Representation

Presbytery of Tampa Bay

November 12, 2020

The Rev. John “Mike” Loudon, Chair

Motions for Presbytery

The Committee on Nominations and Representation nominates the following for service in the roles and classes indicated below:

	<u>Congregation</u>	<u>Region</u>	<u>Demographics</u>	<u>Class</u>	
MODERATOR					
Bobby Musengwa	Maximo	W	CMAA	2021	
VICE MODERATOR					
Sally Speer	Palma Ceia	C	EFW	2021	
COORDINATING TEAM					
Jonathan Owen	FPC, Winter Haven	E	EMW	2021	Chair
COMMISSION ON MINISTRY					
Robert C. Fort	Fort Meade	E	EMW	2023	
Kitty Hahn-Campanella	Lake Seminole	W	CFW	2023	
Anne Heidt	Seffner	C	EFW	2023	
Dan Johnson	Peace Memorial	W	EMW	2023	
Bobby Musengwa	Maximo	W	CMAA	2023	
Denise Lay	Zephyrhills	C	CFW	2023	
Rhonda Rhodes	Reconciler	W	EFAA	2023	
Raoul Reyes	First Hispanic	C	EMH	2023	
Dawn Conti	FPC, St Pete	W	CFW	2022	
Susan Hill	Bloomingtondale	C	EFW	2021	Chair
COMMISSION ON PREPARATION FOR MINISTRY					
Cheryl Duke	Dade City	E	CFW	2023	
Paul Suich	FPC, Lakeland	E	CMW	2023	Chair
Mike Clark	COTB	W	EMW	2023	
Annalisse Sosa	First Hispanic	C	EFH	2023	
Marion Moody	FPC, St. Pete	W	EMAA	2023	
Bill Ogden	Brandon	C	EMW	2022	
Jenna Hughes	Palma Ceia	C	EFW	2021	
COMMISSION ON CHURCH VITALITY					
John Scott	Christ, Largo	W	CMW	2023	
Alex Sosa	First Hispanic	C	CMH	2023	
Andy Walton	Trinity, Clearwater	W	CMW	2023	Chair

Bob Hill	Hope, Clearwater	W	CMW	2023
Dawn Lyons	Lake Alfred	E	EFW	2023
John Hehn	Seffner	C	EMW	2021

BOARD OF TRUSTEES

Rebecca Harrison	HR	W	CFW	2023	Chair
Mike Clarke	Trinity, St Pete	W	EMAA	2023	
Carrie Childs	Seffner	C	EFW	2023	

BETH-EL FARMWORKER MINISTRY

Nancy Bertram	FPC, Lakeland	E	-FW	2023
Ross Alander	Palma Ceia	C	EMW	2021

CEDARKIRK CAMP AND CONFERENCE CENTER

Cindy Doyle	Seffner	C	EFW	2023
Kitty Ginn	Chapters Hospice	C	CFW	2023
Lynn Pabst	FPC, Brandon	C	EFW	2023

SYNOD OF SOUTH ATLANTIC Commissioner

Janice Clarke	Trinity, St Pete	W	EFAA	2023
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PRESBYTERIAN HOMES AND HOUSING

Carol Wells	Palma Ceia	C	EFW	2022
Scott Boggs	Northeast	C	EMW	2022

Notes:

The letters in the first column immediately following the names of those nominated refer to geographic regions of the Presbytery of Tampa Bay: E- East, C- Central, W- West

The letters in the second column following the names represent the following demographic categories of ordination, gender, and race or ethnicity: C-clergy, E-elder / M-male, F-female / W-Caucasian, H-Hispanic, AA-African American, African, or Black, and A-Asian/Pacific Islander



Cedarkirk

*A place apart to build up
the body of Christ in love.*

CAMP & CONFERENCE CENTER

COVENANT PARTNER UPDATE

We at Cedarkirk continue to be grateful for our Creator's faithfulness to this place and its ministry. I speak often to directors from other camps and conference centers around the country and come away from each conversation feeling blessed.

We are blessed to have a committed staff, who work and plan despite the lingering uncertainty as to when we might again return to a more "normal" calendar of programming. We are blessed financially, having received gracious gifts from individual congregations and this Presbytery during a time when we cannot glean income by providing hospitality to guests and campers. We are blessed by a Board of Directors who have poured energy and intellect into strategic planning and creative problem-solving, each of whom is deeply invested in the ministry that happens at camp. Cedarkirk is blessed and we thank each of you who have reached out or offered a prayer for our unique and vital ministry.

While the last eight months have been quiet, lonely ones around our property, we have had the freedom to make improvements to buildings (while nobody is inside them!) and strategize scenarios for ways we might offer a 2021 summer camp program that is both safe and spiritually nurturing.

Below you will find some of our upcoming events and ways you can continue to support Cedarkirk. As always, if there are ways we can assist or augment your worship or Christian education programs, please reach out – we'd love to offer support where we can!

[\[mailto:matt@cedarkirk.org\]](mailto:matt@cedarkirk.org); 813-685-4224 x7]

UPCOMING EVENTS -----

FAMILY "WEEKEND APART" PROGRAMS CONTINUE

We are offering one last family bubble retreat – December 4-6! **A Weekend Apart** families will choose the number of nights they'd like to stay, select their activities, and choose whether to cook their own food or order menu options to be delivered from the kitchen. Every family group will be housed separately, kept distanced from other families, and enjoy the opportunity to relax and recreate safely during a time that has prohibited people from enjoying this special place apart.

[A Weekend Apart Details](#)

FALL BAKE SALE

Since most of you won't be joining us for a retreat this fall, we figured we'd send the best part of a Cedarkirk event to you: DESSERT! During November, we are offering many of Cedarkirk's most requested fall baked goods for sale online. From cinnamon rolls to pumpkin cheesecake cupcakes, place your order online and we'll have it ready for you to pick up on the Sunday you choose (Nov. 8, 15, or 22). Feel free to stop by for a brief hike or snag a shark's tooth or two from the river before you take your goodies and run – we'd love to feed your belly – and your soul.

[Fall Bake Sale Info & Order Form](#)

CHRISTMAS RETREAT 2020 | December 18-20, 2020

We are planning to run our annual **Christmas Retreat** for campers who have completed 1st-12th grades. Campers can look forward to some of their favorite Christmas camp activities, all while wearing masks and social distancing. Staff have been busy looking at ways we can maintain the culture and spirit of camp while adhering to guidelines from federal and local departments of health. We will build community... from six feet away. [A final decision will be made in mid-November based on the status of the pandemic and recommendations from the Departments of Health.]

Report of the Commission on Ministry
Presbytery of Tampa Bay
November 12, 2020
Michael Clark, Acting Chair

Motions for Presbytery

None.

Items of Information

COM approved a new set of “F-1” forms for reporting terms of compensation for installed pastoral relationships, temporary pastoral relationships, and certain other validated or certified church service. The new forms and other information are available on the Presbytery website at <https://presbyteryoftampabay.com/2021-call-and-compensation-information-and-forms-form-f-1/>

Actions taken on behalf of Presbytery

1. Approved John Reiter as Interim Associate Pastor at First, Winter Haven, effective September 21, 2020 with the following terms of compensation for full-time service for a designated term of one year: Salary \$45,000; Housing Allowance \$10,000; Deferred Income \$12,000; Board of Pensions (BoP) Pension/Disability \$8,040, Continuing Education \$1,200; Auto/Prof Reimbursement \$5,300; SECA Supplement \$4,208; two (2) weeks study leave, and four (4) weeks vacation. (10/8/20)
2. Approved dissolution of the associate pastor relationship between Kenny Ellis and First, Lakeland, pending concurrence of the congregation. (9/10/20)
3. Approved commissioning Kenny Ellis as Organizing Pastor/Evangelist of the Plant City New Worshiping Community if the way be clear pending establishing effective dates and terms of call. (9/10/20)
4. Approved the following terms of compensation for Kenny Ellis for full-time service for an indefinite term as Organizing Pastor/Evangelist of the Plant City New Worshiping Community: Salary \$42,409; Housing Allowance \$26,000; BoP Medical & \$17,102; BoP Pension/Disability \$8,209, Continuing Education \$1,200; Auto/Prof Reimbursement \$1,500; SECA Supplement \$5,233; two (2) weeks study leave, and four (4) weeks vacation. (10/8/20)
5. Approved Rebecca Harrison as Transitional-Interim Pastor at Palm Harbor Presbyterian Church, effective October 1, 2020, the interim pastor covenant, and the following terms of compensation for full-time service for a designated term of one year at the Presbyterian Church of Palm Harbor beginning October 1, 2020, with the following terms of compensation: Salary \$40,785; Housing Allowance \$12,000; Post-Retirement Service Dues \$6,334; Continuing

Education \$1,200; Auto/Prof Reimbursement \$1,500; SECA Supplement \$4,038; two (2) weeks study leave, and four (4) weeks vacation. (9/10/20)

6. Approved Stephenie Maddox Hill for membership in the Presbytery of Tampa Bay as an active member in a validated ministry as Clinical Pastoral Education Educator with AdventHealth, granted permission to include her on the pulpit supply list, and granted her permission to labor outside the bounds as her responsibilities with AdventHealth include locations outside the bounds of this Presbytery. (10/8/20)
7. Approved the revised F-1 form for the Rev. Lissa Bradford as the part-time (10 hours a week – 25%) stated supply pastor and moderator for the Church on the Bayou, Tarpon Springs from September 1, 2020 to December 31, 2020 with the following terms: Salary: \$11,443, Continuing Education: \$1,200, Auto/Professional: \$500, Study Leave: 2 weeks, Vacation: 10 weeks, for a total cost to the church of \$13,143. (WR 10/8/20)
8. Dismissed Rev. Joe Reggin to St. Augustine Presbytery effective March 1, 2020, St. Augustine's request. (10/8/20)
9. Dismissed Rev. John Erthein to Flint River Presbytery as of September 21, 2020, at Flint River's request. (10/8/20)
10. Noted for the record the end of temporary membership in the Presbytery for Rev. Ray Larson (a minister of the United Church of Christ) as his service at Lake Hamilton and then as Parish Associate at First, Winter Haven, has ended. (G-2.0506). (10/8/20)
11. Approved a new set of forms to replace the existing "Form F-1: 2020 Compensation and Call Form." The new forms are tailored more specifically to the different requirements for compensation and benefits between installed and temporary pastoral relationships, and also for other church service (e.g. presbytery staff, certified Christian educators, ruling elders serving as commissioned pastors). (10/8/20)
12. Appointed Rev. Heather Hartsell as moderator of the Session at St. Andrew Presbyterian Church, New Tampa, following the departure of Laurie Palmer to serve as Stated Clerk of Mission Presbytery. (NOTE: Formal approval of the dissolution of the pastoral relationship between Laurie Palmer and SAPC-NT and dismissal to Mission Presbytery will be reported at the next presbytery meeting.) (10/8/20)
13. Approved extending the service of Rev. Craig Miller as Interim Pastor of St. Andrew Presbyterian Church – Sun City Center through December 31, 2020. (10/8/20)
14. Approved granting the status of Honorably Retired to Rev. Craig Miller effective January 1, 2021, following the end of his service as Interim Pastor at St. Andrew Presbyterian Church – Sun City Center. (10/8/20)

**Report of the Commission on Preparation for Ministry
Presbytery of Tampa Bay
November 12, 2020
Paul Suich, Chair**

Motions for Presbytery

1. Amend the first sentence of Article 3.2.b. of the Bylaws of the Presbytery of Tampa Bay as follows, with the rest of the section remaining unchanged: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as *italic*.]

The Commission on Preparation for Ministry shall be composed of ~~eighteen~~ *fifteen* members elected by the presbytery for three-year terms with ~~six~~ *five* elected each year.

2. That the following be elected as readers of the standard ordination exams for 2020:
 - Richard Wenzel (RE)
 - Mary Williams (RE)
 - Mike McCormack (TE)
 - Dawn Haeger (TE)
 - Alternate: John Snapp (RE)

Actions Taken on behalf of Presbytery

1. None.

Items for Information

1. The proposed change in the bylaws adjusts the size of the Commission to reflect that we have fewer persons under care and do not need the same number of members that we have needed in previous years.

Committee on Nominations and Representation
Presbytery of Tampa Bay
November 12, 2020

The Rev. John “Mike” Loudon, Chair

Please refer to the main report on page 25 for the remaining nominations.

Task Force to Respond to Challenges from the 224th General Assembly (2020)
Presbytery of Tampa Bay
November 12, 2020

Items for Information

The Presbytery of Tampa Bay took the following action on August 27, 2020:

Direct the moderator to appoint a task force to begin work needed in response to the challenge to all Presbyterians and especially to presbyteries as expressed in *Item 00-29: On the Church in This Moment in History – Responding to the Sin of Racism and a Call to Action* as approved by the 224th General Assembly (2020).

In response to that action, the following ministers (TE) and ruling elders (RE) have been appointed to begin this work:

Michael Peacock, Chair (TE)
Ralph Madison (TE)
Bill Ogden (RE)
Nicole Partin Abdnour (TE)
Elizabeth Coleman (TE)
Bob Hill (TE)
Becky Bryan (TE)
Amy Santamaria (TE)

These commissioners to the 224th General Assembly (2020), will also assist and advise the task force:

Kitty Rawson (RE)
Andy Walton (TE)

**Report of the Board of Trustees
Presbytery of Tampa Bay
Nov 12, 2020
Rev. Norm Hatter, Chair/President**

Motions for Presbytery

1. The Board of Trustees recommends that the Presbytery authorize creation of an Operating Support Endowment Fund by adopting the following:

The Presbytery of Tampa Bay shall establish an Operating Support Endowment Fund, a Board of Trustees designated and unrestricted fund, created from the sale of property not subject to the policy on use of funds from sale of church property sold as a result of the dissolution of particular congregations.

- a. The assets contained in this Fund are intended to provide for immediate and future benefits of Presbytery of Tampa Bay operations and be supplemental to customary per capita annual contributions from congregations. Establishment of this Fund is intended to ease the per capita financial burden on congregations in challenging times, support the continuity and vitality of Presbytery operations, and assist in minimizing increases to annual per capita apportionments.
 - b. Up to 5% of the three-year average of prior June 30 market values may be distributed annually from the Operating Support Endowment Fund assets to fund part of the Presbytery of Tampa Bay operating budget for a fiscal year. This spending policy will be reviewed at least annually by the Board of Trustees and Treasurer in consultation with the Board's Investment Committee and the Presbytery's Coordinating Team for appropriateness.
2. The Board of Trustees recommends that the Presbytery amend the Presbytery of Tampa Bay Investment Policy approved on November 17, 2016, as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

VI. Cash available for Presbytery operations, grants, loans, or other properly approved uses

The Investment Committee will coordinate with Presbytery officers and staff to maintain available cash in this range except for short periods of time under unusual circumstances.

	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
<i>Cash Held by the Presbytery</i>	<i>\$150,000</i>	<i>\$200,000</i>	<i>\$250,000</i>

VII. Asset Allocation

Asset Class as a Percent of Invested Assets:

	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Cash Held by the Presbytery	\$150,000	\$200,000	\$250,000
<i>Temporary Cash Reserves</i>	<i>0</i>	<i>(untargeted)</i>	<i>12</i>
Domestic Equity	30	38	46
International & Emerging Market Equity	14	20	26
Fixed Income (excluding cash reserves)	18	23	28
Alternative Assets	5	19	28
<i>Total</i>		<i>100%</i>	

Actions Taken on behalf of Presbytery

1. The Board of Trustees authorized the following loan during the regularly scheduled meeting (9-24-2020):

 No-interest capital loan of \$41,000 to First Presbyterian Church of Crystal River (dba LifeTree Church) for the purpose of replacing the air conditioner in the main sanctuary, with \$8,000 of the principal set aside in a restricted fund for loan repayment, and repayment to be made at \$512.50 per quarter for 20 years starting the quarter after the loan is disbursed.

2. The Board of Trustees approved the following action during the regularly scheduled meeting (10-22-2020):

 Subject to the concurrence of the congregation of Korean Presbyterian Church of Tampa at a duly held congregational meeting, the Presbytery of Tampa Bay approves the sale of property currently held by the church at 301 Sunset Lane, Lutz, FL, 33549 to Unicorn Property Holdings II, LLC for the purchase price of \$830,000 as indicated in the contract signed on October 12, 2020. The property is described on the contract and in Hillsborough County property records as:
 W 1/2 OF NW 1/4 OF NE 1/4 AND W 3/8 OF SW 1/4 OF NE 1/4
 SEC 13/TWP 27/RNG 18 of Hillsborough County, Florida
 Real Property ID No. U-13-27-18-ZZZ-000000-54500.0

3. Regarding the outstanding loan balance of Trinity Presbyterian Church, St. Petersburg, the Board of Trustees approved the following action during the regularly scheduled meeting (10-22-2020):

 Trinity will repay the \$44,013.44 loan balance by paying \$15,000 to the Presbytery on Trinity's receipt of CCV's grant funds, and Trinity will pay the Presbytery \$250 per month, without interest, beginning on December 15, 2020, and continuing each month thereafter until the loan balance is repaid in full in 9.67 years on July 15, 2030. To support other churches in the Presbytery, Trinity may decide to repay the loan balance more quickly if Trinity has the opportunity to do so without compromising Trinity's ministry.

Items for Information

1. Texas Presbytery Foundation (TPF) reported that since inception (12/15/2016), as of 09/30/2020, the total account return of 10.31% is ahead of the composite index return of 7.13% that the fund is measured against. It is noted that because this is a time-weighted measurement it adjusts for account additions and withdrawals for a true measure of return.

2. During the COVID19 pandemic, the Board of Trustees continues to support several congregations through their property needs.

3. The Board of Trustees is analyzing several outstanding church loans with the objective of sensitively ensuring proper stewardship while meeting fiduciary obligations during these trying times.



Who is Beth-El?

In 1976 Presbyterians in the Ruskin, FL area began a worship service for the Latino/Hispanic farmworkers who traveled to Florida to pick crops. The mission continues to grow to support farmworkers and those in our community living in poverty by addressing their critical needs of food, wellness, education, and spiritual support. Beth-El is a registered 501c3 non-profit through the Presbyterian Church U.S.A. Its board of directors is comprised of members from its three covenant partners: Peace River Presbytery, the Presbytery of Tampa Bay (PCUSA) and the Missions Ministry Team of the Cumberland Presbyterian Church. Our covenant partners support Beth-El's mission programs as equal stakeholders.

Impact of Covid-19 on Farm working Families

Migrant farm-working families on average earn between \$15,000 - \$17,000 a year. Work availability is intermittent. This year Covid-19 complicated this scenario even more deeply. Many families experienced income loss as they couldn't travel to follow crop seasons in different parts of the country.

For the ones that ventured out and returned to the South Hillsborough area, along with the families that sheltered in place, what they face is limited housing options, employment, and opportunities.

I encountered Lydia at the Mission's lobby, she was holding the hand of her 3-year-old child. She came in need of food, diapers, and other personal items. I asked her how things were going. What she related is what I call "being caught in a perfect storm". She said, "I have the chance to work the fields to prepare for the tomato season, but the day-care centers are closed, and I am afraid to send my older children to school. I do not know what to do."

During the pandemic, Beth-El has been open and available as a resource and pastoral care center. Here migrant farm working families find assistance that offers them a sense of stability and community during these difficult times. You are part of this important work!

Year-At-A-Glance (To date)

Below you will see a few infographics that capture the work you have been doing through Beth-El to bring relief to our neighbors and friends. Our hope is that through these images, despite the distancing, you feel connected at the heart and Spirit with all, as one. Thank you for your friendship!

Teresita
Teresita Matos-Post
Executive Director

Feeding the Mind, Spirit and Body of Farmworkers and our neighbors in need through opportunities for Hunger Relief, Education, Healthcare, and Spiritual Development.

A Report About Nuevo Camino at Beth-El Worshipping Community



"Juntos Pero No Revueltos"

Together But Not Mixed Up

"⁴ Rejoice^[a] in the Lord always; again I will say, Rejoice.^[a] ⁵ Let your gentleness be known to everyone. The Lord is near. ⁶ Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. ⁷ And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus." - Philippians 4:4-7

Since September we've gathered for outdoor worship to praise God. One day, a community member said we were: "*Juntos pero no revueltos*". Cristobal (pictured below), a leader here, came to worship with his family and a trailer pulling a piano complete with a power source to ensure we had music for worship!

Our community continues to take special care due to; the local infection rate, pre-existing health conditions, multi-generational households and other factors. Wimauma has about 8,000 inhabitants and over 1,000 confirmed Covid-19 cases. In spite of challenges, members of Nuevo Camino continue serving our neighbors and our faith community by volunteering to bag rice and beans, distribute food bags, lead virtual Bible study and assist with worship. Our brief service takes place in the early morning shade beside the building. We greet each other with a wave. We thank God for health after illness, a return to work after months of unemployment, two new church babies due in November and one in May. We give thanks for all the ways you walk with us. We share prayer requests for children and grandchildren at school and for those who are sick or have lost loved ones.



Peace and Blessings,

Rev. Tamara Leonard Lara

Treasurer's Report
Presbytery of Tampa Bay
November 12, 2020
Terry Dennis, Treasurer

Items for Information

The following reports are attached:

- a. 2020 Year-to-Date Per Capita Report by congregation
- b. 2021 Per Capita Allocations by congregation
- c. 2020 Year-to-Date Analysis of Revenue & Expenses (with Proposed 2021 Budget)

2020 Presbytery of Tampa Bay - Per Capita Report														Page 38			
62 Church		33	21.75			32	1.5			31	8.95			32.20			
Oct-20 Church	2018 Member	Actual Presbytery	Budget Presbytery	% Pres	Over/Under Presbytery	Actual Synod	Budget Synod	% Synod	Over/Under Synod	Actual GA	Budget GA	% GA	Over/Under GA	Actual Total	Budget Total	% Total	Over/Under Total
Bayshore Presbyterian Church	39	848.25	848.25	100%	-	58.50	58.50	100%	-	349.05	349.05	100%	-	1,255.80	1,255.80	100%	-
Beacon Hill Fellowship of Lakeland	29	558.60	630.75	89%	(72.15)	30.75	43.50	71%	(12.75)	183.45	259.55	71%	(76.10)	772.80	933.80	83%	(161.00)
Chapel in the Grove	110	270.19	2,392.50	11%	(2,122.31)	18.63	165.00	11%	(146.37)	111.18	984.50	11%	(873.32)	400.00	3,542.00	11%	(3,142.00)
Chapel in the Pines	25	543.75	543.75	100%	-	37.50	37.50	100%	-	223.75	223.75	100%	-	805.00	805.00	100%	-
Christ Presbyterian Church	82	1,189.00	1,783.50	67%	(594.50)	82.00	123.00	67%	(41.00)	489.28	733.90	67%	(244.62)	1,760.28	2,640.40	67%	(880.12)
Church of the Reconciler	32	696.00	696.00	100%	-	48.00	48.00	100%	-	286.40	286.40	100%	-	1,030.40	1,030.40	100%	-
Church on the Bayou	45	401.09	978.75	41%	(577.66)	27.66	67.50	41%	(39.84)	165.05	402.75	41%	(237.70)	593.80	1,449.00	41%	(855.20)
First Hispanic Presbyterian	74	487.50	1,609.50	30%	(1,122.00)		111.00	0%	(111.00)		662.30	0%	(662.30)	487.50	2,382.80	20%	(1,895.30)
First Presbyterian Church - Auburndale	83	1,783.52	1,805.25	99%	(21.73)	122.97	124.50	99%	(1.53)	733.91	742.85	99%	(8.94)	2,640.40	2,672.60	99%	(32.20)
First Presbyterian Church - Bartow			-		-		-		-		-		-	-	-		-
First Presbyterian Church - Brandon	299	5,418.55	6,503.25	83%	(1,084.70)	373.33	448.50	83%	(75.17)	2,229.44	2,676.05	83%	(446.61)	8,021.32	9,627.80	83%	(1,606.48)
First Presbyterian Church - Brooksville	44		957.00	0%	(957.00)		66.00	0%	(66.00)		393.80	0%	(393.80)	-	1,416.80	0%	(1,416.80)
LifeTree (FPC - Crystal River)	47	804.75	1,022.25	79%	(217.50)	55.50	70.50	79%	(15.00)	331.15	420.65	79%	(89.50)	1,191.40	1,513.40	79%	(322.00)
First Presbyterian Church - Dade City	69		1,500.75	0%	(1,500.75)		103.50	0%	(103.50)		617.55	0%	(617.55)	-	2,221.80	0%	(2,221.80)
First Presbyterian Church - Dunedin	297	4,844.61	6,459.75	75%	(1,615.14)	334.11	445.50	75%	(111.39)	1,993.53	2,658.15	75%	(664.62)	7,172.25	9,563.40	75%	(2,391.15)
First Presbyterian Church - Ft. Meade	28		609.00	0%	(609.00)		42.00	0%	(42.00)		250.60	0%	(250.60)	-	901.60	0%	(901.60)
First Presbyterian Church - Inverness	461	8,781.06	10,026.75	88%	(1,245.69)	605.59	691.50	88%	(85.91)	3,613.35	4,125.95	88%	(512.60)	13,000.00	14,844.20	88%	(1,844.20)
First Presbyterian Church - Lake Alfred	23	565.50	500.25	113%	65.25	39.00	34.50	113%	4.50	232.70	205.85	113%	26.85	837.20	740.60	113%	96.60
First Presbyterian Church - Lakeland	1138	24,751.50	24,751.50	100%	-	1,707.00	1,707.00	100%	-		10,185.10	0%	(10,185.10)	26,458.50	36,643.60	72%	(10,185.10)
First Presbyterian Church - Safety Harbor	23	500.25	500.25	100%	-	34.50	34.50	100%	-	205.85	205.85	100%	-	740.60	740.60	100%	-
First Presbyterian Church - St. Petersburg	514	9,316.20	11,179.50	83%	(1,863.30)	642.50	771.00	83%	(128.50)	3,833.60	4,600.30	83%	(766.70)	13,792.30	16,550.80	83%	(2,758.50)
First Presbyterian Church - Tampa	411	10,003.60	8,939.25	112%	1,064.35	690.00	616.50	112%	73.50	4,116.40	3,678.45	112%	437.95	14,810.00	13,234.20	112%	1,575.80
First Presbyterian Church - Winter Haven	1060	11,375.25	23,055.00	49%	(11,679.75)	784.50	1,590.00	49%	(805.50)	4,680.85	9,487.00	49%	(4,806.15)	16,840.60	34,132.00	49%	(17,291.40)
First Presbyterian Church - Zephyrhills	103	740.25	2,240.25	33%	(1,500.00)	51.54	154.50	33%	(102.96)	304.87	921.85	33%	(616.98)	1,096.66	3,316.60	33%	(2,219.94)
Forest Hills Presbyterian	381	6,796.82	8,286.75	82%	(1,489.93)	468.70	571.50	82%	(102.80)	2,796.82	3,409.95	82%	(613.13)	10,062.34	12,268.20	82%	(2,205.86)
Good Samaritan Church	35	375.56	761.25	49%	(385.69)	25.90	52.50	49%	(26.60)	154.54	313.25	49%	(158.71)	556.00	1,127.00	49%	(571.00)
Grace Presbyterian Church	249	841.83	5,415.75	16%	(4,573.92)	58.06	373.50	16%	(315.44)	346.41	2,228.55	16%	(1,882.14)	1,246.30	8,017.80	16%	(6,771.50)
Gulfport Presbyterian Church	27		587.25	0%	(587.25)		40.50	0%	(40.50)		241.65	0%	(241.65)	-	869.40	0%	(869.40)
Hope Community (North Lakeland)	75	1,851.30	1,631.25	113%	220.05	127.68	112.50	113%	15.18	761.80	671.25	113%	90.55	2,740.78	2,415.00	113%	325.78
Hope Presbyterian Church - Clearwater	120	399.28	2,610.00	15%	(2,210.72)	27.54	180.00	15%	(152.46)	164.30	1,074.00	15%	(909.70)	591.12	3,864.00	15%	(3,272.88)
Hope Presbyterian Church - Winter Haven	337	5,496.78	7,329.75	75%	(1,832.97)	379.08	505.50	75%	(126.42)	2,261.89	3,016.15	75%	(754.26)	8,137.75	10,851.40	75%	(2,713.65)
Hyde Park Presbyterian Church	255	553.13	5,546.25	10%	(4,993.12)	38.15	382.50	10%	(344.35)	227.62	2,282.25	10%	(2,054.63)	818.90	8,211.00	10%	(7,392.10)
Korean Presbyterian Church - Pinellas	77	1,674.75	1,674.75	100%	-	115.50	115.50	100%	-	689.15	689.15	100%	-	2,479.40	2,479.40	100%	-
Korean Presbyterian Church - Tampa	130		2,827.50	0%	(2,827.50)		195.00	0%	(195.00)		1,163.50	0%	(1,163.50)	-	4,186.00	0%	(4,186.00)
Lake Hamilton Presbyterian Church	10	217.50	217.50	100%	-	15.00	15.00	100%	-	89.50	89.50	100%	-	322.00	322.00	100%	-
Lake Seminole Presbyterian Church	84	1,827.00	1,827.00	100%	-	126.00	126.00	100%	-	751.80	751.80	100%	-	2,704.80	2,704.80	100%	-
Lakeview Presbyterian Church	44		957.00	0%	(957.00)		66.00	0%	(66.00)		393.80	0%	(393.80)	-	1,416.80	0%	(1,416.80)
Maximo Presbyterian Church	161	3,371.25	3,501.75	96%	(130.50)	232.50	241.50	96%	(9.00)	1,387.25	1,440.95	96%	(53.70)	4,991.00	5,184.20	96%	(193.20)
McLeod Memorial Presbyterian Church	63		1,370.25	0%	(1,370.25)		94.50	0%	(94.50)		563.85	0%	(563.85)	-	2,028.60	0%	(2,028.60)
Northeast Presbyterian Church	190		4,132.50	0%	(4,132.50)		285.00	0%	(285.00)		1,700.50	0%	(1,700.50)	-	6,118.00	0%	(6,118.00)
Northwest Presbyterian Church	42		913.50	0%	(913.50)		63.00	0%	(63.00)		375.90	0%	(375.90)	-	1,352.40	0%	(1,352.40)
Northwood Presbyterian Church	920	3,892.70	20,010.00	19%	(16,117.30)	268.47	1,380.00	19%	(1,111.53)	1,601.82	8,234.00	19%	(6,632.18)	5,762.99	29,624.00	19%	(23,861.01)
Palma Ceia Presbyterian Church **	2136	33,536.50	46,458.00	72%	(12,921.50)		3,204.00	0%	(3,204.00)		19,117.20	0%	(19,117.20)	33,536.50	68,779.20	49%	(35,242.70)
Bel Mar Presbyterian Church - Tampa **	0		-		-		-		-		-		-	-	-		-
Parsons Memorial Presbyterian Church	34		739.50	0%	(739.50)		51.00	0%	(51.00)		304.30	0%	(304.30)	-	1,094.80	0%	(1,094.80)
Peace Memorial Presbyterian Church	238	5,133.00	5,176.50	99%	(43.50)	354.00	357.00	99%	(3.00)	2,112.00	2,130.10	99%	(18.10)	7,599.00	7,663.60	99%	(64.60)
Presbyterian Church in the Highlands	103	2,240.25	2,240.25	100%	-	154.50	154.50	100%	-	921.85	921.85	100%	-	3,316.60	3,316.60	100%	-
Presbyterian Church of Bloomingdale	49	1,065.75	1,065.75	100%	-	73.50	73.50	100%	-	438.55	438.55	100%	-	1,577.80	1,577.80	100%	-
Presbyterian Church of Palm Harbor	301		6,546.75	0%	(6,546.75)		451.50	0%	(451.50)		2,693.95	0%	(2,693.95)	-	9,692.20	0%	(9,692.20)
Presbyterian Church of Seffner	147	3,197.25	3,197.25	100%	-	220.50	220.50	100%	-	1,315.65	1,315.65	100%	-	4,733.40	4,733.40	100%	-
Springwater Church of Brandon	51	1,109.25	1,109.25	100%	-	76.50	76.50	100%	-	456.45	456.45	100%	-	1,642.20	1,642.20	100%	-
St. Andrew Presbyterian - Sun City Center	219	1,136.43	4,763.25	24%	(3,626.82)	78.38	328.50	24%	(250.12)	467.64	1,960.05	24%	(1,492.41)	1,682.45	7,051.80	24%	(5,369.35)
St. Andrew Presbyterian - Tampa	90	1,468.14	1,957.50	75%	(489.36)	101.25	135.00	75%	(33.75)	604.14	805.50	75%	(201.36)	2,173.53	2,898.00	75%	(724.47)

St. Andrews Presbyterian - Dunedin	326	6,597.88	7,090.50	93%	(492.62)		489.00	0%	(489.00)		2,917.70	0%	(2,917.70)	6,597.88	10,497.20	63%	(3,899.32)
St. John Presbyterian Church	36	775.35	783.00	99%	(7.65)	13.50	54.00	25%	(40.50)	80.55	322.20	25%	(241.65)	869.40	1,159.20	75%	(289.80)
St. Mark's Presbyterian Church	125	346.51	2,718.75	13%	(2,372.24)	23.90	187.50	13%	(163.60)	142.59	1,118.75	13%	(976.16)	513.00	4,025.00	13%	(3,512.00)
Temple Terrace Presbyterian Church	91		1,979.25	0%	(1,979.25)		136.50	0%	(136.50)		814.45	0%	(814.45)	-	2,930.20	0%	(2,930.20)
Lutz Community Church (Tims Memorial)	153	2,218.48	3,327.75	67%	(1,109.27)	153.04	229.50	67%	(76.46)	912.88	1,369.35	67%	(456.47)	3,284.40	4,926.60	67%	(1,642.20)
Trinity Presbyterian Church - Clearwater	187	3,050.43	4,067.25	75%	(1,016.82)	210.39	280.50	75%	(70.11)	1,255.23	1,673.65	75%	(418.42)	4,516.05	6,021.40	75%	(1,505.35)
Trinity Presbyterian Church of St Pete	54		1,174.50	0%	(1,174.50)		81.00	0%	(81.00)		483.30	0%	(483.30)	-	1,738.80	0%	(1,738.80)
Trinity Presbyterian Church of Seven Springs	377	5,171.07	8,199.75	63%	(3,028.68)	356.61	565.50	63%	(208.89)	2,127.87	3,374.15	63%	(1,246.28)	7,655.55	12,139.40	63%	(4,483.85)
FPC Port Richey - now inc. Seven Springs	0		NA		NA		-		-		-		-	-			-
Village Presbyterian Church - Tampa	206	875.00	4,480.50	20%	(3,605.50)		309.00	0%	(309.00)		1,843.70	0%	(1,843.70)	875.00	6,633.20	13%	(5,758.20)
Woodlawn Presbyterian Church	64		1,392.00	0%	(1,392.00)		96.00	0%	(96.00)		572.80	0%	(572.80)	-	2,060.80	0%	(2,060.80)
Individuals		67.55			67.55	4.65			4.65	27.80			27.80	100.00	-		100.00
Grand Total:	13223	179,166.16	287,600.25	62%	(108,434.09)	9,446.88	19,834.50	48%	(10,387.62)	46,179.91	118,345.85	39%	(72,165.94)	234,792.95	425,780.60	55%	(190,987.65)

Presbytery of Tampa Bay - Per Capita Report		61 Churches	\$ 21.75	\$ 1.50	\$ 8.98	Page 40 32.23
	2019	2021 Budget	2021 Budget	2021 Budget	2021 Budget	
Church	Members	Presbytery	Synod	GA	Total	
Bayshore Presbyterian Church	40	\$ 870.00	\$ 60.00	\$ 359.20	\$ 1,289.20	
Beacon Hill Fellowship of Lakeland	30	\$ 652.50	\$ 45.00	\$ 269.40	\$ 966.90	
Chapel in the Grove	100	\$ 2,175.00	\$ 150.00	\$ 898.00	\$ 3,223.00	
Chapel in the Pines	25	\$ 543.75	\$ 37.50	\$ 224.50	\$ 805.75	
Christ Presbyterian Church	86	\$ 1,870.50	\$ 129.00	\$ 772.28	\$ 2,771.78	
Church of the Reconciler	31	\$ 674.25	\$ 46.50	\$ 278.38	\$ 999.13	
Church on the Bayou	36	\$ 783.00	\$ 54.00	\$ 323.28	\$ 1,160.28	
First Hispanic Presbyterian	72	\$ 1,566.00	\$ 108.00	\$ 646.56	\$ 2,320.56	
First Presbyterian Church - Auburndale	73	\$ 1,587.75	\$ 109.50	\$ 655.54	\$ 2,352.79	
First Presbyterian Church - Brandon	309	\$ 6,720.75	\$ 463.50	\$ 2,774.82	\$ 9,959.07	
First Presbyterian Church - Brooksville	50	\$ 1,087.50	\$ 75.00	\$ 449.00	\$ 1,611.50	
LifeTree (FPC - Crystal River)	37	\$ 804.75	\$ 55.50	\$ 332.26	\$ 1,192.51	
First Presbyterian Church - Dade City	68	\$ 1,479.00	\$ 102.00	\$ 610.64	\$ 2,191.64	
First Presbyterian Church - Dunedin	287	\$ 6,242.25	\$ 430.50	\$ 2,577.26	\$ 9,250.01	
First Presbyterian Church - Ft. Meade	27	\$ 587.25	\$ 40.50	\$ 242.46	\$ 870.21	
First Presbyterian Church - Inverness	472	\$ 10,266.00	\$ 708.00	\$ 4,238.56	\$ 15,212.56	
First Presbyterian Church - Lake Alfred	23	\$ 500.25	\$ 34.50	\$ 206.54	\$ 741.29	
First Presbyterian Church - Lakeland	1132	\$ 24,621.00	\$ 1,698.00	\$ 10,165.36	\$ 36,484.36	
First Presbyterian Church - Safety Harbor	19	\$ 413.25	\$ 28.50	\$ 170.62	\$ 612.37	
First Presbyterian Church - St. Petersburg	426	\$ 9,265.50	\$ 639.00	\$ 3,825.48	\$ 13,729.98	
First Presbyterian Church - Tampa	418	\$ 9,091.50	\$ 627.00	\$ 3,753.64	\$ 13,472.14	
First Presbyterian Church - Winter Haven	1046	\$ 22,750.50	\$ 1,569.00	\$ 9,393.08	\$ 33,712.58	
First Presbyterian Church - Zephyrhills	103	\$ 2,240.25	\$ 154.50	\$ 924.94	\$ 3,319.69	
Forest Hills Presbyterian	291	\$ 6,329.25	\$ 436.50	\$ 2,613.18	\$ 9,378.93	
Good Samaritan Church	34	\$ 739.50	\$ 51.00	\$ 305.32	\$ 1,095.82	
Grace Presbyterian Church	213	\$ 4,632.75	\$ 319.50	\$ 1,912.74	\$ 6,864.99	
Gulfport Presbyterian Church	20	\$ 435.00	\$ 30.00	\$ 179.60	\$ 644.60	
Hope Community (North Lakeland)	78	\$ 1,696.50	\$ 117.00	\$ 700.44	\$ 2,513.94	
Hope Presbyterian Church - Clearwater	118	\$ 2,566.50	\$ 177.00	\$ 1,059.64	\$ 3,803.14	
Hope Presbyterian Church - Winter Haven	307	\$ 6,677.25	\$ 460.50	\$ 2,756.86	\$ 9,894.61	
Hyde Park Presbyterian Church	129	\$ 2,805.75	\$ 193.50	\$ 1,158.42	\$ 4,157.67	
Korean Presbyterian Church - Pinellas	77	\$ 1,674.75	\$ 115.50	\$ 691.46	\$ 2,481.71	
Korean Presbyterian Church - Tampa	93	\$ 2,022.75	\$ 139.50	\$ 835.14	\$ 2,997.39	
Lake Hamilton Presbyterian Church	10	\$ 217.50	\$ 15.00	\$ 89.80	\$ 322.30	
Lake Seminole Presbyterian Church	92	\$ 2,001.00	\$ 138.00	\$ 826.16	\$ 2,965.16	

Presbytery of Tampa Bay - Per Capita Report	61 Churches	\$ 21.75	\$ 1.50	\$ 8.98	\$ 32.23
	2019	2021 Budget	2021 Budget	2021 Budget	2021 Budget
Church	Members	Presbytery	Synod	GA	Total
Lakeview Presbyterian Church	35	\$ 761.25	\$ 52.50	\$ 314.30	\$ 1,128.05
Maximo Presbyterian Church	155	\$ 3,371.25	\$ 232.50	\$ 1,391.90	\$ 4,995.65
McLeod Memorial Presbyterian Church	62	\$ 1,348.50	\$ 93.00	\$ 556.76	\$ 1,998.26
Northeast Presbyterian Church	187	\$ 4,067.25	\$ 280.50	\$ 1,679.26	\$ 6,027.01
Northwest Presbyterian Church	33	\$ 717.75	\$ 49.50	\$ 296.34	\$ 1,063.59
Northwood Presbyterian Church	910	\$ 19,792.50	\$ 1,365.00	\$ 8,171.80	\$ 29,329.30
Palma Ceia Presbyterian Church	2115	\$ 46,001.25	\$ 3,172.50	\$ 18,992.70	\$ 68,166.45
Parsons Memorial Presbyterian Church	31	\$ 674.25	\$ 46.50	\$ 278.38	\$ 999.13
Peace Memorial Presbyterian Church	238	\$ 5,176.50	\$ 357.00	\$ 2,137.24	\$ 7,670.74
Presbyterian Church in the Highlands	104	\$ 2,262.00	\$ 156.00	\$ 933.92	\$ 3,351.92
Presbyterian Church of Bloomingdale	54	\$ 1,174.50	\$ 81.00	\$ 484.92	\$ 1,740.42
Presbyterian Church of Palm Harbor	243	\$ 5,285.25	\$ 364.50	\$ 2,182.14	\$ 7,831.89
Presbyterian Church of Seffner	152	\$ 3,306.00	\$ 228.00	\$ 1,364.96	\$ 4,898.96
Springwater Church of Brandon	49	\$ 1,065.75	\$ 73.50	\$ 440.02	\$ 1,579.27
St. Andrew Presbyterian - Sun City Center	208	\$ 4,524.00	\$ 312.00	\$ 1,867.84	\$ 6,703.84
St. Andrew Presbyterian - Tampa	83	\$ 1,805.25	\$ 124.50	\$ 745.34	\$ 2,675.09
St. Andrews Presbyterian - Dunedin	326	\$ 7,090.50	\$ 489.00	\$ 2,927.48	\$ 10,506.98
St. John Presbyterian Church	36	\$ 783.00	\$ 54.00	\$ 323.28	\$ 1,160.28
St. Mark's Presbyterian Church	113	\$ 2,457.75	\$ 169.50	\$ 1,014.74	\$ 3,641.99
Temple Terrace Presbyterian Church	89	\$ 1,935.75	\$ 133.50	\$ 799.22	\$ 2,868.47
Lutz Community Church (Tims Memorial)	157	\$ 3,414.75	\$ 235.50	\$ 1,409.86	\$ 5,060.11
Trinity Presbyterian Church - Clearwater	168	\$ 3,654.00	\$ 252.00	\$ 1,508.64	\$ 5,414.64
Trinity Presbyterian Church of St Pete	56	\$ 1,218.00	\$ 84.00	\$ 502.88	\$ 1,804.88
Trinity Presbyterian Church of Seven Springs	378	\$ 8,221.50	\$ 567.00	\$ 3,394.44	\$ 12,182.94
Village Presbyterian Church - Tampa	210	\$ 4,567.50	\$ 315.00	\$ 1,885.80	\$ 6,768.30
Woodlawn Presbyterian Church	50	\$ 1,087.50	\$ 75.00	\$ 449.00	\$ 1,611.50
Individuals					
Grand Total:	12,614	\$ 274,354.50	\$ 18,921.00	\$ 113,273.72	\$ 406,549.22

Presbytery of Tampa Bay								
Analysis of Revenues & Expenses - Detail								
January to October 2020								
Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	%YTD Actual (This Year)		2021 Budget Proposal
Revenues								
MISSION INCOME								
Shared Mission								
7000 - PTB- Basic Shared Mission	\$117,249.15	\$ 80,008.15	68%	\$107,262.00	\$ 72,140.60	67%		\$ 107,262.00
7005 - GA- Basic Shared Mission	\$443.00	\$443.00	100%	\$20,000.00	\$0.00	0%		\$ 20,000.00
7010 - Synod- Basic Shared Mission	\$1,290.00	\$0.00	0%	\$1,500.00	\$0.00	0%		\$ -
Total Shared Mission	\$ 118,982.15	\$ 80,008.15	67%	\$ 128,762.00	\$ 72,140.60	56%		\$ 127,262.00
Designated Mission								
7105 - GA- Designated Mission	\$9,816.71	\$ 4,814.71	49%	\$10,000.00	\$ 11,264.00	113%		\$ 10,000.00
7110 - SSA- Designated Mission Givir	\$1,219.80	\$ 564.40	46%	\$1,000.00	\$ 264.34	26%		\$ 1,000.00
7120 - Beth-El -3 Cents	\$16,329.95	\$ 11,433.48	70%	\$11,000.00	\$ 3,738.73	34%		\$ 11,000.00
7121 - Beth-El Designated Giving	\$13,276.06	\$ 6,675.73	50%	\$12,000.00	\$ 13,489.56	112%		\$ 13,000.00
7125 - Cedarkirk-Designated Giving	\$17,616.42	\$ 8,933.76	51%	\$19,000.00	\$ 11,278.01	59%		\$ 19,000.00
7135 - Disaster Assist to GA	\$32,955.68	\$ 28,936.43	88%	\$20,000.00	\$ 790.00	4%		\$ 20,000.00
7140 - Thornwell-Designated Giving	\$1,100.00	\$ 900.00	82%	\$500.00	\$0.00	0%		\$ 500.00
Total Designated Mission	\$92,314.62	\$ 62,258.51	67%	\$73,500.00	\$ 40,824.64	56%		\$ 74,500.00
Special Offering Income PCUSA								
7350 - Christmas Joy, GA	\$19,755.04	\$ 10,700.69	54%	\$22,000.00	\$ 16,387.62	74%		\$ 22,000.00
7360 - OGHS, GA	\$39,033.24	\$ 36,536.24	94%	\$32,000.00	\$ 13,021.50	41%		\$ 30,000.00
7365 - Peace & Global Witness, GA	\$4,877.76	\$ 2,256.94	46%	\$4,000.00	\$ 1,057.13	26%		\$ 4,000.00
7370 - Pentecost, GA	\$8,488.78	\$ 6,812.58	80%	\$5,000.00	\$ 5,806.00	116%		\$ 6,000.00
Total Special Offering Income PCUSA	\$72,154.82	\$ 56,306.45	78%	\$63,000.00	\$ 36,272.25	58%		\$ 62,000.00
Total MISSION INCOME	\$283,451.59	\$ 199,016.11	70%	\$265,262.00	\$ 149,237.49	56%		\$ 263,762.00

Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	%YTD Actual (This Year)		2021 Budget Proposal
Expenses								
MISSION EXPENSE								
CCV-Comm Church Vitality & Reg								
8000 - ECDC/CCV Administrative Exp	\$0.00	\$0.00		\$200.00	\$0.00	0%		\$ 200.00
8006 - Conferences	\$0.00	\$0.00		\$500.00	\$0.00	0%		\$ 500.00
8041 - FLPDAN	\$10,000.00	\$ 10,000.00	100%	\$10,000.00	\$ 10,000.00	100%		\$ 10,000.00
Total CCV-Comm Church Vitality & Reg	\$10,000.00	\$ 10,000.00	100%	\$10,700.00	\$ 10,000.00	93%		\$ 10,700.00
Beth El Farmworkers Ministry								
8200 - Beth El- PTB Shared Mission	\$47,000.00	\$ 47,000.00	100%	\$47,000.00	\$ 46,999.50	100%		\$ 47,000.00
8205 - Beth El 3 Cents Allocation	\$16,329.95	\$ 11,433.48	70%	\$11,000.00	\$ 3,738.73	34%		\$ 11,000.00
8210 - Beth El Designated Giving	\$13,276.06	\$ 6,675.73	50%	\$12,000.00	\$ 13,489.56	112%		\$ 13,000.00
Total Beth El Farmworkers Ministry	\$76,606.01	\$ 65,109.21	85%	\$70,000.00	\$ 64,227.79	92%		\$ 71,000.00
Cedarkirk Camp								
8250 - Cedarkirk- PTB Shared Mission	\$47,000.50	\$ 47,000.50	100%	\$47,000.00	\$ 46,999.50	100%		\$ 47,000.00
8255 - Cedarkirk Designated Giving	\$17,616.42	\$ 8,933.76	51%	\$19,000.00	\$ 11,278.01	59%		\$ 19,000.00
Total Cedarkirk Camp	\$64,616.92	\$ 55,934.26	87%	\$66,000.00	\$ 58,277.51	88%		\$ 66,000.00
Synod of South Atlantic								
8500 - Synod Basic Shared Mission	\$1,290.00	\$0.00	0%	\$1,500.00	\$0.00	0%		\$ -
8505 - Synod / MissionInsite	\$2,000.00	\$2,000.00	100%	\$2,562.00	\$2,562.00	100%		\$ 2,562.00
8510 - Designated Mission	\$1,219.80	\$ 564.40	46%	\$1,000.00	\$ 264.34	26%		\$ 1,000.00
8515 - Thornwell Home	\$1,100.00	\$ 900.00	82%	\$500.00	\$0.00	0%		\$ 500.00
Total Synod of South Atlantic	\$5,609.80	\$ 3,464.40	62%	\$5,562.00	\$ 2,826.34	51%		\$ 4,062.00
General Assembly PCUSA								
8555 - Basic Shard Mission	\$443.00	\$443.00	100%	\$20,000.00	\$0.00	0%		\$ 20,000.00
8560 - Designated Mission	\$114,927.22	\$ 90,057.60	78%	\$93,000.00	\$ 48,326.25	52%		\$ 92,000.00
Total General Assembly PCUSA	\$115,370.22	\$ 90,500.60	78%	\$113,000.00	\$ 48,326.25	43%		\$ 112,000.00
Presbytery of Tampa Bay								
8570 - Mission Surplus to Restricted	\$11,248.64	\$0.00	0%	\$0.00	\$0.00			\$ -
Total Presbytery of Tampa Bay	\$11,248.64	\$0.00	0%	\$0.00	\$0.00			\$ -
Total MISSION EXPENSE	\$283,451.59	\$ 225,008.47	79%	\$265,262.00	\$ 183,657.89	69%		\$ 263,762.00
Net Total	-	\$ (25,992.36)		-	\$ (34,420.40)			\$ -

Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	%YTD Actual (This Year)		2021 Budget Proposal
Revenues								
NWC INCOME								
Plant City NWC Income								
9400 - 1001 Seed Grant	-	-		1,500.00	-	0%		
9404 - P.C. NWC Pres.Funding fr. 635	-	-		19,000.00	-	0%		
Total Plant City NWC Income	-	-		20,500.00	-	0%		
Total NWC INCOME	-	-		20,500.00	-	0%		\$ -
Expenses								
NWC EXPENSE								
Plant City NWC Expense								
Plant City NWC Personnel Exp.								
Plant City NWC Pastor								
9410 - P.C.NWC Pastor Salary	-	-		9,426.00	2,356.00	25%		
9411 - P.C. NWC Pastor Housing	-	-		5,779.00	1,445.00	25%		
9412 - P.C. NWC Pastor SECA	-	-		1,163.00	291.00	25%		
9413 - P.C. NWC Pastor Pension/DD	-	-		1,824.00	-	0%		
9414 - P.C. NWC Pastor Medical	-	-		3,800.00	-	0%		
9415 - P.C. NWC Pastor Auto/Prof.	-	-		334.00	-	0%		
9416 - P.C. NWC Pastor Cont. Ed	-	-		267.00	-	0%		
9417 - P.C. NWC Pastor Moving	-	-		2,000.00	-	0%		
Total Plant City NWC Pastor	-	-		24,593.00	4,092.00	17%		\$ -
Total Plant City NWC Personnel Exp.	-	-		24,593.00	4,092.00	17%		\$ -
Plant City NWC Oper. Expense								
9500 - P.C. NWC Office Exp.	-	-		2,000.00	-	0%		
Total Plant City NWC Oper. Expense	-	-		2,000.00	-	0%		\$ -
Total NWC EXPENSE	-	-		26,593.00	4,092.00	15%		\$ -
Net Total	-	-		(6,093.00)	(4,092.00)	67%		\$ -

Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	%YTD Actual (This Year)		2021 Budget Proposal
Revenues								
PER CAPITA INCOME								
7500 - Per Capita - Presbytery	\$271,449.88	\$ 231,256.03	85%	\$247,336.22	\$ 179,166.16	72%		\$ 236,000.00
7505 - Per Capita - General Assembly	\$69,103.18	\$ 56,506.52	82%	\$70,000.00	\$ 46,179.91	66%		\$ 70,000.00
7510 - Per Capita -Synod of SA	\$15,895.23	\$ 13,602.68	86%	\$21,760.00	\$ 9,446.88	43%		\$ 18,921.00
7515 - Draw from Reserves	\$0.00	\$0.00		\$52,884.59	\$0.00	0%		\$ 44,574.12
7525 - Investment Spending Policy	\$40,435.70	\$ 40,433.61	100%	\$66,234.91	\$ 31,417.78	47%		\$ 70,654.88
Total PER CAPITA INCOME	\$396,883.99	\$ 341,798.84	86%	\$458,215.72	\$ 266,210.73	58%		\$ 440,150.00
Expenses								
PER CAPITA EXPENSE								
Presbytery Meetings								
9005 - Presbytery Meetings	\$2,036.72	\$1,978.22	97%	\$3,500.00	\$ 1,724.76	49%		\$ 1,500.00
Total Presbytery Meetings	\$2,036.72	\$1,978.22	97%	\$3,500.00	\$ 1,724.76	49%		\$ 1,500.00
Administration and Office Exp								
9100 - Legal Counsel	\$585.00	\$585.00	100%	\$3,000.00	\$0.00	0%		\$ 2,000.00
9105 - Audit Fees +	\$12,296.00	\$12,296.00	100%	\$ 12,500.00	\$ 12,282.00	98%		\$ 12,500.00
9108 - Insurance	\$3,060.25	\$ 3,060.25	100%	\$3,000.00	\$ 3,199.76	107%		\$ 3,000.00
9120 - IT Contracts & Costs	\$7,502.77	\$ 7,286.09	97%	\$5,000.00	\$ 8,718.00	174%		\$ 10,000.00
9125 - Equipment Repair & Maintenance	\$4,212.00	\$ 3,510.00	83%	\$3,000.00	\$ 3,610.00	120%		\$ 3,000.00
9133 - Operating Expenses	\$3,279.88	\$ 2,540.86	77%	\$1,600.00	\$ 634.06	40%		\$ 1,500.00
9135 - Stationary & Supplies	\$3,594.85	\$ 47,910.68	1333%	\$4,500.00	\$ 2,713.41	60%		\$ 4,000.00
9150 - Phone/Internet	\$1,918.92	\$ 1,428.78	74%	\$1,450.00	\$ 2,638.42	182%		\$ 2,000.00
9155 - Utilities	\$0.00	\$0.00		\$500.00	\$0.00	0%		\$ -
9170 - Bookkeeper Contract	\$16,817.81	\$ 14,217.81	85%	\$19,000.00	\$ 14,100.00	74%		\$ 18,000.00
9180 - Rent	\$9,000.00	\$ 7,500.00	83%	\$9,000.00	\$ 7,500.00	83%		\$ 9,000.00
Total Administration and Office Exp	\$62,267.48	\$ 57,216.47	92%	\$62,550.00	\$ 55,395.65	89%		\$ 65,000.00
Committee on Ministry								
9200 - COM Administration Expense	\$1,936.75	\$ 1,936.75	100%	\$2,500.00	\$ 1,768.74	71%		\$ 2,500.00
Total Committee on Ministry	\$1,936.75	\$ 1,936.75	100%	\$2,500.00	\$ 1,768.74	71%		\$ 2,500.00
Presbytery Council								
9220 - Council / Team Administration	\$2,662.07	\$ 286.27	11%	\$3,500.00	\$1,078.46	31%		\$ 2,000.00
9225 - Permanent Judicial Commission	\$0.00	\$0.00		\$500.00	\$0.00	0%		\$ 500.00
9245 - Sexual Misconduct Response	\$0.00	\$0.00		\$500.00	\$0.00	0%		\$ 500.00
Total Presbytery Council	\$2,662.07	\$ 286.27	11%	\$4,500.00	\$1,078.46	24%		\$ 3,000.00

Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	%YTD Actual (This Year)		2021 Budget Proposal
Preparation for Ministry Comm.								
9275 - CPM Administration	\$105.76	\$105.76	100%	\$3,000.00	\$ 918.06	31%		\$ 3,000.00
Total Preparation for Ministry Comm.	\$105.76	\$105.76	100%	\$3,000.00	\$ 918.06	31%		\$ 3,000.00
Personnel Budget								
Coordinator-Coach								
9901 - Coach/Coord Salary	\$96,600.00	\$ 80,500.00	83%	\$96,600.00	\$ 83,700.00	87%		\$ 96,600.00
9902 - Coach/Coord FICA	\$7,389.97	\$ 6,158.31	83%	\$5,477.40	\$ 6,403.10	117%		\$ 7,390.00
9904 - Coach/Coord Auto & Prof	\$8,702.73	\$ 5,406.52	62%	\$12,000.00	\$ 4,434.27	37%		\$ 8,000.00
9906 - Coach/Coord Cont Ed	\$2,187.85	\$ 2,187.85	100%	\$2,000.00	\$ 2,011.02	101%		\$ 2,000.00
Total Coordinator-Coach	\$114,880.55	\$ 94,252.68	82%	\$116,077.40	\$ 96,548.39	83%		\$ 113,990.00
Stated Clerk								
9925 - Stated Clerk Salary	\$35,474.17	\$ 30,169.17	85%	\$19,000.00	\$ 20,250.00	107%		\$ 19,000.00
9926 - Stated Clerk SECA	\$2,210.38	\$ 1,932.04	87%	\$2,983.50	\$ 2,824.20	95%		\$ 2,983.00
9927 - Stated Clerk Auto	\$333.32	\$ 333.32	100%	\$0.00	\$0.00			\$ -
9930 - Stated Clerk, Clergy Housing	\$3,502.00	\$ 3,502.00	100%	\$20,000.00	\$ 16,666.60	83%		\$ 20,000.00
9935 - Stated Clerk Pension & Med	\$3,959.74	\$ 3,959.74	100%	\$12,150.00	\$ 5,090.00	42%		\$ 4,560.00
9940 - Stated Clerk-Continuing Educa	\$0.00	\$0.00		\$1,200.00	\$ 385.83	32%		\$ 1,200.00
9945 - Stated Clerk Professional Expe	\$1,121.92	\$761.00	68%	\$3,000.00	\$ 31.00	1%		\$ 1,500.00
9946 - Stated Clerk Deferred Inc.	\$0.00	\$0.00		\$9,600.00	\$ 5,500.00	57%		\$ 6,600.00
Total Stated Clerk	\$46,601.53	\$ 40,657.27	87%	\$67,933.50	\$ 50,747.63	75%		\$ 55,843.00
Support Staff								
9950 - Support Staff, Salaries	\$23,528.46	\$ 19,653.12	84%	\$23,387.66	\$ 10,577.69	45%		\$ 23,388.00
9960 - Support Staff, FICA/Medicare	\$1,776.64	\$ 1,486.76	84%	\$1,789.16	\$ 762.71	43%		\$ 1,790.00
Total Support Staff	\$25,305.10	\$ 21,139.88	84%	\$25,176.82	\$ 11,340.40	45%		\$ 25,178.00
Associate Presbyter								
9986 - Assoc. Presbyter Salary	\$21,583.31	\$ 15,416.65	71%	\$37,000.00	\$ 25,000.00	68%		\$ 27,000.00
9987 - Assoc. Presbyter Pension/Med	\$12,845.57	\$ 9,319.69	73%	\$19,240.00	\$ 16,033.30	83%		\$ 19,240.00
9988 - Assoc. Presbyter Prof. Exp.	\$2,399.33	\$ 815.03	34%	\$4,000.00	\$ 120.11	3%		\$ 2,500.00
9989 - Assoc. Presbyter SECA	\$2,317.35	\$ 1,655.25	71%	\$3,978.00	\$ 3,315.00	83%		\$ 3,978.00
9990 - Assoc. Presbyter Housing	\$8,750.00	\$ 6,250.00	71%	\$15,000.00	\$ 18,333.30	122%		\$ 25,000.00
9991 - Assoc. Presbyter FICA	\$0.00	\$ 261.19		\$0.00	\$0.00			\$ -
9992 - Assoc. Presbyter Cont. Ed.	\$0.00	\$0.00		\$2,000.00	\$196.52	10%		\$ 3,500.00
Total Associate Presbyter	\$47,895.56	\$ 33,717.81	70%	\$81,218.00	\$ 62,998.23	78%		\$ 81,218.00
Total Personnel Budget	\$234,682.74	\$ 189,767.64	81%	\$290,405.72	\$ 221,634.65	76%		\$ 276,229.00

Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	%YTD Actual (This Year)		2021 Budget Proposal
Per Capita Forwarded								
9975 - Per Capita, G A	\$69,103.18	\$ 56,506.52	82%	\$70,000.00	\$ 46,179.91	66%		\$ 70,000.00
9980 - Per Capita, Synod	\$15,895.24	\$ 13,602.69	86%	\$21,760.00	\$ 9,446.88	43%		\$ 18,921.00
9985 - Presbytery Surplus to Restrict	\$7,932.86	\$0.00	0%	\$0.00	\$0.00			\$ -
Total Per Capita Forwarded	\$92,931.28	\$ 70,109.21	75%	\$91,760.00	\$ 55,626.79	61%		\$ 88,921.00
Total PER CAPITA EXPENSE	\$396,622.80	\$ 321,400.32	81%	\$458,215.72	\$ 338,147.11	74%		\$ 440,150.00
Net Total	\$261.19	\$ 20,398.52		0	\$ (71,936.38)			\$ -

**Report of the Coordinating Team
Presbytery of Tampa Bay
November 12, 2020
Jonathan Owen, Chair**

Motions for Presbytery

The Coordinating Team recommends that the Presbytery of Tampa Bay take the following actions (see additional details under “Items for Information” below):

- 1. Approve forming a New Worshiping Community Task Force as described in the attached proposal.**
- 2. Approve and adopt the proposed Covenant among Presbyterian Disaster Assistance (PDA), Florida Presbyterian Disaster Assistance Network (FLAPDAN), and the six presbyteries in Florida as a member presbytery of FLAPDAN.**
- 3. Adopt the budget for 2021 as presented.**
- 4. Elect Meghann Pabst as Chair of the Committee on Nominations and Representation.**

Items for Information

1. The rationale and background for the New Worshiping Community Task Force is contained in the attached proposal beginning on page 50 of this packet.
2. The proposed PDA/FLAPDAN/Presbytery covenant is attached following an introductory letter from Kathy Broyard, Executive Director of FLAPDAN on page 52 of this packet.
3. The proposed 2021 budget is included in the last column of the Treasurer’s regular revenue and expense report beginning on page 42 of this packet.
4. CT is responsible for nominating members of the Committee on Nominations and Representation. Meghann Pabst is currently on CNR in the class of 2021; CT will present nominations for other vacancies.

Actions Taken by the Coordinating Team as a Commission of the Presbytery

1. Designated the offering at the November Stated Meeting be designated to support Feeding Tampa Bay, Inc. (10/27/2020)
2. Approved terms of compensation for 2021 for Patrice Hatley, Libby Shannon, and Bill Wildhack for recommendation to the Commission on Ministry with the addition of one additional week of study leave for each, and that they be permitted to carryover any unused 2020 vacation leave for use in 2021. CT also directed Patrice to approve a similar carryover of unused time-off for Office Administrator Ann Marie Fizzano. *Note: the terms do not include any increase in total effective salary.* (10/27/2020)

3. On request from the Commission on Church Vitality, CT authorized funding a New Worshiping Community in Plant City, FL for the first two years with \$67,500 in 2021 and \$55,000 in 2022. This came to CT because the amount is above the \$35K/year that CCV is authorized to approve under the presbytery's *Policy for Use of Funds from Sale of Church Property*. (9/10/2020)
4. Approved increasing the total offering from the Presbytery of Tampa Bay to the Native American Church Property Fund from \$2095 collected at and following the August Stated Meeting to a total of \$2500. (9/10/2020)
5. Approved holding the November 12, 2020 Stated Meeting of the Presbytery via Zoom. (9/10/2020)
6. Approved honorarium for guest preacher Margaret Kibben at the August Stated Meeting of the Presbytery. (9/10/2020)
7. Approved an emergency assistance grant for one of our ministers to cover living expenses while awaiting expected income. (9/16/2020)

Presbytery of Tampa Bay New Worshiping Community Task Force

Introduction:

Across the Presbyterian Church (USA) the Spirit of the living God has renewed within the Church a commitment to form and re-form, create and re-create new worshipping communities. These communities are as diverse and creative as the Church and as wide and wondrous as the God they serve. The formation of new worshipping communities aims to be responsive to the varied and ever-changing needs of the communities around them; faithful to the call of God to make disciples; and committed to our Reformed heritage and Presbyterian polity.

The PC(USA) intentionally chose the language of New Worshiping Community in an effort to broaden the ways we have traditionally thought about church, making space for flexible and contextually appropriate communities. *For the purposes of the 1,001 movement in the Presbyterian Church (USA), the definition of a New Worshiping Community is:*

- *New*
 - *Seeking to make and form new disciples of Jesus Christ*
 - *Taking on innovative forms of church for our changing culture*
- *Worshiping*
 - *Gathered by the Spirit to meet Jesus Christ in Word and Sacrament*
 - *Sent by the Spirit to join God's mission for the transformation of the world*
- *Community*
 - *Practicing mutual care and accountability*
 - *Developing self-sustainability in leadership and finances*

To that end and in support of these communities the Presbytery of Tampa Bay (the Presbytery) gathers this body to support, nurture, challenge, and guide the New Worshiping Communities (NWCs) within its bounds as they seek to serve Jesus Christ and the world.

Membership:

- 7-8 members initially appointed by the moderator for a one-year term, with members nominated by the Committee on Nominations and Representation in accordance with their procedures beginning with the second year.
- The Commission on Church Vitality will appoint, from among its membership, a chair
- Staffed by the Associate Presbyter for Emerging Ministries with appropriate consultation by the Coach and Coordinator and Stated Clerk

Reporting:

- Commission on Church Vitality and Coach and Coordinator

Purpose:

- Identify, nurture, and equip leaders for service in and alongside NWCs

- Offer guidance, resources, and accountability for NWCs as they grow in faith and structure
- Educate the Presbytery's pastors, congregations, and mission partners on needs and opportunities of NWCs

Goals/Aims:

- Pray for NWCs and their pastors and leaders
- Prayerfully seek the Holy Spirit's guidance in the establishment of NWCs in both their mission and location
- Meet regularly with leadership (pastors and community participants) to develop and assess the following:
 - Initial ministry plans
 - Year 1, 2, and 3 benchmarks focused on the 7 marks of a Vital Congregation
 - Financial sustainability
- Ensure for NWC coaching and receive regular reports from coach
- Develop partner congregations from within the Presbytery to support, nurture, and encourage each NWC
- Provide support/best practices to ensure proper payroll/insurance/legal requirements are met
- Make regular reports and updates to Commission on Church Vitality, the Presbytery, and presbytery staff
- Assist NWC in establishing a virtual presence
- Request authorization of the right administration of the sacraments, including supporting NWCs in utilizing pulpit supply lists when appropriate, through the CCV
- Provide guidance for securing grant funding through the CCV, 1001 New Worshiping Communities, and other appropriate opportunities



FLORIDA PRESBYTERIAN DISASTER ASSISTANCE NETWORK

In Partnership with Presbyterian Disaster Assistance (PCUSA)

Page 52



October 22, 2020

Greetings,

The Florida Presbyterian Disaster Assistance Network (FLAPDAN) and Presbyterian Disaster Assistance (PDA) have worked closely together since FLAPDAN's inception in 2004. The relationship has evolved from PDA providing financial assistance to one of mutual benefit and support.

To mark the mutuality between the two organizations, and to mark the support of the partnership by the six PCUSA presbyteries in Florida, a Covenant Agreement has been drafted and approved by PDA leadership (with PCUSA legal signoff), FLAPDAN's board of directors, and, provisionally, by the executives of the six presbyteries.

The Covenant Agreement, attached, is the first and most foundational project to be undertaken. Other collaborative projects will follow after your presbytery's process of formal approval is completed.

To facilitate the ongoing process, thank you for reviewing and acting upon the Covenant Agreement at your earliest convenience.

Sincerely,

Kathy Broyard, Executive Director
FLAPDAN

Florida Presbyterian Disaster Assistance Network, Inc.

Phone: 941-483-0675 Email: fla.pdan@pcusa.org

Mailing Address: 3146 NW 13th Street, Gainesville, FL 32609

www.flapdan.org

DRAFT

DRAFT

DRAFT

10-19-20

COVENANT

WITHIN THE PRESBYTERIAN CHURCH (U.S.A.)

AMONG

**PRESBYTERIAN DISASTER ASSISTANCE, operating for corporate purposes via
Presbyterian Church (U.S.A.), A Corporation**

AND

FLORIDA PRESBYTERIAN DISASTER ASSISTANCE NETWORK, INC.

AND

THE SIX PRESBYTERIES IN FLORIDA

COVENANT AGREEMENT

INTRODUCTION

This document describes a covenant, not a contract. This Covenant Agreement (“Covenant”) recognizes the connectional and relational nature of the church and the importance of serving the denomination, presbyteries, and their constituent churches to strengthen the entire body of Christ. A covenant is rooted in relationships and trust with specific responsibilities for each covenant partner. It is agreed each covenant partner will assume sole responsibility for its own actions and inactions. It is also agreed the creation and signing of this covenant does not hold the partners legally liable for the actions of the other. Presbyterian Disaster Assistance, **operating for corporate purposes via Presbyterian Church (U.S.A.), A Corporation** (hereinafter referred to as “PDA”), Florida Presbyterian Disaster Assistance Network, Inc. (“FLAPDAN”), and the presbyteries of the Presbyterian Church (U.S.A.) in Florida (Florida, St. Augustine, Tampa Bay, Central Florida, Peace River, Tropical Florida, hereinafter “the six presbyteries”), are distinct entities. They are independent, neither are they being controlled by the other. They are not in a legal partnership, joint venture, or similar legal relationship. PDA, FLAPDAN and the six presbyteries may be referred to in this Covenant as a “Party” and collectively as “Parties.”

1. PARTNERS

The partners of this agreement are PDA, FLAPDAN, and the six presbyteries.

PDA is the emergency disaster response and refugee program of the Presbyterian Church (U.S.A.), A Corporation. It enables congregations and mission partners of the Presbyterian Church (U.S.A.) to witness to the healing love of Christ through caring for communities adversely affected by crisis and catastrophic event. PDA:

- focuses on the long-term recovery of disaster impacted communities. Provides training and disaster preparedness for presbyteries and synods
- works collaboratively with church partners and members of the ACT Alliance (Action by Churches Together) internationally, and nationally with other faith-based responders
- connects partners locally and internationally with key organizations active in the response — United Nations, NVOAD (National Voluntary Organizations Active in Disaster), World Food Program, Red Cross, FEMA and others.

FLAPDAN connects the ongoing need for the six presbyteries and their congregations to be better organized and prepared to respond to traumatic events within their bounds during times of disaster. FLAPDAN:

- provides a communication link between the six presbyteries, Synod of South Atlantic, and PDA
- communicates and coordinates with other disaster organizations, including community and faith-based organizations; local, state and federal government; and the private sector
- addresses common issues of preparedness, response and long-term recovery following a disaster event

- advocates for specific needs in affected presbyteries
- identifies and develops resources
- develops and recommends protocols to be used by presbyteries in times of disaster
- supports training for disaster preparedness and response for presbyteries and their member congregations.

The **six presbyteries** work together, along with their congregations, to prepare for and respond to disasters in the state of Florida. The six presbyteries:

- Develop and promote generosity, stewardship and service for the ministries of PDA and FLAPDAN
- Participate in the mission of the church in disaster preparedness and response
- Communicate regularly with partners about the needs, opportunities and challenges of disaster ministries.

2. PURPOSE

This Covenant provides a framework within which the partners will cooperate, communicate, coordinate, and collaborate in carrying out their respective ministries in disaster mitigation, preparedness, response and long-term recovery operations due to disasters in the State of Florida.

3. COMMITMENTS

PDA AGREES TO:

- Recognize FLAPDAN and the six presbyteries as co-equal covenant partners in effecting PDA's mission in Florida
- Make, at minimum, a one-to-one dollar match to FLAPDAN in the amount equal to the sum of the annual membership contributions of the six Florida presbyteries
- Provide church-wide visibility for FLAPDAN through PDA's website, "Mission Mosaic" magazine, and emergency appeals
- Promote the FLAPDAN model for consideration to other mid councils in high disaster impact areas
- Make available PDA's Associate for Disaster Response, U.S. (or designee) to serve as ex-officio voting member of the FLAPDAN board of directors
- Make available PDA's Associate for Disaster Response, U.S. (or designee) to serve as ex-officio member of a committee or group charged with recruitment, recommendation, and evaluation of FLAPDAN executive director
- Include FLAPDAN executive director in all organizational, operational, and communication decisions pertaining to FLAPDAN's partnership with PDA as detailed in the executive director's position description

FLAPDAN AGREES TO:

- Recognize PDA and the six presbyteries as co-equal covenant partners in effecting FLAPDAN's mission

- Develop robust relationships, policies and practices that inspire presbyteries to make annual membership contributions to its general operating budget
- Keep presbyteries informed and engaged in the long-term disaster recovery taking place within their bounds
- Provide state-wide visibility for PDA within its Presbyterian and external partnerships through dual-branding marketing communications and disaster-related attire, internal and external written and oral reports, and serving as state disaster liaison and incident coordinator for FLAPDAN and PDA in disasters
- Encourage congregations, presbyteries and individuals to support the One Great Hour of Sharing and promote special PDA appeals
- Provide full financial accountability and transparency to PDA and the six presbyteries via an annual budget, quarterly revenue and expense reports, and an at least bi-annual, audited end of year report / financial review
- Include PDA's Associate for Disaster Response, U.S. (or designee) to serve as an ex-officio voting member of the FLAPDAN board of directors
- Include PDA's Associate for Disaster Response, U.S. (or designee) to serve as an ex-officio member of a committee or group charged with recruitment, recommendation, and evaluation of FLAPDAN executive director
- Include PDA's Associate for Disaster Response, U.S. (or designee) in all organizational, operational, and communication decisions pertaining to FLAPDAN's partnership with PDA as detailed in FLAPDAN's executive director position description
- Be available to consult with other mid councils in high disaster impact areas in their deliberations of developing a disaster network.

THE SIX PRESBYTERIES AGREE TO:

- Recognize FLAPDAN and PDA as co-equal covenant partners in effecting their respective, disaster-related missions
- Encourage congregations and individuals to make special contributions to FLAPDAN
- Include FLAPDAN membership in their annual budgets
- Encourage congregations, presbyteries and individuals to support the One Great Hour of Sharing and promote special PDA appeals
- Recommend people for the FLAPDAN board who are passionate about and committed to disaster preparedness, response, recovery, and mitigation
- Create with FLAPDAN two-way quarterly reporting protocols between the presbytery and FLAPDAN
- Provide presbytery-wide visibility for PDA within congregations through effective communication such as testimonials from volunteers, short videos, pastors' commendations from the pulpit, PDA board members' experiential reports and invitations to volunteer, etc.
- Include FLAPDAN board members and/or representatives on the agenda of regular meetings of the presbyteries
- The Executive Presbyter or equivalent will attend FLAPDAN's Annual Meeting and participate in special meetings as may be requested throughout the year

4. ACCOUNTABILITY AND DOCUMENTATION

FLAPDAN will make annual financial and programmatic as well as periodic reports to the other partners as requested, using Presbyterian Disaster Assistance's format. There will be systematic acknowledgement of gratitude for gifts received. All Parties in this will be intentional in fulfilling the intent of this Covenant.

5. MODIFICATION

This Covenant may be modified upon the mutual written consent of all the Parties.

6. EFFECTIVE DATE

The terms of this Covenant will be effective from January 1, 2021 to December 31, 2022.

7. REVIEW AND RENEWAL

This Covenant will be effective beginning January 1, 2021 (renewals are based on the two-year budget cycle of the PMA) through the calendar year 2022. The Parties shall meet at least annually for consultation and to review the progress and success of the Covenant and determine how the Covenant should continue. As part of the review process, consideration shall be given to the frequency and severity of disasters in Florida, to the continued interest of volunteer work teams, and to the progress being made to mitigate future losses.

APPROVED BY:

 Name
 Position
 Presbyterian Disaster Assistance
 Presbyterian Church (U.S.A), A Corporation

Date: _____

 Name
 Position
 Florida Presbyterian Disaster Assistance
 Network, Inc.

Date: _____

 Name
 Position
 Presbytery of Florida

Date: _____

 Name
 Position
 Presbytery of St. Augustine

Date: _____

 Name
 Position
 Presbytery of Tampa Bay

Date: _____

 Name
 Position
 Central Florida Presbytery

Date: _____

 Name
 Position
 Peace River Presbytery

Date: _____

 Name
 Position
 Presbytery of Tropical Florida

Date: _____

Report of the Commission on Church Vitality (CCV)
Presbytery of Tampa Bay
November 12, 2020
Andrew Walton, Chair

Motions for Presbytery

None

Actions Taken on behalf of Presbytery

1. Approved establishing a new worshipping community in Plant City and authorize funding of \$35,000 per year for the first two years and refer the requests for additional funding and oversight to the CT and the calling of an organizing pastor to the COM.
(9/3/2020)
2. Approved continuation of COVID grants until the end of the 4th quarter of 2020.
(9/24/2020)
3. Approved grant applications for:
 - a) Palma Ceia Refugee Ministry: \$25,000 to the refugee support program (9/24/2020)
 - b) Life Tree Crystal River: \$18,000 to support food bank program (9/24/2020)
 - c) Trinity, St. Petersburg: \$35,000 revitalization grant (9/24/2020)

Items for Information

Update on COVID block assistance grants: As of October 17, 2020, the CCV had given \$822,511.51 in grants to over 40 ministries and missions in the presbytery.

Other Meeting Information

- Information for First-Time Commissioners and Guests
- Additional Zoom Info for this meeting
 - Special Rules of Order adopted 8/27/2020
 - Additional Technical Guidance
 - “Zoom Expertise”
- Synod of South Atlantic Update
- Presbytery Meeting Evaluation Form

**Helpful Information for First-Time Commissioners and Guests
Attending a Stated Meeting of the Presbytery of Tampa Bay**

Presbytery Meeting Basics

As a Presbyterian, you probably already know the basics of our system of government, so let me share a few tips you may not realize:

- You are a Commissioner, not a Representative
 - This means that no one, not your session, not your pastor, not your spouse, can tell you how to vote on a matter before the presbytery. That's between you and the Holy Spirit. As it says in the Foundations of Presbyterian Polity in the Book of Order, "Presbyters are not simply to reflect the will of the people, but rather to seek together to find and represent the will of Christ." (F-3.0204)
- You may not know who all these people are and what their jobs are, so here's a brief introduction:
 - Moderator
 - Ruling Elder Jonathan Owen will be the person with the gavel at the start of the meeting but should turn the gavel over to Rev. Bobby Musengwa as the incoming moderator not long after we start. The moderator is responsible to make sure the meeting runs well and is the non-staff leader of the Presbytery.
 - Vice Moderator
 - Rev. Bobby Musengwa will similarly turn over his responsibilities early in the meeting to incoming Vice Moderator, Ruling Elder Sally Speer. The vice moderator ordinarily moderates part of each Presbytery meeting and can fill in for the moderator in other duties when necessary.
 - Presbytery Coach and Coordinator
 - Ruling Elder Patrice Hatley is our Presbytery's coach and executive. She's the head of staff for the Presbytery of Tampa Bay and has a variety of responsibilities throughout the Presbytery and in service to the larger church.
 - Associate Presbyter for Emerging Ministries
 - Rev. Libby Shannon joined the staff in this new position last summer. She may make some comments at various points during the day and will be making a report after lunch.
 - Stated Clerk
 - Rev. Bill Wildhack is the Presbytery's Stated Clerk. As the Stated Clerk, he's responsible to help plan presbytery meetings, prepare the presbytery packet, and help the moderator keep the meeting running "decently and in order" as

the Presbytery's parliamentarian. He's also the primary "Zoom host" for our electronic meetings, keeping up with polling, votes, displaying motions on screen much as he would at any in-person meeting.

- Treasurer
 - Ruling Elder Terry Dennis is our elected volunteer treasurer and reports on how your giving to and through the presbytery is being handled and advises us on financial policies, practices, and budget recommendations.
- You'll hear a lot of acronyms at a Presbytery meeting. Mostly these refer to our Committees and Commissions. Some translations:
 - GA (General Assembly) and OGA (Office of the General Assembly)
 - The General Assembly is the most inclusive governing body in the church, made up of commissioners from every presbytery, and the Office of the General Assembly manages day to day affairs of the church in support of all of us.
 - COM (Commission on Ministry)
 - The Commission on Ministry is the primary body responsible for making decisions about relationships between pastors and churches, whether a particular minister may become a member of the Presbytery, etc. It does some of its work in regional groupings. We will be electing a new chair of COM at this meeting.
 - CPM (Commission on Preparation for Ministry)
 - The Commission on Preparation is the primary body responsible for those seeking to become ministers, also known as Inquirers and Candidates. At this meeting, CPM will be asking the presbytery to approve reducing the size of the commission and elect ministers and elders to serve as ordination exam readers for the year to come. Chaired by Rev. Paul Suich.
 - CCV (Commission on Church Vitality)
 - CCV's work in 2020 has largely focused on assisting congregations and ministries with financial resources in response to COVID-19, but it has also continued to work with churches and new worshipping communities to start new ministries. CCV is chaired by Rev. Andy Walton.
 - BoT (Board of Trustees)
 - The Board of Trustees is a commission of the Presbytery responsible for the civil side of Presbytery business, implementing decisions of the main body, but also approving requests from churches for things like leasing their sanctuary, selling

property, etc. Chaired by Rev. Norm Hatter, BoT has will have two policy recommendations for us to consider at the November meeting.

- CNR (Committee on Nominating and Representation)
 - CNR is responsible for nominating ministers and Ruling Elders to most committees and commissions, and for advising the presbytery regarding the implementation of principles of unity and diversity, advocating for diversity in leadership, and more in accordance with the principles of unity and diversity in the Foundations of Presbyterian Polity and the Form of Government in the Book of Order. Be sure to share your gifts and talents with Chair Rev. Mike Loudon!
- CT (Coordinating Team)
 - As the leadership group of the Presbytery, the Coordinating Team is a Commission made up of the chairs of each group above as well as the Moderator and Vice-Moderator. The outgoing Moderator acts as the chair of the CT, while the Treasurer, Stated Clerk and Presbytery Coach and Coordinator all serve as ex officio members of the Team. Jonathan Owen will automatically become chair of CT at our meeting in November as soon as Bobby Musengwa is installed as moderator.
- Presbytery meetings are guided by the most recent edition of *Robert's Rules of Order: Newly Revised* (RONR) – and that's been the **newly released 12th Edition** since September 1, 2020!
 - The Form of Government in the Book of Order directs (G-3.0105) that Presbyterian councils (such as the session, presbytery, and general assembly) are governed by RONR whenever it doesn't conflict with the Book of Order. That doesn't mean you have to be a parliamentary expert to attend meetings, but you should probably learn the basics below if you want the meeting to make sense once business begins.

Robert's Rules Quick Guide

Here's a quick summary of your rights and responsibilities under Robert's Rules. Generally, these rules are intended to reduce tension, protect the rights and voice of anyone who might find themselves in the minority on something and, of course, keep us doing things "decently and in order" (1 Cor. 14:40, ESV).

- Always address your comments to the Moderator first (not "Madam Moderator or Mr. Moderator, just "moderator"), and then to the presenter or speaker only after being recognized by the moderator and given permission to speak.

- Generally, don't interrupt another speaker, but wait until you're recognized by the Moderator, but there are some exceptions. **NOTE: When meeting on Zoom, you should raise your "Zoom hand" and also send a quick note on things like these to the meeting host in the Zoom chat rather than unmuting yourself and interrupting.**
 - You can't hear what's going on or you're so uncomfortable over the room temperature, etc. you can't stay in the meeting (say, "Point of Privilege" then explain the problem when the moderator recognizes you)
 - You think something was wrong with what just happened (say, "Point of Order" then state your objection when the moderator recognizes you. The moderator will then decide if you're right or not.)
- Some motions it may be useful to know about:
 - Move the Previous Question (a.k.a. Call the Question)
 - A request to vote on whether to vote on a pending matter. This motion requires a second but isn't debatable and can only be made after the Moderator recognizes you, so no one should ever just shout it out. Typically, it's made when someone thinks we've hit the limit of productive discussion and we're running in circles. It is NOT appropriate to use this to shut down debate prematurely.
 - When you hear "Move the Question" or "Call the Question," be aware that the next vote is *not* on whatever it is we've been talking about, but on whether to continue discussion. An affirmative vote will end discussion, and then the next vote is on the main motion.
 - To protect the rights of others to be heard, this motion requires a 2/3 majority to pass.
 - Amendments to Main Motions
 - If you want to slightly modify the language of a motion, to add, delete or replace some language, you'll want to seek recognition and say "I move to amend the motion..." when the Moderator recognizes you. This requires a second and will then be discussed and voted on. Please be ready to provide a copy of the text of your amendment to the Stated Clerk if it's more than just a couple of words. (In Zoom, you can submit this in chat.)
 - Substitute Motions
 - If you want to substantially modify a motion on the floor, changing the intent or most of the language, you need to use a Substitute Motion instead of amending the current motion. When the Moderator recognizes you, you'll say, "I move the following substitute motion" and read your alternative suggestion. You'll will need to provide a copy of the substitute motion to the Stated Clerk.

- Division of the House (*Does not apply in electronic meetings*)
 - If you think that a voice vote was too close to call, any member of the Presbytery may request a “Division of the House” or vote by raised hands or ballot.
- Order of the Day
 - Not a motion, but something you’ll see on the agenda, usually related to lunch when we meet in person. All “Order of the Day” means is that we need to drop whatever it is we’re doing when the time for that item arrives and start doing the “Order of the Day.”
- Not necessarily in Robert’s, but please follow these conventions of our Presbytery regardless:
 - **When you want to speak, please raise your “Zoom hand” and be ready to unmute yourself when the moderator calls on you.**
 - Please read the Presbytery Packet thoroughly *before* the meeting and take another look when we get to a specific item. The answers to many questions may already be in the written reports.
 - Especially, read the items on the “Consent Agenda” (if we have one) as any motions in those reports will be approved right at the beginning of the meeting unless someone requests an item to be pulled from the consent agenda for a separate discussion and vote.
 - You should also keep a copy of the Presbytery Packet handy throughout the meeting—printed or digital—since we will only show very limited portions on screen during the meeting.

What makes the Presbytery of Tampa Bay different than other presbyteries?

Several years ago our presbytery underwent a transformation process which is now being examined as we’ve lived with it for a while. This resulted in a new mission statement, some common values, and a more relational, “bottom up” model of doing its work.

Our Mission Statement—“to identify and strengthen leaders so that every congregation makes new and mature disciples for Jesus Christ”—helps us keep our focus on leadership development and outreach. Practically, this means that there is usually a component of training at Presbytery meetings, but also that there are intentional relational opportunities for us to get to know other leaders.

The core values we adopted during the transformation were to be ***relentlessly congregational, meaningfully connected, faithfully constitutional and unapologetically Christ-Centered***. We want to focus on helping our congregations succeed, our Teaching and Ruling Elders to know and lean on one another, our processes and meetings distinctively Presbyterian, while focusing not on ourselves but on our Leader, Christ.

You can learn more about our presbytery on the website at www.presbyteryoftampabay.com.

SPECIAL RULES OF ORDER AND STANDING RULES
for Electronic Meetings of the Presbytery of Tampa Bay

Approved at the August 27, 2020, Stated Meeting of the Presbytery of Tampa Bay

For the purpose of any electronic meetings of the Presbytery of Tampa Bay conducted before a regular or special meeting may be convened in person to formally adopt rules for future electronic meetings, the Presbytery approves these special rules of order and suspends any standing rules that interfere with them:

1. All business of the meeting will be conducted using Zoom and features of that platform for simultaneous visual and aural communication, seeking recognition, and vote taking.
 - a. Dialing in by phone alone without using the Zoom client for laptop/desktop computers or the Zoom app for tablets or smartphones is not permitted because of the limited tools available to interact meaningfully with the other participants in the meeting.
 - b. Additional technical guidance will be provided separately by the Coordinating Team, and the Stated Clerk will offer opportunities to practice using Zoom in advance of any online meeting of the Presbytery.
2. The presence of a quorum shall be established by sign-in to Zoom and joining the meeting. The continued presence of a quorum shall be determined by the online list of participating members.
3. While every effort will be made to provide stable access to the platform, participants are responsible for their own audio and internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.
4. Greetings, reports, ceremonies, worship services, and other elements ordinarily included in meetings of the Presbytery but unrelated to items of business may be included, altered, or omitted at the discretion of the Coordinating Team.
5. To be enrolled as participants with voice and/or vote, minister members, commissioners, and corresponding members must use the free Zoom software appropriate for their device.
6. All voting participants are required to join the meeting on individual devices (one person, one device). This preserves the right of each voting member to vote individually. (If more than one device is being used in the same room, the microphone and speaker on all but one device must be muted to prevent feedback.)
7. Upon entering the meeting, all participants must ensure that the participant's name displayed by Zoom conforms to the following examples so that the moderator and stated clerk can verify the status of each participant with voice and vote or voice only:
 - Minister/Teaching Elder member: "Firstname Lastname /TE"
 - Ruling Elder Commissioner from congregations: "Firstname Lastname /REC/ Church Name"
 - Ruling Elder PTB Staff, Officer, Commission/Committee Chair: "Firstname Lastname /RE/PTB"
 - Ruling Elder member of the Permanent Judicial Commission: "Firstname Lastname /RE/PJC"

- Ruling Elder former Moderator of PTB: “Firstname Lastname /RE/FmrMod”
- Ruling Elder Commissioner to 224th GA (2020): “Firstname Lastname /RE/GA224”
- Ruling Elder Certified Christian Educator: “Firstname Lastname /RE/CCE”
- Commissioned Pastor currently serving a church: “Firstname Lastname /CP/ Church Name”
- Non-Ruling Elder Certified Christian Educator in educational ministry: “ZCE-Firstname Lastname /CCE/ Church Name”
- Corresponding Member: “ZCM- Firstname Lastname /CM/Organization”
- Guests: “ZZG- Firstname Lastname /Guest/ Church or Organization”

Use of “Z” prefixes for those with voice but not vote will help to ensure the integrity of any votes taken if any inadvertent votes are cast by any participants not authorized to vote.

- Participants will ensure their own microphones remain muted unless recognized by the moderator to speak.
- The “raise hand” feature on the participant list in Zoom will be used both for seeking recognition from the moderator and for voting when directed by the moderator. Participants will be recognized only using the “raise hand” feature, not by waving at the computer or device camera.
- Zoom’s “chat” feature in a meeting of the presbytery will be limited to communicating only with the Stated Clerk and electronic hosts of the Zoom meeting, like passing a note to the Stated Clerk during a meeting.
- Any motion other than a procedural one should be entered in writing into the participant “chat” if possible before seeking recognition using the “raise hand” feature. When recognized by the moderator, participants should state that the text of the motion is in the chat, and then make the motion. No motion will be brought before the meeting from chat until after the speaker is recognized by the moderator. Submitting a motion in chat *does not* jump the line waiting to be recognized.
- A vote taken by means of raising hands is a “division,” not a “counted vote” – meaning that the moderator will quickly scroll through the list of participants for a sense of how many have voted first in favor, and then against the motion, and then rule which side has prevailed.
 - When the moderator seeks unanimous consent, only those who object to unanimous consent will be asked to indicate that by a raised hand (🙋) or a red “x” (❌) on the participants list; to avoid confusion, no one who consents should take any action to indicate consent.
 - If the moderator is uncertain, the moderator may order a counted vote—or a member may move that a counted vote be taken (a motion for a counted vote must be seconded, is not debatable, and requires a majority vote).
 - At the discretion of the moderator, votes may also be done by using the green “check” (✅) button for “yes” and the red “x” (❌) button for “no” on the participants screen or by using Zoom’s “poll” feature.

ADDITIONAL TECHNICAL GUIDANCE for Electronic Meetings of the Presbytery of Tampa Bay

BEFORE THE MEETING

1. **Watch for information on practice sessions in the weeks before the date of the meeting and plan to take part in one!**
2. **Use of Zoom is required.** Please download the appropriate software for your device from https://zoom.us/download#client_4meeting.
 - a. If you don't already have a free Zoom account, you may want to create one. While not strictly necessary to enable all the meeting features and aids in maintaining the integrity of the meeting, it will make using Zoom and joining the meeting easier.
 - b. After you have created a Zoom account (or if you already have one), then register for the Presbytery meeting using the link you received. *Please be sure that the email address you use when registering for the Presbytery meeting is the same email address you used to create your Zoom account.*
3. **We encourage you to join the Zoom meeting on a desktop or laptop computer** using the ["Zoom Client for Meetings"](#) available at the link above. In order to participate meaningfully, you'll need high-speed internet access, speakers or other sound output device, a microphone, and a webcam built in or attached to the computer (use of the camera is optional but strongly encouraged as participants would be visible to each other when attending meetings in person).
 - a. **If joining by computer is not possible, a tablet or smart phone may be used** with the free "Zoom Mobile App" available from Zoom at the site above or your device's app store. The same requirements for sound and video described for desktop/laptop computers also apply to tablets and smart phones.
 - b. **If your computer does not have speakers and/or a microphone** (or a place to connect a headset), or if your internet is slow, dialing in by phone for audio *while using the computer to view the video* can work. See more on how to do that at https://support.zoom.us/hc/en-us/articles/201362663-Joining-a-meeting-by-phone#h_682f2e00-6a7c-4a5a-b20f-70b9b9012563.

ON THE DAY OF THE MEETING

1. **Plan to sign-in to Zoom and join the Presbytery meeting at least 30-45 minutes ahead of time** to give the clerks time to verify your registration and let you in from the electronic waiting room.
2. **When you first join the meeting from the electronic waiting room,**
 - a. **Make sure that your name is displayed in Zoom according to the requirements in paragraph 7 of the Special Rules document.** If you haven't already done so in your user profile in the Zoom software before joining the meeting, you can do it after joining the meeting by clicking on the "Participants" icon at the bottom of your screen.
 - i. **On a computer,** open the **Participants** list, hover over your name on the participants list, click **More**, and choose **Rename**. You can also change your name by hovering over your

own video image, clicking on the blue box with three dots in the upper right corner of your image, and choosing **Rename**.”

- ii. **On Android or iOS devices**, open the **Participants** list and then tap your name to rename yourself.
- b. **Check to be sure that your sound and video are working.** After making sure your video and audio are working, please mute your microphones until or unless recognized by the moderator—and be ready to unmute yourself if someone calls on you!
3. **Next, if you’re using a PC or Mac**, click “Exit Full Screen,” resize the Zoom window to as big as you want it, and then click on the “Participants” and “Chat” icons.
 - a. Along with showing you who else is attending, the participants window shows the “raise hand” (🙋), “yes” (✅), and “no” (❌) icons at the bottom. You’ll need those to seek recognition to speak and for voting during the meeting.
 - b. You’ll use chat if you need to pass a note to the Stated Clerk or electronic hosts during the meeting, or to submit the text of a motion before raising your hand to be recognized by the moderator.
4. **If you’re using an iPad, iPhone, or Android device**, click on “Participants” to access the raise hand and voting features. The chat feature may require clicking on “. . .” at the bottom of the screen if there’s not enough room to show all the icons. Use your device’s navigation buttons or gestures to switch back and forth.

AFTER THE MEETING STARTS

1. **Keep your microphone muted** unless you’ve been called on to speak.
2. **Be ready to use the “raise hand” feature** if you want to speak or to use when directed to by the moderator to indicate a vote. The electronic hosts are responsible for lowering hands following votes; please *do not* lower your own hand after a vote.
 - a. When multiple participants are seeking recognition during debate on an item of business, once the moderator has called on someone all other hands raised may be lowered at the discretion of the moderator before asking if anyone else would like to speak. It is customary in debate for the moderator to seek alternating points of view.
 - i. If the moderator recognizes someone only to find they have a similar position to the last speaker, they may be asked to step aside to let another view be heard.
 - ii. If you have an “interrupting motion” (e.g. a point of order, a request for preference in recognition, etc.), you should immediately raise their hand *again* if it has been lowered by a host. If you not immediately recognized, you may unmute your microphone and say, “Moderator, I have a point of order” or “Moderator, may I be recognized for (reason)?”
3. **Voting might also be done another way** using the “yes” (✅), and “no” (❌) icons at the bottom of the participants list screen or using Zoom’s poll feature. Pay attention to the moderator for instructions if that happens.

REMEMBER TO WATCH FOR AND PARTICIPATE IN A PRACTICE SESSION!

Definition of “ZOOM EXPERTISE” for Presbytery of Tampa Bay ZOOM Meetings

1. You have already downloaded **ZOOM** onto your computer or device and will make sure the program is **updated**, if needed, no later than the day before the meeting.
2. You can launch **ZOOM** and, when entering, initiate both audio and video with ease.
3. You can **rename** yourself, using your first and last name, your role initials (below), and your church or ministry.
 - **/TE/(church or ministry or HR)** - Minister/Teaching Elder member
 - **/REC/Church** - Ruling Elder Commissioner from a congregation
 - **/RE/PTB** - Ruling Elder PTB Staff, Officer, Commission/Committee Chair
 - **/RE/PJC** - Ruling Elder member of the Permanent Judicial Commission
 - **/RE/FmrMod** - Ruling Elder former Moderator of PTB
 - **/RE/GA224** - Ruling Elder Commissioner to 224th GA (2020)
 - **/RE/CCE** - Ruling Elder Certified Christian Educator
 - **/CP/Church** - Ruling Elder Commissioned Pastor currently serving a congregation
 - **/CCE/Church** - Non-Ruling Elder Certified Christian Educator in educational ministry
 - **ZCM - (name)/CM/Organization”** - Corresponding Member:
 - **ZZG - (name)/Guest/(Church or Organization)** - Guest
4. You can go back and forth between **GALLERY** and **SPEAKER** views.
5. You can access the **PARTICIPANTS** window and can **RAISE** your **ZOOM HAND**
6. You can access the **PARTICIPANTS** window and vote “**YES**” or “**NO**.”
7. You can participate in a **POLL**.
8. You can **MUTE** and **UNMUTE** with ease by either clicking the **MUTE** and **UNMUTE** button or by holding down the space bar while muted in order to speak.

Synod of South Atlantic

2021 Per Capita and Mission Giving

It's an all too familiar image, faces in boxes on computer screens, enabling our sessions, presbyteries, synods and even the General Assembly to do the church's work. But it also reminds us of our separation as we deal with a global pandemic.



We are all learning how to be the church of Jesus Christ in new and creative ways, using technology for worship, education, mission, and even pastoral care. These times are challenging but they also give us the opportunity to find ways to love and serve Christ together, even when we are apart.

The Synod of South Atlantic, through our connections and relationships, engages in mission and ministry committed to:

- Ensure full integration of diversity in all of its life and work.
- Equip and empower transformational leadership.
- Provide for mutual enrichment among the leadership of our 16 presbyteries.
- Use innovative technology to accomplish its purpose, model effective communication strategies, and share best practices.

Meeting these ministry goals is made possible through per capita and mission giving by presbyteries. This financial support, coming from individuals and congregations through their presbyteries, enables the Synod to engage in and support a number of different ministries throughout the region including:

- Educational opportunities for seminary students, pastors, educators, and ruling elders
- Presbytery leader gatherings (virtual right now) for learning, support, and fellowship
- New presbytery leader support through the denomination's Presbytery Leader Formation
- Consultations and guidance for presbytery leaders, pastors, and congregations
- Gatherings for people of color, those from smaller congregations, and Christian educators
- Capital improvement grants for churches
- Presbytery minute review, denominational judicial process, and other constitutional responsibilities

Although the request of presbyteries for the Synod 2021 mission and ministry support remains unchanged, presbyteries are encouraged to aim for full remittance in the coming year.

Per capita: \$1.50 per member

Mission: \$1.00 per member (recommended)

Thank you for your support of the mission and ministry of the Synod of South Atlantic.

May we accept this time in which we reside as opportunity.

May we welcome the hard work of ministry that confronts us.

May we use our unique tools and resources for God's glory.


May we hold one another close in our hearts and minds, always.

May we have eyes to see God's presence within us, before us, behind us, above us, now and in the year ahead.

The Synod of South Atlantic, Presbyterian Church (U.S.A.),
has 171,376 members, 2,090 ministers, and
833 congregations in sixteen presbyteries throughout
Florida, Georgia and South Carolina.



[Click here to complete the form online](#)



EVALUATION FORM

Presbytery of Tampa Bay
November 12, 2020 Stated Meeting
presbyteryoftampabay.com/eval

on Zoom with worship led from
Maximo Presbyterian Church

Name (Optional): _____ Congregation or ministry: _____

1. How easy was it for you to register for the meeting?

1 2 3 4 5

Easy ☐ ☐ ☐ ☐ ☐ Difficult *Mark only one oval.*

2. Please add any comments or suggestions about registration here:

3. How much difficulty did you have using the Zoom meeting software? *Mark only one oval.*

1 2 3 4 5

None at all ☐ ☐ ☐ ☐ ☐ A great deal *Mark only one oval.*

4. What was the source of difficulty, if any?

5. I found the worship service meaningful. *Mark only one oval.*

1 2 3 4 5

Definitely ☐ ☐ ☐ ☐ ☐ Not really *Mark only one oval.*

6. The meeting was:

1 2 3 4 5

Too short ☐ ☐ ☐ ☐ ☐ Too long *Mark only one oval.*

7. What did you think was done well during this meeting?

8. What would you suggest for upcoming meetings?

9. Based on your experience with this meeting, how would you feel about participating in future online meetings of the Presbytery?

	1	2	3	4	5	
Very positive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very negative

Mark only one oval.

10. Please tell us more about your response to the last question:

11. What is your overall view of this Presbytery meeting?

	1	2	3	4	5	
Worthwhile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Not worthwhile

Mark only one oval

12. What **one word** best describes your experience of today's Presbytery meeting?

13. What is the first thing you will do to implement something you learned at today's Presbytery meeting?

14. Additional Feedback on your experience today:

THANK YOU FOR YOUR FEEDBACK!

If you have additional feedback to offer, please contact Stated Clerk Bill Wildhack. Thanks!

Forms can be sent to:

Presbytery of Tampa Bay, 455 Scotland Street, Suite 1, Dunedin, FL 34698

Fax: (813) 200-1054

or filled out online by [clicking here](#) or visiting <http://presbyteryoftampabay.com/eval/>

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