



Presbytery of Tampa Bay

455 Scotland St. Suite 1, Dunedin FL, 34698

“Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests, but to the interests of others. Let the same mind be in you that was[a] in Christ Jesus . . .”
Philippians 2:3-5

August 20, 2020

Greetings!

The Presbytery of Tampa Bay will gather via Zoom for a Stated Meeting on Thursday, August 27, 2020.

Ruling Elder Elona Street-Stewart, Co-Moderator of the 224th General Assembly (2020), will help us open the day with a land acknowledgment and greetings from the General Assembly, and **Rev. Dr. Margaret Grun Kibben, former Chief of Chaplains of the Navy**, will be our guest preacher. Both of our guests will be joining Loli Reiter for an online Presbytery Leadership Forum after the meeting from 2:00-3:30 p.m. (*You can sign up for the forum [by clicking here](#), and you'll find their biographies immediately after this letter in your packet.*)

The presbytery meeting begins promptly at 8:30 a.m.; please begin logging into the Zoom meeting at 8:00. As soon as you log in, please change your display name to show your first name and last name, whether you're a minister/teaching elder or ruling elder commissioner from a congregation, or in another role. You will find directions on how to do that on pages 78-79 of this packet.

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. Other observers will be able to view a live stream of the meeting at this link: <https://youtu.be/udCSnSWbmc0>. **If you are a participant and have not registered, please contact Stated Clerk Bill Wildhack immediately.**

All first-time commissioners and guests should review the “Helpful Information” starting on p. 73 of this packet, and **all participants should review** the Special Rules of Order, Additional Technical Guidance, and “Zoom Expertise” documents in the packet again before the meeting.

Anyone who has never attended a presbytery meeting here or wants a little more practice with Zoom can participate in an online orientation to the presbytery meeting on Friday, August 21 at 10:00 a.m. or 2:00 p.m. or on Monday, August 24 at 2:00 p.m. or 7:00 p.m.; sign up for one of those sessions [by clicking here](#).

Our online worship service will include the sacrament of the Lord's Supper. To participate meaningfully in the sacrament, please have bread and wine or juice ready at the start of the meeting. You'll find the worship flyer on pages 7-9 of this packet.

Our offering on August 27 is designated to the Native American Church Property Fund, created as directed by the 223rd General Assembly (2018) in response to overtures lifting up the plight of 92 Native American congregations, many which are on tribal lands. The 224th General Assembly (2020) further urged Presbyteries to contribute to this fund to support urgent and immediate repairs. You will hear more about this during the worship service; you can find directions on how you can donate in the eNews and on page 9 of this packet.

Like so many other activities in these unusual times, we will be “doing presbytery” this month in a very different form than any of us are used to and few of us would prefer. But, as we “seek not simply to reflect the will of the people, but rather to seek together to find and represent the will of Christ” as we meet, we will also do things that matter—even if we can’t meet in person for this meeting.

The peace of Christ be with you,

Jonathan

Jonathan Owen
Moderator

Bill

W.A. Wildhack III
Stated Clerk

Elona Street-Stewart

Co-Moderator, 224th General Assembly of the Presbyterian Church (U.S.A.)
Synod Executive, Synod of Lakes and Prairies



Elona Street-Stewart, Delaware Nanticoke tribe, was elected in June as Co-Moderator of the 224th General Assembly (2020), along with Gregory Bentley, pastor of Fellowship Presbyterian Church, Huntsville, Alabama, becoming first American Indian to this position.

She is a ruling elder and Synod Executive for the Synod of Lakes and Prairies, having already been synod program staff for over 20 years. Elona has also served the PCUSA on racial justice matters in mission development, denominational policies, and education programs since 1980. She has been engaged for four decades in grass root and national advocacy on racial equity, Indian education, family empowerment and public policy.

Elona has received many honors, including Minnesota American Indian Parent of the Year 1998, a national Women of Faith Award from Presbyterian Women in 2010, and a Peacemaker Award in recognition of Mahatma Gandhi's 147th birthday. She was the first Native American elected to an urban school board in Minnesota, serving on the Saint Paul School Board for three terms, and is the first to be installed as a synod executive in the PC(USA) and now also as Co-Moderator of the General Assembly.

An Upward Bound student from Philadelphia and Occidental college graduate, Elona and her husband, Rev. David Stewart, have 4 children and 4 grandchildren. Elona can be reached at elona.streetstewart@pcusa.org.



Margaret Grun Kibben, DMin

Rear Admiral, United States Navy (Retired)

Owner, Consultant, Virtue In Practice, LLC, Alexandria, VA

mgekibben@gmail.com

[linkedin.com/in/margaret-grun-kibben](https://www.linkedin.com/in/margaret-grun-kibben)

U.S. Navy Rear Admiral (ret.) Margaret Kibben is a dynamic spiritual leader and strategic-level consultant with more than thirty years of experience in enhancing the resiliency and well-being of the organizations she serves. As Chief of Chaplains for the U.S. Navy, she served as a trusted advisor to senior military officers on leadership development, providing a unique, pragmatic perspective on how personal and professional value systems translate within the command. She holds a deep belief that the integrity of each leader affects the health, welfare, and capability of an organization.

Margaret culminated her active duty military career as the U.S. Navy's 26th Chief of Chaplains, leading more than 2,500 Navy, Marine Corps, and Coast Guard religious ministry professionals around the world. Along with investing in the development and support of the chaplaincy, she provided guidance regarding resiliency, ethics, and character to senior leaders, including the Secretary of the Navy, the Chief of Naval Operations, the Commandant of the Marine Corps, and the Commandant of the Coast Guard. She refined chaplaincy professionalism standards and recruiting, and developed innovative initiatives focused on ethical principles as the foundation to skills and abilities. Additionally, she launched a comprehensive strategic communications strategy for consistent and accurate messaging, including congressional engagement.

Prior to this assignment, Margaret served as the Chaplain of the Marine Corps, where she developed an unprecedented relationship of trust with senior Marine Corps leaders. She advanced efforts within the Corps to enhance moral and ethical leadership, and increased focus on providing personal and spiritual recovery from combat missions for chaplains and other military caregivers.

Earlier in her career, Margaret gained extensive insight into the human resources elements of ministry as Director of Manpower, Personnel, Training, and Education for the Chief of Chaplains office. She achieved congressional approval and tactfully executed the requirement to draw down senior leadership while strengthening her ability to effectively communicate manpower needs to stakeholders. Previously, she served as Command Chaplain for the Combined Forces Command-Afghanistan where she led teams providing ministry to a force of 20,000, served as the senior mentor to Afghan leadership, and advised U.S. leaders. Margaret joined the Navy as a chaplain in 1983, under multiple commands, making five deployments before moving into senior supervisory roles. Throughout her career, she has demonstrated the critical impact of empathy at all ranks and the importance of listening carefully to all viewpoints.

Margaret is now the owner of Virtue In Practice, LLC, a business dedicated to moral, ethical, and spiritual executive leader advisement. Currently, she is serving as a consultant to the Department of the Navy's Sexual Assault Prevention and Response Office.

A constructive and insightful board member, Margaret serves on both military and civilian boards. On both the Princeton Theological Seminary Board of Trustees and the Inamori International Center for Ethics and Excellence, she is looked to for her concise, thoughtful perspectives on leadership. She lends her deep knowledge of the human impact of the military as a member of the Marine Corps Scholarship Foundation.

Margaret earned a Bachelor of Arts degree from Goucher College, Towson, Maryland, her Master of Divinity and Doctor of Ministry degrees from Princeton Theological Seminary, Princeton, New Jersey, and a master's degree in National Security and Strategic Studies from the Naval War College, Newport, Rhode Island. She is a minister of Word and Sacrament in the Presbyterian Church (U.S.A.) and a member of the Presbytery of Philadelphia.



The Presbytery of Tampa Bay

DOCKET

Presbytery of Tampa Bay Stated Meeting

Thursday, August 27, 2020

via Zoom

Host Church: First Presbyterian Church, Lakeland

- 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 (Sanctuary)** Moderator Jonathan Owen
 Declaration of Quorum Stated Clerk Bill Wildhack
 Greetings and Land Acknowledgment Elona Street-Stewart
Co-Moderator, 224th General Assembly (2020)
 Greetings from Host Church John Fullerton
- Worship** (see Order of Worship beginning on p. 7)
- 9:30 a.m. Reconvene** Moderator Jonathan Owen
 Review of Procedures for Seeking Recognition and Voting
 Introduction of First-Time Commissioners,
 Corresponding Members, and new Minister Members
- Coordinating Team (Part 1)** (p. 12) Loli Reiter
Special Rules of Order and Standing Rules for Electronic Meetings of the Presbytery of Tampa Bay (pp. 13-14) and Proposed Docket (pp.5-6)
- Consent Agenda (summary on p. 15)
- 9:45 a.m. Break**
- 10:00 a.m. Commission on Ministry (Part 1)** (p. 21) Laurie Palmer
Recognizing Retirements
- 10:15 Committee on Nominations & Representation (CNR)** (p. 41) Mike Loudon
- 10:20 Commission on Ministry (Part 2)** (p. 21) Laurie Palmer
Examination for Ordination: Candidate Rebecca Higman (PIF begins on p. 25)
- 10:40 Commission on Church Vitality (CCV)** (p. 43) Andy Walton
- 10:50 Report of Commissioners to 224th General Assembly** (p.44) & Kitty Rawson
Bills & Overtures Committee (p. 53)
Responding to a Challenges from the 224th General Assembly

11:05	Commission on Preparation for Ministry (CPM) (p. 55) <i>Recommendation on alternative means of examination</i>	Paul Suich
11:20 a.m.	Coordinating Team (Part 2) (p. 57) <i>Becoming a Matthew 25 Presbytery</i> <i>2021 Presbytery Stated Meeting Schedule</i>	Loli Reiter
11:35	Treasurer (p. 59)	V. Terry Dennis
11:40	Associate Presbyter for Emerging Ministries	Libby Shannon
11:45	Coach & Coordinator	Patrice Hatley
11:50	Updates & Greetings Synod of South Atlantic Beth-El Farmworker Ministry (p. 67) Cedarkirk Camp & Conference Center (p. 68) Board of Pensions (p. 69) Presbyterian Foundation (p. 71)	Joyce Lieberman Teresita Matos-Post Matt Shick Clark Simmons Robert Hay
12:15 p.m.	Stated Clerk (p. 16)	Bill Wildhack
12:30 p.m.	Adjourn with Prayer	Jonathan Owen



The Presbytery of Tampa Bay is grateful to the session, congregation, and staff of First Presbyterian Church of Lakeland 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
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Order of Worship
Presbytery of Tampa Bay Stated Meeting
Thursday, August 27, 2020
First Presbyterian Church of Lakeland, Florida
via Zoom

Prelude

Trio Sonata in G Major

J.S. Bach

Call to Worship

Elder Rachel Gibson

One: O Lord, our Lord, how majestic is your name in all the earth!

Many: You have set the stars in the heavens and separated the waters from dry land.

One: O Lord, our Lord, how majestic is your name in all the earth!

Many: You have placed the beasts of the field and let loose the fish of the sea.

One: O Lord, our Lord, how majestic is your name in all the earth!

Many: You have created us in your own image to serve and to love, to worship and to praise.

One: O Lord, our Lord, across your creation you have called us to sing your praise;

Many: Hear us now; gather us across time and space, that we might be united to sing your praise and worship your holy name!

One: Come, let us worship the Lord!

Hymn

“There’s a Wideness in God’s Mercy”

Choir

Call to Confession

Elder Terry Dennis

Prayer of Confession

God of mercy and of justice, we confess we often create you in our image and forget that it is we who are created in your image.

We find ourselves using you to justify our intolerance and our discomfort.

We find ourselves using you to make excuses for our greed and our callousness.

We find ourselves using you to rationalize our anger, violence, and dismissiveness toward those whom you love.

Turn our eyes, soften our hearts, lighten our spirits so that we might be quick to see you in those we meet; quick to serve the world you declared good; quick to honor all you created in your own image.

God of mercy and of justice, liberate us from our brokenness to love you, our neighbors, and ourselves.

Assurance of Forgiveness

Passing of the Peace

One: The Peace of Christ be with you.

Many: And also with you.

Prayer for Illumination**Scripture**

Deuteronomy 30:15-20

Romans 12:1-2

Reverend Dr. Margaret Grun Kibben

Sermon

"What's in a Name?"

Hymn

"How Firm a Foundation"

Choir

Offering and Prayer of Dedication

Hadley Owen

OffertoryRigaudon from *Le Tombeau de Couperin*

Maurice Ravel

Invitation to the Table

Reverend Tim Sizemore

Great Thanksgiving

One: The Lord be with you.

Many: And also with you.

One: Lift up your hearts.

Many: We lift them up to the Lord.

One: Let us give thanks to the Lord our God.

Many: It is right to give our thanks and praise.**Breaking of the Bread****Prayer after Communion**

Holy God, we thank you for this feast of grace and life.

As we have been included at this Table, may we too offer inclusion to those who are left out;

as we have been fed the bread of life, may we too ensure food for all who hunger;

as we have been named beloved, may we too love those you love.

We ask this and all things in the name of Jesus the Christ, your love made known-
Amen.**Blessing and Charge**

Reverend Dr. Margaret Grun Kibben

Postlude*Carillon de Westminster*

Louis Vierne

+ + +

How to Contribute to Our Offering Today

*The **Native American Church Property Fund** was established by the Presbyterian Foundation in 2019 as directed by the 223rd General Assembly (2018). The fund was created as a response to overtures which lifted up the plight of 92 Native American congregations, many of which are on tribal lands. The 224th General Assembly (2020) further urged Presbyteries to contribute to this fund in order to support urgent and immediate repairs. The Presbytery of Tampa Bay Coordinating Team agreed with a proposal from our General Assembly Commissioners and Young Adult Advisory Delegate that the offering received today be directed as a response to that call to action. Here's how to contribute:*

- **Text-to-donate through FPC, Lakeland (before Monday 8/31/20)**
 - Text **natamchurchfund** to **50155** (shortcode **50155 natamchurchfund**)
- **[Click here to give online](#) through FPC, Lakeland for this special offering.** Scroll down at the link to select "Presbytery of Tampa Bay Special Offering for Stated Meeting on August 27"
- **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 Aug 27 Presbytery Offering on the memo line and/or include a note telling us what the check is for so we'll be sure to direct it properly.

Participating in Leading Worship Today

- Rachel Gibson, Ruling Elder, St Andrew's Presbyterian Church, Sun City Center
- Terry Dennis, Ruling Elder, First Presbyterian Church, Lakeland; Treasurer, Presbytery of Tampa Bay
- Reverend Sarah Bishop, First Presbyterian Church, Winter Haven
- Reverend Dr. Margaret Grun Kibben, Rear Admiral, Chaplain Corps, U.S. Navy (Retired)
- Hadley Owen, First Presbyterian Church, Winter Haven; Young Adult Advisory Delegate 224th General Assembly
- Reverend Tim Sizemore, Beacon Hill Fellowship, Lakeland
- Tom Ingui, Organist, First Presbyterian Church, Lakeland
- Dr. Dan Gordon, Director of Fine Arts Ministries, First Presbyterian Church, Lakeland
- Keith Damkjer, choir member, First Presbyterian Church, Lakeland
- Debbi Damkjer, choir member, First Presbyterian Church, Lakeland
- Emily Hammell, choir member, First Presbyterian Church, Lakeland

Our deepest thanks to Reverend Dr. John Fullerton and the staff at First Presbyterian Church of Lakeland for their hospitality and hard work in recording and editing this morning's worship.

Presbytery of Tampa Bay
455 Scotland Street, Suite 1
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813-868-4800 www.presbyteryoftampabay.com

REPORTS

REPORTS FOLLOW IN THE ORDER IN WHICH THEY APPEAR IN THE PROPOSED DOCKET

- COORDINATING TEAM (CT) PART 1
 - SPECIAL RULES
 - PROPOSED DOCKET

- CONSENT AGENDA
 - STATED CLERK

- REPORTS WITHOUT MOTIONS OR ORAL PRESENTATIONS
 - BOARD OF TRUSTEES
 - COMMISSIONER'S REPORT ON SYNOD OF THE SOUTH ATLANTIC MEETING, AUGUST 6, 2020

- REPORTS WITH MOTIONS OR ORAL PRESENTATIONS
 - COMMISSION ON MINISTRY (COM)
 - COMMITTEE ON NOMINATIONS AND REPRESENTATION (CNR)
 - COMMISSION ON CHURCH VITALITY (CCV)
 - REPORT OF COMMISSIONERS TO THE 224TH GENERAL ASSEMBLY / BILLS & OVERTURES COMMITTEE
 - COMMISSION ON PREPARATION FOR MINISTRY (CPM)
 - COORDINATING TEAM (CT), PART 2
 - TREASURER
 - ASSOCIATE PRESBYTER FOR EMERGING MINISTRIES
 - COACH & COORDINATOR

- UPDATES & GREETINGS
 - SYNOD OF THE SOUTH ATLANTIC
 - BETH-EL FARMWORKER MINISTRY & NUEVO CAMINO AT BETH-EL WORSHIPPING COMMUNITY
 - CEDARKIRK CAMP & CONFERENCE CENTER
 - BOARD OF PENSIONS
 - PRESBYTERIAN FOUNDATION

**Report of the Coordinating Team
To the Presbytery of Tampa Bay
August 27, 2020 Stated Meeting**

Part 1

Loli Reiter, Chair

Motions for Presbytery

The Coordinating Team recommends that the Presbytery of Tampa Bay adopt the following:

- 1. The Presbytery of Tampa Bay approves the proposed “Special Rules of Order and Standing Rules for Electronic Meetings of the Presbytery of Tampa Bay” as attached and distributed in advance of this meeting for use in this and any other 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. (7/9/2020)**
- 2. The Docket for this meeting.**

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

See part 2 of this report later in the packet.

Items for Information

1. CT adopted the attached Special Rules for recommendation at this meeting on July 9 so they could be distributed well in advance. These rules reflect suggestions and lessons learned from other presbyteries around the country and the 224th General Assembly, and are intended to make participating in the meeting as good as we can using the technology we have now.

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

Approved by the Coordinating Team on July 9, 2020, for recommendation to 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 be 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.

8. Participants will ensure their own microphones remain muted unless recognized by the moderator to speak.
9. 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.
10. 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.
11. 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.
12. 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.
 - a. 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.
 - b. 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).
 - c. 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.

**Consent Agenda
Presbytery of Tampa Bay
August 27, 2020**

(review full reports for more information)

Reports with Motions:

Stated Clerk (pg. 16)

- 1. That all requests for excused absences be granted for today's meeting.**

Reports without Motions or Oral Presentations (receiving for information):

Board of Trustees (pg. 17)

Synod Commissioner's Report (pg. 20)

**Report of the Stated Clerk
and Manager of Communications
Presbytery of Tampa Bay
August 27, 2020
W. A. Wildhack III**

Motions for Presbytery

- 1. That all requests for excused absences be granted for today's meeting.**

Items for Information

- 1. Two things that need to be resolved by mid-October if at all possible:**
 - I will be reaching out to Clerks of Sessions shortly to discuss **review of 2019 session minutes**. Presbyteries around the country have taken a variety of approaches to this while in-person gatherings have been limited.
 - Another item due for attention is that the Commission on Ministry and I have not received completed **"Form F-1: 2020 Compensation and Call Form"** for all ministers serving in installed or designated/temporary positions with congregations. Please remember that for installed positions, the form must show the date of the congregational meeting approving the term, while those in most temporary positions only require session approval. Please contact me with any questions.
- 2. E-mail sent from me via Constant Contact remains the primary form of mass communication from the staff to ministers and clerks of sessions across the presbytery and also to the many elders and members who also subscribe.**
 - For pastors/ministers:** This includes emails addressed directly to you from presbytery staff on items you need to be aware of, whether as a minister or a pastor/moderator. Please watch for and read especially emails addressed to ministers/pastors/moderators in the subject line.
 - For clerks of sessions:** I also use email as the primary means to reach all of you at once regarding things like session minutes, annual statistical reports, and other things for which the clerk is responsible.
 - For everyone:** You can help us in our Presbytery's mission "to identify and strengthen leaders so that every congregation makes new and mature disciples for Jesus Christ" by opening the eNews and other communications sent via Constant Contact to learn about resources and opportunities to help you in your ministry setting—whatever that may be!

**Report of the Board of Trustees of the Presbytery of Tampa Bay
To the Presbytery of Tampa Bay
Aug 27, 2020
Norm Hatter, Chair & President**

Motions for Presbytery

1. None

Actions Taken on behalf of Presbytery

1. The Board of Trustees authorized application for a Paycheck Protection Program (PPP) loan up to the amount permitted by the CARES (Coronavirus Aid, Relief, and Economic Security) Act in response to the COVID19 pandemic. (4-3-2020)
(This resulted in receipt of a PPP loan in the amount of \$ 43,918.00 on May 1, 2020).
2. The Board of Trustees, approved the following:
The Presbytery of Tampa Bay agrees to satisfy its outstanding note and mortgage with Victory Tabernacle United Pentecostal Church (“Victory”) in consideration for cash payment of \$882,728 (subject to adjustment for payments made before final closing), together with Victory’s promissory note and second mortgage, in form and substance acceptable to PTB, and on the following terms:
 - Amount of \$397,000 to be amortized over 30 years at 5% interest
 - Fixed monthly payments for 5 years (60 months) from Victory to PTB at \$2,250/month
 - At the commencement of month 61, a balloon payment will be due from Victory to PTB of the balance of \$356,480, less any amount prepaid;
 - Victory will provide title insurance at no cost to PTB and pay all documentary stamps, recording fees and charges. (4-23-2020)
3. The Board of Trustees received the 2019 financial audit that was performed by FONTANA CPAs, which gave the presbytery a very strong statement of fiscal position.¹ (5-28-2020)
4. Les Totten, nominee for election to the Board of Trustees, was welcomed to participate with voice but without vote until duly elected. He is expected to fill a vacancy in the class of 2021 at the next meeting of the Presbytery. (6-25-2020)

Items for Information

1. The Victory Tabernacle United Pentecostal Church mortgage restructuring resulted in a cash payment of \$885,650.66 and a promissory note - second mortgage with terms as stated in action #2 above. (8-4-2020)

¹ [Note: The cover letter from the Audit Report follows this report in the packet. The full audit is available for review by appointment at the Presbytery office.]

2. Through midyear, the Presbytery has more than three and a half years of experience with Texas Presbyterian Foundation (TPF). During this period, the average annual TPF Total Account Return is 9.24%. This compares favorably with the Composite Index Return of 5.77%.
3. During this COVID19 pandemic, the Board of Trustees has continued to support several congregations through their property needs.
4. We are now in another hurricane season, which is complicated by the COVID19 pandemic. It is timely to remember the Florida Presbyterian Disaster Assistance Network (FLAPDAN) stands ready to provide disaster training, preparation, and resources in periods of natural and human-caused disaster. Their website (www.flapdan.org) has significant disaster assistance information.



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11 Avenue de la Mer
Suite 1507
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Fontana CPAs, P.A.

Independent Auditors' Report

The Board of Trustees
Presbytery of Tampa Bay, Inc.:

We have audited the accompanying statement of financial position of Presbytery of Tampa Bay, Inc. ("the Organization") as of December 31, 2019, and the related statements of activities, functional expenses and cash flows for the year then ended and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Presbytery of Tampa Bay, Inc. as of December 31, 2019, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited Presbytery of Tampa Bay, Inc.'s 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated April 25, 2019. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2018 is consistent, in all material respects, with the audited financial statements from which it has been derived.

FONTANA CPAs

May 28, 2020

**Presbytery of Tampa Bay
Synod Commissioner's Report
Thursday, August 27, 2020**

Rev. Dr. David K. Shelor, Commissioner

The 34th Stated Meeting of the Synod of the South Atlantic was held on Thursday, August 6, 2020. The following highlights prepared by the Synod staff capture the meeting well and are offered as my report to the Presbytery.

- The Rev. Kathi Parchem, Synod Moderator, welcomed first-time and returning Commissioners, Presbytery Leaders, Stated Clerks, Racial Ethnic Leaders, the Synod Presbyterian Women Leader, and guests gathered to conduct the business of the Synod. Due to the pandemic the May Stated Meeting was cancelled so the Synod held its first electronic meeting using ZOOM video conferencing.
- The Rev. Rick Douylliez of the St. Marys Presbyterian Church, Savannah Presbytery, led the Synod in worship using Matthew 14:22-33 as the scripture.
- During worship, the Synod Moderator, the Rev. Kathi Parchem, Savannah Presbytery, and the Synod Moderator-Elect, the Rev. Dr. David Shelor, Tampa Bay Presbytery, were installed with former moderator, Gloria Graham Boyd, asking the installation questions of the Moderator, Moderator-Elect, and the Synod.
- Joyce Lieberman, Synod Executive and Stated Clerk, reported on the status of the Synod, including the membership, the Presbytery and Synod minutes approvals, and Permanent Judicial Commission decisions. She welcomed the new Presbytery leaders and Clerks to the Synod. She reflected upon the “new normal” of what it means to be the church in this time and place, with widespread COVID and widespread racism.
- The Executive Administrative Commission (EAC) presented a number of proposed Synod Manual of Operations changes and updates as a first reading.
- The Synod voted in favor of the 2021 Stated Meeting dates of April 22-23, 2021 at Epworth-By-The-Sea, St. Simons Island, Georgia, as well as an electronic meeting on November 5, 2021.
- Jodi Dodge, Synod Treasurer, was elected to serve another four-year term. Her gifts, expertise and innovations have supported the Synod's staff and the Budget and Finance Committee.
- William “Bill” Byars, Cherokee Presbytery, was elected as the Chair of the Administration and Relationships Committee (ARC). Ken Whitehurst, Greater Atlanta Presbytery was elected as the Chair of the Ministry Support Committee (MSC).
- The Synod audit for 2019 was completed and in order. The 2021 proposed budget was approved with per capita remaining at \$1.50 and suggested mission giving remaining at \$1.00.
- The Rev. Dr. Alan Baroody read the Ahmaud Arbery Statement from Savannah and Greater Atlanta Presbyteries, which was responded to by the other Georgia Presbyteries.

**Report of the Commission on Ministry
Presbytery of Tampa Bay
August 27, 2020
Laurie Palmer, Chair**

Motions for Presbytery

- 1. That Rebecca R. Higman be approved for ordination to ministry of the Word and Sacrament.**

Rebecca Higman is being presented to the Presbytery of Tampa Bay for examination and the vote on the motion will follow the examination. A copy of her PIF follows this report.

Items for information

- 1. The COM has recently approved granting the status of honorably retired to some of our colleagues at their request. Two of them are being recognized in our meeting today:**
 - a. Rev. C. Alan Harvey, Associate Pastor, First Presbyterian Church of Winter Haven, effective September 18, 2020.**
 - b. Rev. Robert E. Shaw, Pastor, Temple Terrace Presbyterian Church, effective September 30, 2020, and have noted his designation by the congregation as pastor emeritus.**
- 2. At its 8/13/20 meeting, the COM approved not increasing the Presbytery's mandatory minimum salary for pastors while recommending that congregations consider any federal Cost of Living Adjustment changes when discerning salary changes.**
 - a. When available, the Cost of Living Adjustment for 2021 is typically found at this link: <https://www.ssa.gov/cola/>.**
 - b. Early indications are that there may not be an increase or that any increase will be small.** (Recent reporting suggests a possible range of zero to 0.5% for a Cost of Living Adjustment in 2021, with a recommendation to plan for zero and hope for more.)
 - c. The COM recognizes that this is a difficult season for everyone, including financial issues. Congregations are encouraged to provide alternate means of affirming the value of their pastors' work. We know pastors have stepped up to new ways of being the church, leading worship, doing pastoral care, education, mission outreach, and myriad other tasks.**

Actions taken on behalf of Presbytery

1. After hearing a report from a sub-committee appointed to review the status of ministers not serving in congregational ministry, James “Jimmy” Cazin was restored to the ministers’ roll as a Member-at-Large. Rev. Cazin completed a process the COM required of him, and his work in that process was found to be satisfactory. (5/14/20)
2. Granted permission to Rev. James Capps, Honorably Retired, to serve as bridge interim for three months starting June 1, 2020, at Bonhomme Presbyterian Church in Chesterfield, MO, a congregation of ECO: A Covenant Order of Evangelical Presbyterians. In doing so, the COM specifically granted him permission for the duration of the bridge interim period to:
 - a. engage in ministry outside the bounds of the presbytery,
 - b. engage in ministry beyond the jurisdiction of the church, and
 - c. accept temporary membership in another denomination if needed to carry out this ministry. (5/26/20)
3. Gave the Rev. Kathy Dain permission to labor outside the bounds of the presbytery to serve a congregation in the Church of Scotland. (5/26/20)
4. Approved the move of First Presbyterian Church of Tampa from its current location to a new site at 3302 W Horatio Street, Tampa, FL 33609 as requested by the church. A Zoom meeting was held on June 9, 2020 with representatives from neighboring PC(USA) congregations, COM, CCV, and Trustees to hear the plan. (6/11/20)
5. COM endorsed a draft template as interim guidance for emergency unplanned absences of the pastor. (6/11/20)
6. COM requested and strongly encouraged the Coordinating Team to ensure that the Presbytery of Tampa Bay address the subject of racism as soon as possible. (6/11/20)
7. Approved that COM present Ms. Rebecca Higman to the Presbytery of Tampa Bay for examination for ordination and, if the examination is sustained, that Rebecca Ruby Higman be approved for ordination to ministry of the Word and Sacrament.
8. Approved that Residency as a Chaplain in Clinical Pastoral Education at Tampa General Hospital is approved as a validated ministry requiring ordination as a minister of the Word and Sacrament for Rebecca Ruby Higman. (7/9/20)
9. Approved the dismissal of the Rev. James Cazin to Peace River Presbytery. (7/9/20)
10. Approved Rev. Steve McCutchan, member of Salem Presbytery, for pulpit supply four consecutive Sundays at Maximo Presbyterian Church while the pastor was on vacation July 12 – August 2. (7/9/20)
11. Approved the dissolution of the pastoral relationship between John Erthein and Village Presbyterian Church, Tampa as recorded on the F-3 (Dissolution of Call or Appointment) as approved by the congregation. (7/9/20)

12. Approved the dismissal of the Rev. John Wintringham to Holston Presbytery upon his receipt as a member of that presbytery. (8/13/20)
13. Approved the Ministry Information Form (MIF) of the Presbyterian Church of Palm Harbor for an interim pastor. (8/13/20)
14. Approved Rev. Haemin Lee for Interim Pastor at Village PC, Tampa; Salary \$35,076; Housing 17,604; Deferred Income \$6,000; BOP: Medical, Pension, Dental: \$23,032; Continuing Education \$1,200; Auto/Profession \$1,050; SS \$4,489; total to church \$88,451; two weeks study leave, four weeks vacation; to begin on 9/1/20. The Interim Covenant was also approved. (8/13/20)

Region Reports

West

1. Approved an Administrative Commission to install TE Bob Hill at Hope PC, Clearwater, 4/19/2020. (Note: the installation service was postponed because of coronavirus). (3/12/20)
2. Approved part-time interim position for Rev. Kaaren Nesmith HR at First Presbyterian Church, Inverness, beginning April 15, 2020 through March 15, 2021; Part-time at 24 hours per week; Salary: \$15,000; Housing: \$13,000; Post-retirement: BOP \$3,360; Continuing Ed: \$1,200; Auto/professional expenses: \$3,600; Social Security: \$2,142; Total \$38,302; Study leave: 2 weeks, vacation: 4 weeks. (4/23/20)
3. Approved the honorable retirement of Dennis R. Kitterman at his request, effective June 24, 2020. (6/22/20)
4. Approved Dennis Bennet as interim pastor and moderator of session at First, Inverness, effective July 10, 2020: Salary \$15,600; Housing \$14,400; Post retirement service dues \$3,600; Other benefits plans \$1,200; Auto/professional expenses \$9,600; total expense to the church \$44,400; two weeks study leave, four weeks vacation. (7/9/20)
5. Approved the dissolution of the pastoral relationship between Bruce Mulder and Presbyterian Church of Palm Harbor as recorded on the F-3 approved by the congregation. (7/9/20)
6. Approved the Rev. Tom Harp to serve as the moderator for the Presbyterian Church of Palm Harbor effective June 14, 2020 for the congregational meeting and then August 3, 2020, coinciding with the dissolution of the call for the Rev. Bruce Mulder. (7/9/20)
7. Approved Rev. Jeffrey Guild as the part-time (10 hours per week, 25%) interim pastor of First Presbyterian Church of Crystal River (Life Tree) from June 1, 2020 to December 31, 2020, with the following terms of call: Deferred Income: \$14,400, Continuing Education: \$1,200, Study Leave: two (2) week, Vacation: four (4) weeks, for a total cost to the church of \$15,600. (5/14/20)

8. Approved dismissal of Rev. Ruth Elswood to St. Augustine Presbytery effective 5/19/20 at that Presbytery's request. (8/13/2020)
9. Approved the Parish Associate relationship between Rev. Ruth Elswood and First Presbyterian Church, St. Petersburg from 8/17-12/31/20, and approved her laboring within the bounds of this presbytery.

Central

1. Approved the dissolution of the pastoral relationship between John Erthein and Village Presbyterian Church, Tampa, as recorded on the F-3 approved by the congregation. (7/9/20)
2. Approved the honorable retirement of Rev. Robert E. Shaw, Temple Terrace Presbyterian Church, Tampa, effective 9/30/20, and have noted the congregational vote to elect him as pastor emeritus. (8/13/20)
3. Approved the request of St. Andrews PC, Sun City Center, to form a Pastor Nominating Committee. (8/13/20)

East

1. Approved Rev. Alan Harvey to moderate the Session at Lake Alfred PC, 5/1-8/13/20. (4/23/20)
2. Approved the honorable retirement of Rev. Alan Harvey, First Presbyterian Church, Winter Haven effective 9/18/20. (8/13/20)
3. Approved Rev. Mike Loudon Moderator of the Lake Alfred and Lake Hamilton churches. (8/13/20)



To expedite the processing of your form, contact your Stated Clerk or presbytery preparation for ministry contact person to inform them that you have submitted a PIF for their attestation.

**PRESBYTERIAN CHURCH (U.S.A.)
 CHURCH LEADERSHIP CONNECTION
 100 WITHERSPOON STREET
 LOUISVILLE, KY 40202-1396
 Toll Free 1-888-728-7228 ext. 8550
 Fax # (502) 569-5870
 www.pcusa.org/clc**

Personal Information Form (Part I)
 General Information

Name Higman Rebecca Ruby
(Last Name) (First Name) (Middle Name)

Preferred Phone _____ Alternate Phone _____

E-mail _____ Fax _____

Street Address _____

City St. Petersburg State FL Zip Code _____

Actively Seeking: Open to receiving a call and moving within 9 months _____

Inactively Seeking: Not actively seeking, but open to a call _____

Ecclesiastical Status (select one):

- _____ PC (U.S.A.) Teaching Elder (*Minister of Word and Sacrament*)
- _____ PC (U.S.A.) Honorably Retired Teaching Elder
- PC (U.S.A.) Candidate
- _____ Christian Educator
- _____ Ruling Elder
- _____ Deacon



_____ Other PC (U.S.A.)

Presbytery Membership: PC (U.S.A) Teaching Elder and Candidate

*Presbytery membership or Presbytery of care: Presbytery of Tampa Bay

Ordination Date: _____ / _____ / _____ / (Month/Day/Year)

Candidacy Date: 3 / 21 / 2019 / (Month/Day/Year)

Church Membership: (For those who are not Teaching Elders)

Name of PC (U.S.A.) church of membership: First Presbyterian Church - St. Petersburg

City & State: St. Petersburg, FL

Church PIN# _____

Formal Education: Master of Divinity, University of Dubuque Theological Seminary, 2020
 Master of Science, Media Management, Syracuse University, 2006
 Bachelor of Fine Arts, Visual Media, Rochester Institute of Technology, 2005

Continuing Education: Clinical Pastoral Education, Level 1, Tampa General Hospital, 2019-2020
 Prepare and Enrich Premarital Counselor Facilitator Training, 2018

Certification/Training:

(Check whether you are certified in the following areas. State the type of certification you hold and where training/certification was received.)

	Interim/Transitional Ministry Training Week I Site: _____ Week II Site: _____		Interim Executive Presbyter Training
	Certified Christian Educator		Certified Business Administrator
	Certified Conflict Mediator		Clinical Pastoral Education
	Other: ALICE Basic Certification for Houses of Worship		



Part I

Personal information contained in Step 4 must be completed online. This is for office use only and will not be distributed. (SSN, DOB, etc.)

Personal Information Form

Part II

*** Employment type you would consider:**

- Full Time
 Part Time
 Open to Either
 Bi-vocational

*** For each position (s) below in which you are applying, indicate the number of years of experience you have in the position by selecting from the pull down menu. (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two or more teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)



	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		
First ordained call	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		

***Geographic Choices (select one):**

I am open; suggest my name anywhere in the USA _____

I am restricted in my search. Only refer my name to the states checked below _____

- | | | |
|---|---------------------------------------|---|
| <input type="checkbox"/> Alabama | <input type="checkbox"/> Alaska | <input type="checkbox"/> Arizona |
| <input type="checkbox"/> Arkansas | <input type="checkbox"/> California | <input type="checkbox"/> Colorado |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> Delaware | <input type="checkbox"/> District of Columbia |
| <input checked="" type="checkbox"/> Florida | <input type="checkbox"/> Georgia | <input type="checkbox"/> Hawaii |
| <input type="checkbox"/> Idaho | <input type="checkbox"/> Illinois | <input type="checkbox"/> Indiana |
| <input type="checkbox"/> Iowa | <input type="checkbox"/> Kansas | <input type="checkbox"/> Kentucky |
| <input type="checkbox"/> Louisiana | <input type="checkbox"/> Maine | <input type="checkbox"/> Maryland |
| <input type="checkbox"/> Massachusetts | <input type="checkbox"/> Michigan | <input type="checkbox"/> Minnesota |
| <input type="checkbox"/> Mississippi | <input type="checkbox"/> Missouri | <input type="checkbox"/> Montana |
| <input type="checkbox"/> Nebraska | <input type="checkbox"/> Nevada | <input type="checkbox"/> New Hampshire |
| <input type="checkbox"/> New Jersey | <input type="checkbox"/> New Mexico | <input type="checkbox"/> New York |
| <input type="checkbox"/> North Carolina | <input type="checkbox"/> North Dakota | <input type="checkbox"/> Ohio |
| <input type="checkbox"/> Oklahoma | <input type="checkbox"/> Oregon | <input type="checkbox"/> Pennsylvania |
| <input type="checkbox"/> Puerto Rico | <input type="checkbox"/> Rhode Island | <input type="checkbox"/> South Carolina |
| <input type="checkbox"/> South Dakota | <input type="checkbox"/> Tennessee | <input type="checkbox"/> Texas |
| <input type="checkbox"/> Utah | <input type="checkbox"/> Vermont | <input type="checkbox"/> Virginia |



___ Washington
___ Wyoming

___ West Virginia

___ Wisconsin

*LEADERSHIP COMPETENCIES

Select 10 leadership competencies from the list below that best describe your leadership traits, gifts and training.

THEOLOGICAL/SPIRITUAL INTERPRETER

✓	Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.	✓	Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
✓	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.		Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.		Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.

COMMUNICATION

✓	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
✓	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.).
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as		



	tools for ministry.		
ORGANIZATIONAL LEADERSHIP			
	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregations'/organizations' vision and mission.
✓	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.		Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
✓	Collaboration: Has a natural orientation toward		



<p>getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.</p>		
INTERPERSONAL ENGAGEMENT		
<p>Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.</p>	✓	<p>Bridge Builder – possessing a certain responsibility for the unity of the congregation and/or organization; works to connect people of different cultures, worldviews, and theological positions.</p>
<p>✓ Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.</p>		<p>Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate.</p>
<p>Initiative: Demonstrates ambition; is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.</p>	✓	<p>Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.</p>
<p>Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.</p>		

***Languages in which you are fluent** (Please select all that apply):

- | | | | |
|---|-------------------------------------|------------------------------------|-------------------------------------|
| <input checked="" type="checkbox"/> English | <input type="checkbox"/> Spanish | <input type="checkbox"/> Korean | <input type="checkbox"/> French |
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Armenian | <input type="checkbox"/> Creole | <input type="checkbox"/> Portuguese |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Russian | <input type="checkbox"/> Swahili | <input type="checkbox"/> Burmese |
| <input type="checkbox"/> Cambodian | <input type="checkbox"/> Indonesian | <input type="checkbox"/> Laotian | <input type="checkbox"/> Thai |
| <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Taiwanese | <input type="checkbox"/> Cantonese | <input type="checkbox"/> Twi |
| <input type="checkbox"/> Mandarin Chinese | | | |



_____ Sign Language

_____ Other

Clergy Couples:

Are you seeking a call with your spouse as part of a clergy couple: Yes _____ No

If yes, please enter your spouse's full name and PIF ID# _____

***Compensation and Housing**

(*See Effective Salary Definition at: [Board of Pensions](#))

Indicated below the total minimum salary and housing compensation you need.

(Effective salary is cash salary plus housing allowance or manse value).

Minimum **Effective** Salary Needed \$ 33,280

Indicate the housing type you need:

Housing Type

_____ Manse

Housing Allowance

_____ Open to Either (Manse or Housing Allowance)

_____ Not Applicable (*For Non-pastoral Positions Only*)



Work Experience:

Please list your work experience: (Please include position title, city, state, church size, community type, and dates from/to or number of years.)

Organization	Title	City	State	Church Size	Community Type	Term
Maximo	Pastoral Intern	St. Petersburg	FL	164	Urban	2/20 – 5/20
First	Pastoral Intern	St. Petersburg	FL	506	Urban	2/19 – 5/19
Press Ganey	Marketing Director	St. Petersburg	FL	N/A	N/A	5/13 – 12/17
Merkle Inc.	Senior Manager of Digital Strategy	Columbia	MD	N/A	N/A	3/12 – 4/13
Network for Good	Senior Manager of Product Marketing	Bethesda	MD	N/A	N/A	1/08 – 2/12
American Diabetes Association	Associate Manager, Online Fundraising and Special Events	Alexandria	VA	N/A	N/A	7/06 – 12/07

Service to the Church:

Please list your other service to the Church or denomination for the past 10 years:

- Member of First Presbyterian Church – St. Petersburg since summer 2012
- Ordained ruling elder (ordained January 2016; active member of session 2016 – 2019)
- Past committee membership:
 - Worship and Music Committee
 - Worship Planning Team
 - Gratitude and Generosity Committee (i.e., stewardship)



- Member Engagement and Communications Committee (moderator)
- Christian Education
- Weekly “emcee” for contemporary worship service, including welcome, opening prayer, passing of the peace, and announcements (November 2016 – January 2020)
- Preached Lord’s Day – both in person (three separate worship services each time) and online
- Co-moderated a Lectio Divina group with the senior pastor
- Participant in young adult Bible study and Faith-filled Families Sunday school class
- **Company of New Pastors**, seminary group at University of Dubuque Theological Seminary – 2019-2020 cohort

Narrative Questions

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation; formatting and white space within the CLC program will add to your character count).

1. Describe a moment in your recent ministry that you recognize as one of success and fulfillment.

During a clinical shift, I responded to an order at the hospital to visit with a patient, Kim*. Her medical care team had noted that Kim was tearful, anxious, and not particularly responsive. I noted from her chart that she was about my age, and I hoped she might feel comfortable speaking with a peer.

Kim shared her despair that her organ transplant had been denied because, as far as she could tell, she had been belligerent with health care teams who had taken her for a scan and then deemed her too irresponsible for the surgery at this point. Now, she was being “sent home to die.” We discussed her level of understanding about the next steps in her care and explored her concerns. She said she could not leave behind her husband and children and she wanted to change her self-destructive habits.

I listened attentively and actively, and I reframed her self-talk. We discussed her own life’s value, aside from being a wife and mother, as well as her drive to make



positive choices in her life. I provided encouragement that she sought to change while so many others struggling with her addictions do not.

By the end of the visit, her body language and demeanor had changed: She was sitting up straighter; she was smiling; and, she was grateful. Her tears were replaced with hope, and she told me, “Wow, I actually do feel better. Thank you so much.” Following the Spirit’s guidance and relaying the hope and comfort of our Creator made a difference before my eyes.

(*not her real name)

2. Describe the ministry setting to which you believe God is calling you.

I believe God is calling me to minister to the ill and injured, as well as those who care for them, in the hospital setting. Especially now, during the COVID-19 pandemic—when patients’ fears are compounded with uncertainty and loneliness, family members’ tears flow from afar, and healthcare providers bear the weight of heavy responsibilities and ever-evolving protocols to care for their charges—the hearts of those within the walls of the hospital cry out for God’s comfort.

God has granted me a heart of compassion and surrounded me throughout my life by those who have put others’ care in front of their own. God has given me the experience and will to walk confidently through the halls of a bustling, urban hospital on the front lines of the conflict between God’s beloved children and the disease, disaster, and doubts they suffer.

I feel God calling me to the hospital where I can participate in God’s mission while also discerning further who God has created me to be. It is a place where I can explore with peers and educators my gifts, growing edges, and opportunities to further my work in Christ’s ministry. I know those who receive God’s care through me minister to me as much as I to them; their stories reveal to me daily how God is at work.

3. What areas of growth have you identified in yourself?

Throughout my congregational and clinical internships, my trust in my pastoral authority has risen greatly. Now, I recognize that I have additional room to lean into that confidence to minister to people more deeply. I want to trust better my knowledge and understanding of my faith so that I may explore others’ faith with them and help them as



they process and make meaning of their experiences at the hospital. I will complete an additional three units of Clinical Pastoral Education (CPE) which will aid in building and practicing that self-confidence.

With regard to chaplaincy, I recognize that there is so much more to learn and new instances and dynamics to navigate. The upcoming units of CPE will help me to understand better what comprises a chaplain's identity, the impact of family and group systems on pastoral care, and the path forward should I feel called to chaplaincy in the long-term future.

Regarding my own Christian walk, both my seminary career and personal challenges have driven me continually back to God in practices of discipleship. I turn to prayer, the Bible, and nurturing relationships so that I may listen for God's guidance instead of my own drive to feel in control. I look forward to deepening these practices and enhancing my own faith and knowledge over time.

4. Describe a time when you have led change.

During the fall semester of my final year of seminary, I took on the responsibility of being a teaching assistant (TA) for the Introduction to Biblical Hebrew course. Having just completed the class myself the year prior, I understood the high level of difficulty and time necessary to do well.

The professor for the class explained that she expected me to help to enter homework grades into the gradebook, lead a Monday evening homework check-in call, and be responsive to any student questions. The change I led was the level of interaction and amount of instructional time offered to the students. Most notably, the Monday evening calls evolved from the 10-minute round-robin calls which simply checked off that students had completed their homework, which they had been when I was a student.

When I took over, I created agendas, led the group in prayer, walked through the homework, reviewed major concepts from the week's lectures (including offering additional PowerPoints with alternate ways to memorize and understand paradigms and vocabulary), and opened up the calls for Q&A. In addition, I created digital flashcards for the students to use to learn the required vocabulary; during our weekly calls, we worked together to share mnemonic devices and other tricks to make the information "stick." Multiple students shared that this dedication, focus on teaching, and creativity was what helped them to succeed in the class.



OPTIONAL LINKS AND RESOURCES

Include below any links you desire to share with calling organizations (i.e., sermons, lesson plans, articles, blogs, assessment results available, etc.). Limit 500 characters. Please note the CLC system does not warehouse links.

<https://www.youtube.com/watch?v=180Rw5oUXik> (4/19/2020 sermon)

<https://www.facebook.com/watch/?v=837015750135047> (3/15/2020 sermon)

<https://www.youtube.com/watch?v=AaXLjOrwYAU> (1/5/2020 sermon)

<https://www.youtube.com/watch?v=T-iWAh13AJM> (3/17/2019 sermon)

Statement of Faith

(Use the space below to enter a one page statement of faith. Please limit response to no more than 3000 characters including spaces and punctuation.)

There is one, holy, eternal Triune God comprised of Father, Son, and Holy Spirit who is the maker, sustainer, and redeemer of all things. All of God's attributes are rooted in love and true to God's loving purpose. God's self-revelation occurs through actions, as recorded in Scripture, through Christ's incarnation, and through the Holy Spirit and living Christ, who reigns at the right hand of the Father.

Because of pride humanity became separated from the holiness of God. Through the greatest act of love and sacrifice, the second Person of God became incarnate in the man Jesus and dwelt among us. His crucifixion conquered death and sin and justifies us before God. Christ's Person and work are inextricably linked, and therefore his life, ministry, death, resurrection, and ascension to heaven have placed him rightfully as the center of our faith. Jesus is God's Word: one person in two natures, fully divine and fully human, eternal from and to all time.

The Holy Spirit is equally divine with the Father and Son, calls believers to Christ, unifies the body of believers, sanctifies, guides believers in their personal and corporate lives of worship, and bestows spiritual gifts. The Spirit is neither controlled nor coerced by humanity, but rather participates freely in all acts of God.

By the power of the Spirit, the Scriptures—both the Old and New Testaments—remain the living testimony of God's past, present, and future work. The Scriptures were inspired by the Holy Spirit and composed by human hands in particular contexts such that



their authority rests in God and not in their exact words. We are called to learn from them in private and public worship.

God's first gracious act was to create the heavens and the earth *ex nihilo* and uncoerced in God's mercy and love, including God's joy in sharing the perpetual love of Godself. God gave creation into humanity's care to be a dominion of love, not of domination. Scientific discoveries and endeavors do not compete with the grand narrative of creation's redemption; they illumine the intricacies in and between all things such that the truth and modern science are complements.

Because of God's salvific work through Christ and the continuing gift of faith, we are called to participate in the church and in God's mission to care for the least of these. By the power of the Spirit, we use the means of grace to grow closer to God and learn how to love God and neighbor. These means and marks include study and preaching of the Word, administration of baptism and the Lord's Supper, and prayer. All are called to be members of the priesthood of all believers.

In the fullness of time, God will reconcile and redeem all things to Godself. This will be marked by the Parousia, resurrection, last judgment, and eternal life. Christ is the gate through which we assuredly will pass to be with God, and those with faith are compelled to hope for the ultimate good of all people.



***Please enter up to six references here (a minimum of one reference is required):**

	<u>Name</u>	<u>Relation to you</u>	<u>Phone</u>	<u>Address</u>	<u>E-Mail</u>
1.	Rev. Dr. Dawn Conti	Pastor, Internship Supervisor			
2.	Rev. Jenny Sumner Carswell	CPE Educator			
3.	Dr. Lynn Kiehne	Mentor, Friend			
4.	Hilary Island-Thomas	Classmate, Friend			
5.					
6.					

I hereby authorize those inquiring into my suitability to contact my references.

Signature Rebecca Higman Print Name Rebecca Higman Date 7/2/2020

PIF (Part II) – Step 6 of 6

***Sexual Misconduct Self Certification#**

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly (1991), and was revised by the 205th General Assembly (1993).

Please check one of the following:

I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.

I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.



* The information contained in my Personal Information Form on file with Church Leadership Connection is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

✓ *I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.*

Signature Rebecca Higman Print Name Rebecca Higman Date 7/2/2020

- * **Sustained**
- In a criminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
 - In a civil court, "sustained" means that there has been a judgment against the defendant.
 - In an ecclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure imposed, **or an Alternative Form of Resolution Agreement approved by a permanent judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.**
- * **Pending**
- In a criminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is not yet a verdict.
 - In a civil court, "pending" means a case in which there has not been a decision or judgment,
 - In an ecclesiastical case, "pending" means an **investigating committee is inquiring into an allegation or charges have been filed but have not been decided by a permanent judicial commission; or an allegation or charges are in an equivalent state or process in a church other than the PC (USA).**

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy]; 2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships; 6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)

**COMMITTEE ON NOMINATIONS AND REPRESENTATION
PRESBYTERY OF TAMPA BAY
AUGUST 27, 2020**

The Rev. Dr. John B. "Mike" Loudon, Chair

MOTIONS TO PRESBYTERY

1. That **Susan Kalkbrenner** of the Brooksville Presbyterian Church be elected to the **Commission on Ministry, class of 2022**, representing the west region. She is an elder, female, and white (W-EFW).
2. That **Jacqueline Ward Williams** of Trinity Presbyterian Church of St. Petersburg be elected to the **Commission on Ministry, class of 2021**, representing the west region. She is an elder, female, and African American (W-EFAA).
3. That **Ann Marshall** of the First Presbyterian Church of Lakeland be elected to the **Commission on Ministry, class of 2021**, representing the east region. She is an elder, female, and white (E-EFW).
4. That **Marsha Clark** of the Hope Presbyterian Church of Clearwater, FL be elected to the **Commission on Preparation for Ministry, class of 2022**, representing the west region. She is an elder, female, and white (W-EFW).
5. That **Les Totten** of the Hope Presbyterian Church of Winter Haven, FL be elected to the **Board of Trustees, class of 2021**, representing the east region. He is an elder, male, and white. E-EMW.
6. That **Chuck Berkins** of the Lutz Community Church; **Alayne Berkins** of the Lutz Community Church; **and the Rev. Sally Campbell-Evans**, a PCUSA minister serving as Associate Pastor of the Hyde Park United Methodist Church of Tampa, FL, **be elected to three-year terms on the FLAPDAN board** (Florida Presbyterian Disaster Assistance Network). **NOTE: Those on the FLAPDAN board are not on our presbytery grid of region/elder/clergy/gender/race.**

Additional nominations may be presented at the meeting.

ITEMS FOR INFORMATION

1. The above-named people have been serving on the respective boards and commissions to which they are now officially nominated having been previously approved by the Coordinating Team of TBP with the understanding the presbytery would be voting on them today, except for those serving on the FLAPDAN board.
2. If you or someone you know would like to serve on a presbytery commission or committee, please let me (Mike Loudon) or someone on the presbytery nominating and representation committee know. We are always looking for new people to serve the presbytery. Those serving on the three commissions and the trustees must be ordained Ministers of Word and Sacrament

or ordained Ruling Elders. However, not all presbytery committees require one to be an ordained elder.

3. The Nominating and Representation Committee tries to balance our commissions and committees with Ruling Elders and Ministers of Word and Sacrament; men and women; people from east, central and west regions; and fairly include people of various racial and ethnic backgrounds.

**Report of the Commission on Church Vitality (CCV)
Presbytery of Tampa Bay
August 27, 2020
Andrew Walton, Chair**

Motions for Presbytery

None

Actions Taken on behalf of Presbytery

1. Approved: To offer block grants up to \$5,000.00 per month, per congregation with an accumulative limit of \$20,000.00 to offset loss of income, and/or extraordinary expenses due to the COVID-19 crisis. Suggested areas of use:
 - Church staff expenditures/salaries/benefits
 - Church operating expenses/utilities/rent/mortgage
 - Equipment/software/subscriptions for extending worship and other church programs
 - Mission programs providing food and other assistance /gift cards/food purchases (3/26/2020)
2. Approved: Grant for up to \$35,000 to contract a Presbytery Ministry Connections Consultant or consultants to work with congregations, new worshiping communities, and covenant partner ministries as they seek to connect in broader ways with their members, clients, and neighbors. (4/23/2020)
3. Approved: Grant to Deb Belusa/St Andrew New Tampa for \$4,000 to renovate space at St. Andrew, New Tampa for group spiritual direction. (5/28/2020)
4. Approved: that Covid grants continue through the end of September, and that the cap be moved to \$30,000. (6/25/2020)
5. Approved: preapproved grants to cover costs related to denominational Matthew 25 materials. NOTE: John Scott CCV will work with the presbytery to offer churches access to Mt 25 resources to help them become Mt 25 congregations. (6/25/2020)
6. Approved funding for a New Worshiping Community (NWC) coach through 1001 Worshiping Communities for a possible Plant City NWC. (7/23/2020)

Items for Information

1. **Update on COVID block assistance grants:** As of August 17, 2020, the CCV had distributed \$525,861.51 in grants to 40 ministries, missions, and partners in the Presbytery.

Report of Commissioners to the 224th General Assembly (2020)
Presbytery of Tampa Bay
August 27, 2020

The Commissioners and Young Adult Advisory Delegate to the 224th General Assembly meeting, June 19-27, 2020 were: Kitty Rawson, RE, Lakeview PC, St. Petersburg; Sally Speer, RE, Palma Ceia PC, Tampa; Andy Walton, TE, Trinity PC, Clearwater; Laurie Palmer, TE, St. Andrew, Tampa; Hadley Owen, YAAD, FPC, Winter Haven.

We were pleased to take on this role of Commissioners for this General Assembly meeting, which was to meet in Baltimore. Times changed, a virus came, and it was decided by the Committee on General Assembly to move to an on-line format. We commend all those who worked diligently on a short timeline and with technological wonder to pull this off. It was a streamlined meeting, and that was a cause for some heartache as most items of business were referred to the 225th General Assembly meeting in 2022.

As with most GA meetings, there was good and not as good. We direct you to “The Presbyterian Outlook” dated August 3, 2020 for an in-depth summary.

Co-Moderators RE Elona Street-Stewart, Synod Executive of Lakes and Prairies, and Rev. Gregory Bentley, Fellowship PC, Huntsville, AL were elected on the first ballot on June 20. We are thrilled that Elona Street-Stewart, the first Native American to serve as Co-Moderator, is a guest at this presbytery meeting. Rev. Bentley is African American. The Rev. J. Oscar McLeod prayed during their installation: *The blood of their ancestors has drenched to soil of this nation, yet You have called them to these positions of leadership, where once they were not welcome.*

The Rev. Dr. J. Herbert Nelson was re-elected as Stated Clerk for the PCUSA.

Two pieces of business rose to prominence:

1. From the Native American Coordinating Council Report and the Native American Property Report, pulled from the consent agenda, the Assembly by super-majority voted to proceed with property improvements for Native American congregations in dire need of repair and rehab. An inventory has already been completed and waiting another two years was undesirable to the Assembly for a people who have waited for too long for action.
2. As noted in the Coordinating Team’s report, and we support with its recommendation, the Assembly voted to refer to presbyteries and congregations meaningful and intentional work to dismantle structural racism, to work to be anti-racist, to undo practices that further discriminate, bias, prejudice, and oppress people of color.

As an opening practice, the Bills and Overtures Committee recommends that congregations use Matthew 25 resources, found here:

<https://www.presbyterianmission.org/ministries/matthew-25/>

We specifically lift up as a beginning place the 21-Day Racial Justice Challenge found here: <https://www.presbyterianmission.org/ministries/matthew-25/racism/>

A hard disappointment and sadness came at the end of the meeting when the vote for new business on hearing the report on Black women and girls was defeated. A 2/3 majority was needed, and we lacked 20 votes. Reverberations have been felt since.

On Saturday, June 20, we participated virtually in The Poor Peoples' Campaign, a National Call for a Moral Revival led by the Rev. Dr. Liz Theoharris and the Rev. Dr. William Barber. This event was incredibly well done and inspirational. <https://www.poorpeoplescampaign.org/>

We also heard about the Youth Rising Coalition in Baltimore and refer you to its website: <https://baltimorepresbytery.org/youth-rising/>. The GA offering went to this organization.

We Commissioners were in a round robin texting group during the meeting, staying in communication with each other. We were buoyed by care packages sent to us by Patrice, all things we needed to stay focused and engaged during many screen hours.

While the technological feat was amazing, we rue the fact that while we put aside the entire week to be at the GA, we were not used the whole week. We understand that the scheduling was made on short notice and it may not have been possible. Worship, unfortunately, suffered because of venue. And the voices of Young Adult Advisory Delegates were not as prominent as usual, and that was something we missed.

Finally, we would be remiss if we failed to mention our frustration and lament in failing to address social justice issues. It became glaring and almost palpable at times despite the Zoom format. And, when we looked at all the faces of the commissioners, we could not fail to see that the PCUSA is overwhelmingly white. We approached everything from that point of view and imposed our will on the outcome of too many efforts to open our eyes to our blindness. We must change!

Report of Young Adult Advisory Delegate to the 224th General Assembly (2020)
Presbytery of Tampa Bay
August 27, 2020
Hadley Owen, YAAD

For many of the Young Adult Advisory Delegates this General Assembly was their first, making it a huge learning experience. We had multiple bible studies and meetings before GA started to foster the connection and fellowship that would have occurred if we were all in Baltimore together. Along with that we joined a large YAAD group chat so that we had the ability to ask each other questions, get other opinions and share some laughs and lamentations throughout General Assembly.

While the YAADs found a place with each other, they felt as though their voice was not able to be as heard as it could have been in an in-person General Assembly. During plenary YAADs have voice and can speak to or against things, however they cannot make motions nor vote. Due to this, in an in-person Assembly, YAADs would talk to commissioners, share their perspective and have commissioners make motions for them. Without having everyone seated in one big room this was made more difficult. YAADs were only able to reach out to commissioners that they already had their contact information for. Where a YAAD could previously talk to any one of the hundreds of commissioners sitting in the same room as them, they could now only reach out by text or email to the few commissioners they already knew.

Along those same lines, in committees YAADs have voice and vote. This brings power to the YAAD perspective, and allows the YAAD voice to make its impact. Since this year's GA was moved online and drastically shortened, there were no committees. In this place where YAADs voice is most effectively able to make an impact, it was no longer present.

However, YAADs found voice, community, clarity and hope among themselves. We stayed in constant contact throughout all the plenary meetings, we encouraged each other to seek recognition in times of anxiety and we put each other in contact with commissioners that we knew. I had an amazing experience serving as a Young Adult Advisory Delegate; I learned so much, got inspired by young adults across the country, and felt heard and support by my commissioners.

**Other Reflections on the 224th General Assembly (2020)
from our Young Adult Advisory Delegate and Commissioners**

HADLEY OWEN (Young Adult Advisory Delegate)

We started and ended the 224th General Assembly with hope. Beforehand, a hope that we would be able to make impactful decisions and change throughout the week. Afterwards, a hope to move forward, make change locally, and address things that General Assembly did not have the time or sufficient participant interest to cover.

OGA put together an extremely professional system to use alongside Zoom to hold the plenary meetings. The leadership from the 223rd GA, Rev. Cindy Kohlmann and Vilmarie Cintrón-Olivieri, lead us in welcoming worship and the first plenary meeting. By the end of the first plenary meeting we had voted on the PC(USA)'s next leadership team. From there we were led by Rev. Gregory J. Bentley and Elona Street-Stewart. Throughout our plenary meetings we addressed what business to refer to the 225th GA and what we felt necessary to address in this GA. Along with that, we discussed social justice, racism issues, and the need for assistance in Native American Presbyterian churches.

We feel charged to move with this momentum and continue the work that has been started.

LAURIE PALMER (Teaching Elder Commissioner)

As my commissioner friends can attest: this is not the General Assembly meeting we expected. But then, this is a season of “not what we expected.”

I prayed when a decision was made to hold this meeting remotely. I prayed for those who were tasked with pulling GA off technologically; for those who had to discern what a streamlined assembly looked like: which business would be picked up, and which would be referred to the 2022 GA; for those running for Moderator; for our Stated Clerk and Parliamentarian; for all of us who would Zoom for more hours than is bearable; for behind the scenes folks and for on-camera folks.

I am grateful for the leadership of our Co-Moderators, Rev. Gregory J. Bentley, pastor of Fellowship PC, Huntsville, Alabama, and Ruling Elder Elona Street-Stewart, synod executive of the Synod of Lakes and Prairies located in Minnesota. They were elected on the first vote.

The GA responded to justice issues surrounding racism, admitting they have been long overlooked, approving "[Responding to the Sin of Racism and a Call to Action](#)":

- PC(USA) churches and presbyteries would approve anti-racism policies
- PC(USA) agencies are to review business items to be referred to the 225th General Assembly to ensure coverage under social witness policy
- An eight minute and 46 second silent vigil would be held before the end of the assembly, to acknowledge the time George Floyd was pinned at the neck by a Minneapolis police officer.

We also acknowledged that Black, Indigenous, and people of color have been hard hit during this COVID19 season.

"The Presbyterian Mission Agency was also directed to extend the mandate of the Native American Coordinating Council, created by the 223rd General Assembly (2018), for four more years.

Commissioners also approved a resolution to assist with the repairs and support for Native American Presbyterian churches that are deeply under-funded.

"There are 92 Native American churches and chapels from Alaska to Texas, using buildings that are in some cases over 100 years old. A lot of these are small congregations, some are larger than most and they still do ministry," said Reverend Irv Porter, associate for Native American Intercultural Congregational Support. "These congregations do not have professionals like doctors and lawyers and those with high paying jobs in membership. What comes in the offering plate on Sunday, that's it." (pcusa.org)

Our group of commissioners stayed in touch via texting during the meeting, and that was a helpful way to discern the business.

KITTY RAWSON (Ruling Elder Commissioner)

Take-Aways

Amazed at how well the technology worked and accommodated motions, seconds, requests for the floor, etc. Was also delighted that we were able to be broken down into "small" groups. Still NOT the same as being there. No side conversations via coffee or wine with new people. Also so much more difficult to read body language or actual intention.

Thoroughly enjoyed chatting it up with my Presbytery colleagues via text messaging. I tried to imagine what it would have been like to be sitting beside one another instead of miles apart. I felt like a got a bit more acquainted with the team but not as much as I would have liked.

I admit that because of my immune-deficient system, I did feel much safer participating from my own home. I was sorry not to have the travel experience and to see Baltimore.

The election of the moderators was inspiring. I think they will do a good job once they gain a bit of experience. In my opinion, Elona handled herself more confidently most of the time than Gregory (Greg?) did but he will be fine. I am excited that Elona will join us for our Presbytery meeting on August 27! It is wonderful that we have as moderators who represent Native Americans and Blacks, a good statement for a very white group of commissioners.

The Poor Peoples' Campaign, a National Call for a Moral Revival was incredibly well done considering that it had to be a virtual experience. I loved it! If we had gone to Baltimore, I'm not sure we would have been able to participate, probably would have had some committee work or something.

Did I feel God moving over the internet? Maybe not over the internet, but God was surely in the hearts and minds of most of the attendees. God surely felt our frustration at the lack of social justice issues addressed but heard those who declared that much of that work can continue through synods, presbyteries and congregations. From Lament to Hope – Yes, we lament what we missed by a virtual meeting rather than an in-person meeting. We lament the shortened version of GA that meant that little social justice was accomplished. We lament the twin crises of a nation coming to grips with racism in a way that it has never done before and a nation trying to determine what end is up, how to see our way through a pandemic. But, that is our challenge; we must seek hope in what was lost symbolized in that last failed vote, 20 votes.

If the 225th General Assembly is also virtual, I sincerely hope organizers will consider adding days for committee meetings, etc. The next assembly cannot be a repeat of this one in content.

Looking at the Matthew 25 challenge, it seems to me that as a committee we can come up with one big goal that would make a real difference to the folks within our Presbytery. It needs to be something that can be accomplished in small groups, likely at the congregational level. Something that speaks to most of us or that we can all wrap our arms around. Something that would please God – showing that we care for our sisters and brothers. Do I have a specific idea? Not yet.

What was accomplished?

- New moderators
- Budget
- Number of appointments affirmed
- The per capita is set for \$8.98
- Technology worked well

Problems

- Via Zoom – seas of white faces; lack of diversity
- No committee work; as a result deferral of most social justice issues
- Mourning for Baltimore’s efforts “down the drain.”
- Issues inherent in Zoom – unable to read body language. Unable to hear reception of some comments by other commissioners
- BIPOC peoples felt dissed
- YAADs not really heard?

SALLY SPEER (Ruling Elder Commissioner)

REFLECTIONS:

With 2020 confronting us with Covid 19, the GA staff made a sound yet difficult decision; all meetings would be virtual.

Instead of 7 days of meetings in Baltimore, we met for 6 (?) plenaries along with worship, bible study and other offerings across two weeks.

Our presbytery can be confident in all the fiscal resources directed to our PCUSA headquarters! I had underestimated their capacity to offer a technically sound, comprehensive and cohesive virtual experience. The content of the meeting itself was reduced in a significant manner due to the virtual approach which was frustrating to commissioners, yet understandable.

The professionals in Louisville are exceptional. I was grateful to be a part of this novel approach to doing 'church business'.

I was grateful we were able to pass items to support indigenous church families throughout our nation. They suffer with few resources, both human and fiscal. Leadership & building

capacities are severely limited at this time. There is now hope these needs will be addressed in a timely manner.

WHAT NOW?

We challenge the Presbytery of Tampa Bay to adopt an anti-racism policy. We were close to getting a motion on black women and girls heard on the floor of GA, losing only by 20 votes. Only with Presbytery leadership will our 65+ congregations be encouraged to look at their own by-laws and consider how they too will build in an anti-racism policy. With PCUSA being largely a white body, we need to stand with our black brothers and sisters as faith communities. With anti-racism policies in place, congregations will begin to discover what actions they can undertake that are realistic, achievable and relevant. This is our hope for justice.

ANDREW WALTON (Teaching Elder Commissioner)

Reflections on 224th General Assembly

To paraphrase a Dickens cliché, “It was the worst of times but not quite the best of times.”

Critique of technical aspects.

Best? – The PCUSA made a dramatic step into the future by pulling off a relatively hitch free online General Assembly meeting. The preparation and training was helpful, and the technical support and execution adequate. For the most part the business presented was handled well technically.

Worst - I was mostly disappointed in the quality of the worship segments which were pretty much “living room” quality. After the meeting I was left wondering why we didn’t use the entire week wisely and get some desperately needed committee work done online. Some well targeted committee work would have alleviated much of the frustration underlying a sense of commissioner voicelessness.

The Business of GA

The majority of the work slated for the 224th GA was referred to the 225th GA, mid-councils, and congregations.

We elected as Co-Moderators – Elona Street-Stewart and Gregory Bentley

We re-elected J. Herbert Nelson as the Stated Clerk

The most significant action taken was resolution was “Responding to the Sin of Racism and a Call to Action,” in particular the call for the PCUSA, congregations, mid-councils, and all GA entities develop and adopt antiracism policies in their bylaws.

**Bills & Overtures Committee
Presbytery of Tampa Bay
August 27, 2020
Kitty Rawson, Chair**

Motions for Presbytery

The Bills & Overtures Committee recommends that the Presbytery of Tampa Bay take the following action:

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).

The task force should make an initial report on the start of its work at the November Stated Meeting of the Presbytery.

Background and Rationale

The responsibilities of the Bills and Overtures Committee are to "[p]rovide guidance to the Presbytery related to overtures to and from the General Assembly" and "[p]rovide guidance to the Presbytery related to other matters, as requested by the Coordinating Team." Most of the overtures made to the 224th General Assembly were referred to the 225th General Assembly.

However, in *Item 00-29: On the Church in This Moment in History – Responding to the Sin of Racism and a Call to Action*, the 224th General Assembly addressed all of the referred overtures and other items and included a specific call to all Presbyterians in one section, a call to congregations, sessions, presbyteries, and synods in another, and a recommendation to congregations and mid-councils to consider in another.

Appointing a task force to begin the work needed to respond to these challenges will permit us to take these matters seriously and give them the focused attention we believe they deserve. With two of our members already chairing standing commissions of the Presbytery (COM and CCV), assigning this work solely to our committee would not be appropriate or effective.

The specific sections of Item 00-29 identified for particular effort by this task force are the following (numbered as they appear in the original, emphasis added):

- 1. Call all Presbyterians** to hear and heed the Gospel imperative to love God, neighbor, and self by living out a deeper commitment to active participation with Jesus Christ in the work of building God's kingdom through
 1. Personal and corporate repentance, spiritual renewal, and devotion to the Great Ends of the Church. Repenting, both personally and corporately, for the role we as individuals and as a predominantly White-dominated church played in history and continue to perpetuate today, even if unknowingly, in systemic racism and White Supremacy,

especially in terms of our own local silence, silencing those who attempt to speak or act, and our failure to act regarding police brutality, voter suppression, educational and healthcare inequality, and other acts of systemic racism on federal, state, and local levels

2. Listening and responding to the voices of peoples long silenced through programs such as Hands and Feet: Presbyterians Engaging in Communities, the Poor People's Campaign, and Freedom Rising, approved by the 222nd General Assembly

3. Energetic, intelligent, imaginative, and loving involvement in the Matthew 25 Initiative and its intertwined foci: building congregational vitality, dismantling structural racism, and eradicating systemic poverty

4. **Call congregations, sessions, presbyteries, and synods** to review items of business referred from the 224th General Assembly (2020) to the 225th General Assembly (2022) and prayerfully consider the call of God to work and witness for the goals and values expressed therein, in particular the following items as starting points for developing plans for action in dismantling structural racism at every level of the PC(USA):

1. [02-020, "Disparities Experienced by Black Women and Girls Task Force Report"](#)

2. [02-034-INFO, "Special Committee on Racism, Truth, and Reconciliation Progress Report with Recommendation"](#)

3. [02-041, "Lazarus is Walking in Baltimore - from the Advisory Committee on Social Witness Policy"](#)

4. [02-084, "A Resolution Addressing the Lack of Installed Pastoral Leadership in People of Color Congregations in the PC\(USA\) - From the Racial Equity Advocacy Committee"](#)

5. [02-100, "Approval of Part 1 of the 2021–2022 Mission Work Plan for the Presbyterian Mission Agency—From the Presbyterian Mission Agency Board,"](#) especially the sections on dismantling structural racism

5. **Recommend that PC(USA) congregations, mid-councils, and all General Assembly Entities** develop and adopt an antiracism policy in their bylaws by engaging [Item 02-137, "On Amending G-3.0106 to Add an Antiracism Policy with Suggested Training for All Members of Each Council."](#) This work can be done now at all levels, even in advance of the 225th General Assembly, at which time that General Assembly can act on setting a constitutional requirement to do so if it chooses.

The full text of *Item 00-29: On the Church in This Moment in History – Responding to the Sin of Racism and a Call to Action* is available in recent eNews and on PC-Biz at <https://www.pc-biz.org/#/search/3000727>.

**Report of the Commission on Preparation for Ministry
Presbytery of Tampa Bay
August 27, 2020
Paul Suich, Chair**

Motions for Presbytery

1. **Having found good and sufficient reasons in the report of the Commission on Preparation for Ministry that Jeff P. Davis, a candidate for ministry under the care of this presbytery, should not be required to pass the standard ordination exam in the areas of Worship and Sacraments approved by the General Assembly, the Presbytery of Tampa Bay hereby approves the following alternative means of examination in those areas:**
 - a. **The examination will consist of an oral examination.**
 - b. **The examination will be conducted by a committee of two Ministers of Word and Sacrament (Laurie Palmer, Fitz Conner) and one Ruling Elder (Tim Reinhold) with an alternate member (Ken Gruebel, Minister of Word and Sacrament).**

Actions Taken on behalf of Presbytery

1. Rebecca Higman has been certified as ready to stand for examination by COM. 4/16/2020

Items for Information

1. CPM offers the following reasons for the motion to approve an alternate means of examination as required by the Book of Order (G-2.0610):
 - Jeff is a graduate of Dubuque Seminary (5/2019) in good standing, he became a Candidate in 2/2018, and has completed his field education (1/2018) and CPE (6/2019).
 - Jeff passed the BCE (9/2017) Polity (7/2018) and Exegesis (4/2019) on his first attempts. However, he had to take the Theology examination four times before finally passing (4/2020) and he has taken the Worship and Sacraments three times without successfully passing the exam. He has appeared before the CPM on two occasions to address his difficulties in taking online essay examinations, trying to understand why they seem to be so much more difficult for him to pass than seminary coursework.
 - CPM commissioned an evaluation by a specialist who works with adults who have learning issues and he received coaching from numerous members of the CPM. He was evaluated for issues related to his learning style and capacity. The report documents the interference of impulsivity in formulating complex written expression and notes the impact of his grammatical style on expression. Several members of CPM have reviewed the answers that were not passed by readers in the exams and found that the issues are related to how he formed his essays, not because of any fundamental theological flaws.

- The timed online version of examination induces a sense of pressure and does not take advantage of Jeff's strengths, and also forces him to perform in his area of greatest weakness. He demonstrates adequate knowledge of the subject matter, but under pressure is prone to making grammatical mistakes that lead to unsatisfactory grading.
- In reviewing his transcript from Dubuque, he obtained a B+ in the course, Worship in the Reformed Tradition, in the Spring of 2016. His overall GPA was a 2.9 (B). Clearly, he performed in a satisfactory manner in the seminary coursework related to this examination. His best grades (A's) were in Disciple Formation, and his weakest grades (C's) were in Theology.
- The unanimous consensus of the CPM is that Jeff should be given an oral examination by members of the Presbytery rather than taking the Worship and Sacrament exam online for the fourth time.
- The CPM is satisfied that this recommendation meets the criteria set forth on pages 27-29 of the CPM Handbook approved by the Presbytery in November 2019, and certifies that Mr. Davis:
 - shows very high potential for ministry,
 - has passed all the standard ordination exams except for Worship and Sacraments, and
 - has clearly demonstrated that he has taken advantage of all appropriate study resources.

**Report of the Coordinating Team
To the Presbytery of Tampa Bay
August 27, 2020 Stated Meeting
Part 2**

Loli Reiter, Chair

Motions for Presbytery

The Coordinating Team recommends that the Presbytery of Tampa Bay adopt the following:

- 1. The Presbytery of Tampa Bay commits itself to being a Matthew 25 Presbytery, putting intentional effort into each of the three focuses of the Matthew 25 Invitation:**
 - **Building congregational vitality by challenging congregations and their members to deepen and energize their faith and grow as joyful leaders and disciples actively engaged with their community, seeing new disciples engaged in ministry and longstanding believers develop in faith as the gospel of Jesus Christ is shared in word and deed.**
 - **Dismantling structural racism by fearlessly applying our faith to advocate and break down the systems, practices and thinking that underlie discrimination, bias, prejudice and oppression of people of color.**
 - **Eradicating systemic poverty by acting on our beliefs and working to change laws, policies, plans and structures in our society that perpetuate economic exploitation of people who are poor. (6/11/2020)**

- 2. That the following dates be set for Stated Meetings of the Presbytery in 2021:**
 - a. **Thursday, April 29, 2021**
 - b. **Saturday, August 14, 2021**
 - c. **Thursday, December 2, 2021 (late afternoon/evening)**

Items for Information

1. The Presbytery is required to hold a minimum of two stated meetings annually with the dates to be determined by the Coordinating Team and approved by the Presbytery. The schedule being recommended today reflects a sense that two meetings is too few and four may have become too many.

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

1. Cancelled the Stated Meeting of the Presbytery of Tampa Bay scheduled for May 16, 2020, noting that the presbytery may need to meet electronically at some point prior to the public health emergency restrictions on large gatherings being lifted. (4/2/2020)

2. Approved an online “Maundy Thursday/Good Friday Service” with communion to be streamed live on Maundy Thursday and recorded for viewing later. (4/2/2020)

3. Approved permitting members of the Presbytery of Tampa Bay who are authorized to administer the Sacrament of the Lord’s Supper to do so in support of the Emerge New Worshiping Community when it cannot be done as an extension of the sacrament from Church on the Bayou (COTB) as part of the covenant agreement between Emerge and COTB. (6/11/2020)

4. Made the following interim appointments to fill vacancies with voice but not vote until election at the next stated meeting of the presbytery:
 - a. Jacqueline Ward Williams (Elder, West), COM, Class of 2021; Ann Marshall (Elder, East), COM, Class of 2021; Les Totten (Elder, East), Board of Trustees, Class of 2021. (5/7/2020)
 - b. Susan Kalkbrenner (Elder, West), COM class of 2022; Marsha Clark- (Elder, West), CPM class of 2020. (8/13/2020)
5. Approved the proposed docket for the August 2020 Stated Meeting of Presbytery. (6/11/2020)
6. Approved Rev. Tim Sizemore, pastor of Beacon Hill Fellowship, a joint congregational witness of the PC(USA) and Cooperative Baptist Fellowship, be permitted to celebrate the sacrament of communion at the August 27 meeting. (8/13/2020)
7. Approved designating the offering from the August 2020, Stated Meeting of the Presbytery to the "Native American Church Property Fund" established by the Presbyterian Foundation in 2019. (8/13/2020)
8. On a request from COM, approved up to \$16,700 from surplus per capita be made available to assist First Presbyterian Church of Crystal River (dba LifeTree Church) in paying the full amount of three-months' severance to Rev. Dr. Andy Beery following the end of his pastoral service with the church on February 23, 2020. (3/15/2020)

**Treasurer's Report
To the Presbytery of Tampa Bay
August 27, 2020 Stated Meeting
V. Terry Dennis, Treasurer**

The treasurer will make an oral presentation in the meeting referring to the documents on the following pages:

- 2020 Presbytery of Tampa Bay – Per Capita Report through July 30
- 2020 Presbytery of Tampa Bay – Mission Report through July 30
- 2020 Presbytery of Tampa Bay – Analysis of Revenues & Expenses through July 30

2020 Presbytery of Tampa Bay - Per Capita Report	62 Church	33	21.75			32	1.5			31	8.95			32.20			
Jul-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	891.75	1,783.50	50%	(891.75)	61.50	123.00	50%	(61.50)	366.96	733.90	50%	(366.94)	1,320.21	2,640.40	50%	(1,320.19)
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		978.75	0%	(978.75)		67.50	0%	(67.50)		402.75	0%	(402.75)	-	1,449.00	0%	(1,449.00)
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	1,337.64	1,805.25	74%	(467.61)	92.23	124.50	74%	(32.27)	550.43	742.85	74%	(192.42)	1,980.30	2,672.60	74%	(692.30)
First Presbyterian Church - Bartow			-		-		-		-		-		-	-	-		-
First Presbyterian Church - Brandon	299	3,793.39	6,503.25	58%	(2,709.86)	261.25	448.50	58%	(187.25)	1,560.68	2,676.05	58%	(1,115.37)	5,615.32	9,627.80	58%	(4,012.48)
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	3,229.74	6,459.75	50%	(3,230.01)	222.74	445.50	50%	(222.76)	1,329.02	2,658.15	50%	(1,329.13)	4,781.50	9,563.40	50%	(4,781.90)
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	0%	(500.25)		34.50	0%	(34.50)		205.85	0%	(205.85)	-	740.60	0%	(740.60)
First Presbyterian Church - St. Petersburg	514	6,521.34	11,179.50	58%	(4,658.16)	449.75	771.00	58%	(321.25)	2,683.52	4,600.30	58%	(1,916.78)	9,654.61	16,550.80	58%	(6,896.19)
First Presbyterian Church - Tampa	411	7,002.52	8,939.25	78%	(1,936.73)	483.00	616.50	78%	(133.50)	2,881.48	3,678.45	78%	(796.97)	10,367.00	13,234.20	78%	(2,867.20)
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		2,240.25	0%	(2,240.25)		154.50	0%	(154.50)		921.85	0%	(921.85)	-	3,316.60	0%	(3,316.60)
Forest Hills Presbyterian	381	5,437.46	8,286.75	66%	(2,849.29)	374.96	571.50	66%	(196.54)	2,237.46	3,409.95	66%	(1,172.49)	8,049.88	12,268.20	66%	(4,218.32)
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		2,610.00	0%	(2,610.00)		180.00	0%	(180.00)		1,074.00	0%	(1,074.00)	-	3,864.00	0%	(3,864.00)
Hope Presbyterian Church - Winter Haven	337	3,664.88	7,329.75	50%	(3,664.87)	252.75	505.50	50%	(252.75)	1,508.07	3,016.15	50%	(1,508.08)	5,425.70	10,851.40	50%	(5,425.70)
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	0%	(217.50)		15.00	0%	(15.00)		89.50	0%	(89.50)	-	322.00	0%	(322.00)
Lake Seminole Presbyterian Church	84		1,827.00	0%	(1,827.00)		126.00	0%	(126.00)		751.80	0%	(751.80)	-	2,704.80	0%	(2,704.80)
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	236.27	20,010.00	1%	(19,773.73)	16.30	1,380.00	1%	(1,363.70)	97.22	8,234.00	1%	(8,136.78)	349.79	29,624.00	1%	(29,274.21)
Palma Ceia Presbyterian Church **	2136	16,768.25	46,458.00	36%	(29,689.75)		3,204.00	0%	(3,204.00)		19,117.20	0%	(19,117.20)	16,768.25	68,779.20	24%	(52,010.95)
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	0%	(1,109.25)		76.50	0%	(76.50)		456.45	0%	(456.45)	-	1,642.20	0%	(1,642.20)
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	978.76	1,957.50	50%	(978.74)	67.50	135.00	50%	(67.50)	402.76	805.50	50%	(402.74)	1,449.02	2,898.00	50%	(1,448.98)
St. Andrews Presbyterian - Dunedin	326	4,705.63	7,090.50	66%	(2,384.87)		489.00	0%	(489.00)		2,917.70	0%	(2,917.70)	4,705.63	10,497.20	45%	(5,791.57)
St. John Presbyterian Church	36	644.85	783.00	82%	(138.15)	4.50	54.00	8%	(49.50)	26.85	322.20	8%	(295.35)	676.20	1,159.20	58%	(483.00)
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	1,663.86	3,327.75	50%	(1,663.89)	114.78	229.50	50%	(114.72)	684.66	1,369.35	50%	(684.69)	2,463.30	4,926.60	50%	(2,463.30)
Trinity Presbyterian Church - Clearwater	187	2,033.62	4,067.25	50%	(2,033.63)	140.26	280.50	50%	(140.24)	836.82	1,673.65	50%	(836.83)	3,010.70	6,021.40	50%	(3,010.70)
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	3,447.38	8,199.75	42%	(4,752.37)	237.74	565.50	42%	(327.76)	1,418.58	3,374.15	42%	(1,955.57)	5,103.70	12,139.40	42%	(7,035.70)
FPC Port Richey - now inc. Seven Springs	0		NA		NA		-		-		-		-	-			-
Village Presbyterian Church - Tampa	206	337.72	4,480.50	8%	(4,142.78)	23.32	309.00	8%	(285.68)	138.96	1,843.70	8%	(1,704.74)	500.00	6,633.20	8%	(6,133.20)
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	134,231.97	287,600.25	47%	(153,368.28)	7,694.77	19,834.50	39%	(12,139.73)	35,728.20	118,345.85	30%	(82,617.65)	177,654.94	425,780.60	42%	(248,125.66)

Pasadena Presbyterian Church		-	-	-	-	-	-	-	-
Peace Memorial Presbyterian Church	10,000.00	-	-	-	-	-	-	10,000.00	10,000.00
Presbyterian Church in the Highlands		-	-	-	-	-	-	-	-
Presbyterian Church of Bloomingdale		-	-	-	-	-	-	-	-
Presbyterian Church of Palm Harbor		-	-	-	-	-	-	-	-
Presbyterian Church of Seffner	7,200.00	4,200.00	3,000.00	-	-	-	-	4,200.00	4,200.00
Springwater Church of Brandon		-	-	-	-	-	-	-	-
St. Andrew Pres - Sun City Center		-	-	-	-	-	-	-	-
St. Andrew Presbyterian - Tampa		-	-	-	-	-	-	-	-
St. Andrews Presbyterian - Dunedin		-	-	-	-	-	-	-	-
St. John Presbyterian Church		-	-	-	-	-	-	-	-
St. Mark's Presbyterian Church		1,200.00	(1,200.00)	-	-	-	-	1,200.00	1,200.00
Temple Terrace Presbyterian Church		-	-	-	-	-	-	-	-
Trinity Pres Church - Clearwater		5,400.00	(5,400.00)	-	-	-	-	5,400.00	5,400.00
Trinity Presbyterian Church of St Pete		-	-	-	-	-	-	-	-
Trinity Pres Chof Seven Springs		-	-	-	-	-	-	-	-
Village - Tampa		300.00	(300.00)	-	-	-	-	300.00	300.00
St Andrews NPR Campus		-	-	-	-	-	-	-	-
Westminster Pres Ch- St. Petersburg		-	-	-	-	-	-	-	-
Woodlawn Presbyterian Church		-	-	-	-	-	-	-	-
Individuals/Other		-	-	-	-	-	-	-	-
Grand Total:	7,200.00	53,734.60	-	53,734.60	-	-	-	53,734.60	53,734.60

Analysis of Revenues & Expenses - Detail

January to July 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)	MTD Actual (This Year)	Annual Budget Remaining (This Year)
Revenues								
MISSION INCOME								
Shared Mission								
7000 - PTB- Basic Shared Mission	\$117,249.15	\$57,696.65	49%	\$107,262.00	\$53,734.60	50%	\$16,121.94	\$53,527.40
7005 - GA- Basic Shared Mission	\$443.00	\$443.00	100%	\$20,000.00	\$0.00	0%	\$0.00	\$20,000.00
7010 - Synod- Basic Shared Mission	\$1,290.00	\$0.00	0%	\$1,500.00	\$0.00	0%	\$0.00	\$1,500.00
Total Shared Mission	\$118,982.15	\$58,139.65	49%	\$128,762.00	\$53,734.60	42%	\$16,121.94	\$75,027.40
Designated Mission								
7105 - GA- Designated Mission	\$9,816.71	\$2,782.49	28%	\$10,000.00	\$11,014.00	110%	\$5,550.00	(\$1,014.00)
7110 - SSA- Designated Mission Giving	\$1,219.80	\$204.74	17%	\$1,000.00	\$187.61	19%	\$0.00	\$812.39
7120 - Beth-El -3 Cents	\$16,329.95	\$7,338.61	45%	\$11,000.00	\$3,451.55	31%	\$328.77	\$7,548.45
7121 - Beth-El Designated Giving	\$13,276.06	\$6,552.23	49%	\$12,000.00	\$12,222.61	102%	\$3,417.86	(\$222.61)
7125 - Cedarkirk-Designated Giving	\$17,616.42	\$7,896.26	45%	\$19,000.00	\$10,231.24	54%	\$2,431.24	\$8,768.76
7135 - Disaster Assist to GA	\$32,955.68	\$3,625.00	11%	\$20,000.00	\$790.00	4%	\$0.00	\$19,210.00
7140 - Thornwell-Designated Giving	\$1,100.00	\$0.00	0%	\$500.00	\$0.00	0%	\$0.00	\$500.00
Total Designated Mission	\$92,314.62	\$28,399.33	31%	\$73,500.00	\$37,897.01	52%	\$11,727.87	\$35,602.99
Special Offering Income PCUSA								
7350 - Christmas Joy, GA	\$19,755.04	\$10,650.69	54%	\$22,000.00	\$16,207.62	74%	\$50.00	\$5,792.38
7360 - OGHS, GA	\$39,033.24	\$28,707.88	74%	\$32,000.00	\$11,866.50	37%	\$2,238.50	\$20,133.50
7365 - Peace & Global Witness, GA	\$4,877.76	\$818.76	17%	\$4,000.00	\$750.28	19%	\$0.00	\$3,249.72
7370 - Pentecost, GA	\$8,488.78	\$3,175.21	37%	\$5,000.00	\$5,047.60	101%	\$1,684.60	(\$47.60)
Total Special Offering Income PCUSA	\$72,154.82	\$43,352.54	60%	\$63,000.00	\$33,872.00	54%	\$3,973.10	\$29,128.00
Total MISSION INCOME	\$283,451.59	\$129,891.52	46%	\$265,262.00	\$125,503.61	47%	\$31,822.91	\$139,758.39
Expenses								
MISSION EXPENSE								
CCV-Comm Church Vitality & Reg								
8000 - ECDC/CCV Administrative Exp	\$0.00	\$0.00		\$200.00	\$0.00	0%	\$0.00	\$200.00
8006 - Conferences	\$0.00	\$0.00		\$500.00	\$0.00	0%	\$0.00	\$500.00
8041 - FLPDAN	\$10,000.00	\$7,500.00	75%	\$10,000.00	\$7,500.00	75%	\$2,500.00	\$2,500.00
Total CCV-Comm Church Vitality & Reg	\$10,000.00	\$7,500.00	75%	\$10,700.00	\$7,500.00	70%	\$2,500.00	\$3,200.00
Beth El Farmworkers Ministry								
8200 - Beth El- PTB Shared Mission	\$47,000.00	\$35,250.50	75%	\$47,000.00	\$35,250.00	75%	\$11,750.50	\$11,750.00
8205 - Beth El 3 Cents Allocation	\$16,329.95	\$7,338.61	45%	\$11,000.00	\$3,451.55	31%	\$328.77	\$7,548.45
8210 - Beth El Designated Giving	\$13,276.06	\$6,552.23	49%	\$12,000.00	\$12,222.61	102%	\$3,417.86	(\$222.61)
Total Beth El Farmworkers Ministry	\$76,606.01	\$49,141.34	64%	\$70,000.00	\$50,924.16	73%	\$15,497.13	\$19,075.84
Cedarkirk Camp								
8250 - Cedarkirk- PTB Shared Mission	\$47,000.50	\$35,251.00	75%	\$47,000.00	\$35,250.00	75%	\$11,750.50	\$11,750.00
8255 - Cedarkirk Designated Giving	\$17,616.42	\$7,896.26	45%	\$19,000.00	\$10,231.24	54%	\$2,431.24	\$8,768.76
Total Cedarkirk Camp	\$64,616.92	\$43,147.26	67%	\$66,000.00	\$45,481.24	69%	\$14,181.74	\$20,518.76
Synod of South Atlantic								
8500 - Synod Basic Shared Mission	\$1,290.00	\$0.00	0%	\$1,500.00	\$0.00	0%	\$0.00	\$1,500.00
8505 - Synod / MissionInsite	\$2,000.00	\$2,000.00	100%	\$2,562.00	\$2,562.00	100%	\$0.00	\$0.00
8510 - Designated Mission	\$1,219.80	\$204.74	17%	\$1,000.00	\$187.61	19%	\$0.00	\$812.39
8515 - Thornwell Home	\$1,100.00	\$0.00	0%	\$500.00	\$0.00	0%	\$0.00	\$500.00
Total Synod of South Atlantic	\$5,609.80	\$2,204.74	39%	\$5,562.00	\$2,749.61	49%	\$0.00	\$2,812.39
General Assembly PCUSA								
8555 - Basic Shard Mission	\$443.00	\$443.00	100%	\$20,000.00	\$0.00	0%	\$0.00	\$20,000.00
8560 - Designated Mission	\$114,927.22	\$49,760.04	43%	\$93,000.00	\$45,676.00	49%	\$9,523.10	\$47,324.00
Total General Assembly PCUSA	\$115,370.22	\$50,203.04	44%	\$113,000.00	\$45,676.00	40%	\$9,523.10	\$67,324.00
Presbytery of Tampa Bay								
8570 - Mission Surplus to Restricted	\$11,248.64	\$0.00	0%	\$0.00	\$0.00		\$0.00	\$0.00
Total Presbytery of Tampa Bay	\$11,248.64	\$0.00	0%	\$0.00	\$0.00		\$0.00	\$0.00
Total MISSION EXPENSE	\$283,451.59	\$152,196.38	54%	\$265,262.00	\$152,331.01		\$41,701.97	\$112,930.99

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)	YTD Actual (This Year)	Annual Budget Remaining (This Year)
Revenues								
PER CAPITA INCOME								
7500 - Per Capita - Presbytery	\$271,449.88	\$169,483.64	62%	\$247,336.22	\$134,231.97	54%	\$15,552.53	\$113,104.25
7505 - Per Capita - General Assembly	\$69,103.18	\$39,900.85	58%	\$70,000.00	\$35,728.20	51%	\$6,350.93	\$34,271.80
7510 - Per Capita - Synod of SA	\$15,895.23	\$8,881.78	56%	\$21,760.00	\$7,694.77	35%	\$1,064.46	\$14,065.23
7515 - Draw from Reserves	\$0.00	\$0.00		\$52,884.59	\$0.00	0%	\$0.00	\$52,884.59
7525 - Investment Spending Policy	\$40,435.70	\$23,849.75	59%	\$66,234.91	\$26,044.76	39%	\$8,156.18	\$40,190.15
Total PER CAPITA INCOME	\$396,883.99	\$242,116.02	61%	\$458,215.72	\$203,699.70	44%	\$31,124.10	\$254,516.02
Expenses								
PER CAPITA EXPENSE								
Presbytery Meetings								
9005 - Presbytery Meetings	\$2,036.72	\$1,978.22	97%	\$3,500.00	\$724.76	21%	\$0.00	\$2,775.24
Total Presbytery Meetings	\$2,036.72	\$1,978.22	97%	\$3,500.00	\$724.76	21%	\$0.00	\$2,775.24
Administration and Office Exp								
9100 - Legal Counsel	\$585.00	\$0.00	0%	\$3,000.00	\$0.00	0%	\$0.00	\$3,000.00
9105 - Audit Fees +	\$12,296.00	\$12,296.00	100%	\$12,000.00	\$12,282.00	102%	\$0.00	(\$282.00)
9108 - Insurance	\$3,060.25	\$10,686.32	349%	\$3,000.00	\$2,631.51	88%	\$397.25	\$368.49
9120 - IT Contracts & Costs	\$7,502.77	\$4,270.09	57%	\$5,000.00	\$6,104.00	122%	\$772.00	(\$1,104.00)
9125 - Equipment Repair & Maintenance	\$4,212.00	\$2,457.00	58%	\$3,000.00	\$2,527.00	84%	\$361.00	\$473.00
9133 - Operating Expenses	\$3,279.88	\$1,174.70	36%	\$1,600.00	\$595.06	37%	\$0.00	\$1,004.94
9135 - Stationary & Supplies	\$3,594.85	\$3,825.43	106%	\$4,500.00	\$2,051.02	46%	\$340.42	\$2,448.98
9150 - Phone/Internet	\$1,918.92	\$688.57	36%	\$1,450.00	\$1,741.93	120%	\$166.95	(\$291.93)
9155 - Utilites	\$0.00	\$0.00		\$500.00	\$0.00	0%	\$0.00	\$500.00
9170 - Bookkeeper Contract	\$16,817.81	\$10,167.81	60%	\$19,000.00	\$10,025.00	53%	\$1,300.00	\$8,975.00
9180 - Rent	\$9,000.00	\$5,250.00	58%	\$9,000.00	\$5,250.00	58%	\$750.00	\$3,750.00
Total Administration and Office Exp	\$62,267.48	\$50,815.92	82%	\$62,050.00	\$43,207.52	70%	\$4,087.62	\$18,842.48
Committee on Ministry								
9200 - COM Administration Expense	\$1,936.75	\$1,230.39	64%	\$2,500.00	\$1,684.24	67%	\$0.00	\$815.76
Total Committee on Ministry	\$1,936.75	\$1,230.39	64%	\$2,500.00	\$1,684.24	67%	\$0.00	\$815.76
Presbytery Council								
9220 - Council / Team Administration	\$2,662.07	\$267.49	10%	\$3,500.00	\$1,078.46	31%	\$704.86	\$2,421.54
9225 - Permanent Judicial Commission	\$0.00	\$0.00		\$500.00	\$0.00	0%	\$0.00	\$500.00
9245 - Sexual Misconduct Response	\$0.00	\$0.00		\$500.00	\$0.00	0%	\$0.00	\$500.00
Total Presbytery Council	\$2,662.07	\$267.49	10%	\$4,500.00	\$1,078.46	24%	\$704.86	\$3,421.54
Preparation for Ministry Comm.								
9275 - CPM Administration	\$105.76	\$105.76	100%	\$3,000.00	\$650.00	22%	\$0.00	\$2,350.00
Total Preparation for Ministry Comm.	\$105.76	\$105.76	100%	\$3,000.00	\$650.00	22%	\$0.00	\$2,350.00
Personnel Budget								
Coordinator-Coach								
9901 - Coach/Coord Salary	\$96,600.00	\$56,350.00	58%	\$96,600.00	\$56,350.00	58%	\$8,050.00	\$40,250.00
9902 - Coach/Coord FICA	\$7,389.97	\$4,310.82	58%	\$5,477.40	\$4,310.81	79%	\$615.83	\$1,166.59
9904 - Coach/Coord Auto & Prof	\$8,702.73	\$2,887.69	33%	\$12,000.00	\$4,275.51	36%	\$103.49	\$7,724.49
9906 - Coach/Coord Cont Ed	\$2,187.85	\$2,187.85	100%	\$2,000.00	\$918.74	46%	\$19.21	\$1,081.26
Total Coordinator-Coach	\$114,880.55	\$65,736.36	57%	\$116,077.40	\$65,855.06	57%	\$8,788.53	\$50,222.34
Stated Clerk								
9925 - Stated Clerk Salary	\$35,474.17	\$22,211.67	63%	\$19,000.00	\$14,175.00	75%	\$2,025.00	\$4,825.00
9926 - Stated Clerk SECA	\$2,210.38	\$1,514.53	69%	\$2,983.50	\$1,976.94	66%	\$282.42	\$1,006.56
9927 - Stated Clerk Auto	\$333.32	\$333.32	100%	\$0.00	\$0.00		\$0.00	\$0.00
9930 - Stated Clerk, Clergy Housing	\$3,502.00	\$3,502.00	100%	\$20,000.00	\$11,666.62	58%	\$1,666.66	\$8,333.38
9935 - Stated Clerk Pension & Med	\$3,959.74	\$3,959.74	100%	\$12,150.00	\$3,563.00	29%	\$509.00	\$8,587.00
9940 - Stated Clerk-Continuing Education	\$0.00	\$0.00		\$1,200.00	\$385.83	32%	\$0.00	\$814.17
9945 - Stated Clerk Professional Expenses	\$1,121.92	\$761.00	68%	\$3,000.00	\$31.00	1%	\$0.00	\$2,969.00
9946 - Stated Clerk Deferred Inc.	\$0.00	\$0.00		\$9,600.00	\$3,850.00	40%	\$550.00	\$5,750.00
Total Stated Clerk	\$46,601.53	\$32,282.26	69%	\$67,933.50	\$35,648.39	52%	\$5,033.08	\$32,285.11

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)	YTD Actual (This Year)	Annual Budget Remaining (This Year)
Support Staff								
9950 - Support Staff, Salaries	\$23,528.46	\$13,569.45	58%	\$23,387.66	\$7,843.01	34%	\$981.68	\$15,544.65
9960 - Support Staff, FICA/Medicare	\$1,776.64	\$1,032.80	58%	\$1,789.16	\$553.51	31%	\$75.09	\$1,235.65
Total Support Staff	\$25,305.10	\$14,602.25	58%	\$25,176.82	\$8,396.52	33%	\$1,056.77	\$16,780.30
Associate Presbyter								
9986 - Assoc. Presbyter Salary	\$21,583.31	\$6,166.66	29%	\$37,000.00	\$17,500.00	47%	\$2,500.00	\$19,500.00
9987 - Assoc. Presbyter Pension/Med	\$12,845.57	\$0.00	0%	\$19,240.00	\$11,481.96	60%	\$1,640.28	\$7,758.04
9988 - Assoc. Presbyter Prof. Exp.	\$2,399.33	\$65.75	3%	\$4,000.00	(\$443.95)	-11%	\$0.00	\$4,443.95
9989 - Assoc. Presbyter SECA	\$2,317.35	\$662.10	29%	\$3,978.00	\$2,320.50	58%	\$331.50	\$1,657.50
9990 - Assoc. Presbyter Housing	\$8,750.00	\$2,500.00	29%	\$15,000.00	\$12,833.31	86%	\$1,833.33	\$2,166.69
9991 - Assoc. Presbyter FICA	\$0.00	\$261.19		\$0.00	\$0.00		\$0.00	\$0.00
9992 - Assoc. Presbyter Cont. Ed.	\$0.00	\$0.00		\$2,000.00	\$196.52	10%	\$60.00	\$1,803.48
Total Associate Presbyter	\$47,895.56	\$9,655.70	20%	\$81,218.00	\$43,888.34	54%	\$6,365.11	\$37,329.66
Total Personnel Budget	\$234,682.74	\$122,276.57	52%	\$290,405.72	\$153,788.31	53%	\$21,243.49	\$136,617.41
Per Capita Forwarded								
9975 - Per Capita, G A	\$69,103.18	\$47,444.87	69%	\$70,000.00	\$35,728.20	51%	\$6,350.93	\$34,271.80
9980 - Per Capita, Synod	\$15,895.24	\$8,881.78	56%	\$21,760.00	\$7,694.77	35%	\$1,064.46	\$14,065.23
9985 - Presbytery Surplus to Restricted	\$7,932.86	\$0.00	0%	\$0.00	\$0.00		\$0.00	\$0.00
Total Per Capita Forwarded	\$92,931.28	\$56,326.65	61%	\$91,760.00	\$43,422.97	47%	\$7,415.39	\$48,337.03
Total PER CAPITA EXPENSE	\$396,622.80	\$233,001.00	59%	\$457,715.72	\$244,556.26	53%	\$33,451.36	\$213,159.46
Net Total	\$261.19	\$9,115.02		\$500.00	(\$40,856.56)		(\$2,327.26)	\$41,356.56

Sanctuary Pre-Covid-19



Greetings from Nuevo Camino at Beth-El! The Covid-19 Pandemic has been challenging for our community, yet we continue to gather for virtual worship on Wednesdays and a recorded sermon on Sundays. Until recently, a small group of church volunteers staffed the pantry with me on Sundays sharing resources, greetings and prayer. Now we make deliveries and allow pick-up by appointment. We are not gathering in the sanctuary or the dining hall, yet these spaces have been transformed into work stations for prepping food bags and staging resources to be distributed through Beth-El and to local partner organizations. Church members gather during the week in small teams to prepare bags. Recently, I walked through the sanctuary, praying over all of these items that will be delivered to families. Every space at the mission is being put to good use as we continue to serve our community. We thank you for all the ways you support mission and ministry with us through the sharing of your time, talent, resources and prayers.

Philippians 1: 3-4. "I thank God every time I remember you, constantly praying with joy in every one of my prayers for all of you"

Peace and Blessings- Rev. Tamara Leonard Lara



Cedarkirk

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

CAMP & CONFERENCE CENTER

COVENANT PARTNER UPDATE

For 49 years, Cedarkirk's ministry has hinged on bringing people into physical and spiritual community. This pandemic has completely stunted our ability to carry that ministry out – at least in the manner we've grown accustomed to over the past half-century. Change and challenge, while frustrating, always nudge us toward new ways of being and creative exploration. This is where we find ourselves currently.

The past six months have given us pause to re-think how we engage people: seeking new ways to help folks experience God through creation, and building a space in the virtual world for campers and long-time friends to "visit" our beautiful property. This aspect of the pandemic has been a tremendous blessing as we have seen our beloved community transcend the physical boundaries of Cedarkirk's property.

Thank you for continuing to hold Cedarkirk's ministry in your prayers. It is heartening to know we have members of Presbytery and our supporting congregations standing behind us as we continue to figure out how to carry out our highly relational brand of ministry during this time when we can't be together!

We are on the lookout for creative ways to connect with you during this pandemic. If you have ideas on how we can provide a "camp experience" remotely or assist your congregation with programs, trainings, etc., please send them to Matt Shick (matt@cedarkirk.org).

PROGRAM RECAP -----

Summer Camp 2020

We felt it would be irresponsible to offer our standard slate of residential camp programs this summer, so we reached into our campers' homes instead. The **Cedarkirk At Home** program blended online interactions between campers and counselors with a mailed box of camp goodies – curriculum, activity instructions, craft supplies, camp swag, our renowned chocolate chip cookies, and more. Five summer staff agreed to quarantine at camp for the duration of the four-week program. They led worships, Bible studies, crafts, activities, and games. These five worked incredibly hard to re-create our summer camp programs in the virtual space and it ended up being far more effective than we had envisioned. Even though campers and counselors related to each other through computer screens, the critical components of our summer programs – building relationships with peers and positive role models; feeling comfortable in exploring faith and asking big questions; finding wonder in the natural world – were present and achieved to a degree we had not anticipated. Our epiphany: the God who makes rivers in the desert made an in-person camp program work over the internet! Thanks to funds provided by Palma Ceia Presbyterian Church, we were able to provide 100 additional Cedarkirk At Home boxes for Beth-El families, with all materials provided in both English and Spanish so the whole family could participate.

UPCOMING EVENTS -----

Family "Weekend Apart" Programs

We are offering a series of family retreats this fall in order to provide a safe space for families looking to escape the doldrums of their quarantines. During each of these **A Weekend Apart** events, 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.

CHRISTMAS RETREAT 2020 | December 18-20, 2020

We are hopeful we'll be able to run our annual **Christmas Retreat** for campers who have completed 1st-12th grades. A final decision will be made later in the fall based on the state of the pandemic and recommendations from state and local Departments of Health.



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

Clark Simmons
Church Consultant
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csimmons@pensions.org

Member/Employer Services
800-773-7752
Mon-Fri 8:30-7:00pm EST

Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well.

2021 Employer Agreements Available Now

Each year, Employer Agreements are updated and submitted online through Benefits Connect, the Board of Pensions' benefits portal. The season for selecting benefits to offer in 2021 begins July 20 and ends October 9. Highlights about the 2021 Benefits Plan are on the following page. The Employer Agreement provides key information about the cost of benefits and the opportunity to model different selections to help church leaders make informed decisions about what benefits to offer. The Board of Pensions website provides info to help the church's designated Employer Representative [follow the steps](#) to complete the Employer Agreement.

If help is needed, contact Employer Services at 800-773-7752, option 2.

Other Notable Headlines

- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- [Don Walker succeeds Judy Freyer as Chief Investment Officer for the Board of Pensions](#)—Don served as the Director of Investments for the Board for 14 years and worked closely with Judy. Our deepest thanks to Judy for over 30 years of service to the Board!
- [Call to Health Continues!](#) Pastors and church staff covered under the Medical Plan have until November 13 to get the 1,000 points needed to lower their deductibles in 2021. Required annual check-ups may be completed virtually. Encourage them to 'Answer the Call' today!
- [State-based pricing for the dental PPO plan begins in 2021](#)—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.

Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

New Financial Protection Programs

For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.



Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan



Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan



Health Programs

- Medical Plan, with PPO, EPO, and HDHP options
- Employee Assistance Plan
- Vision Eyewear Plan
- Dental Plan

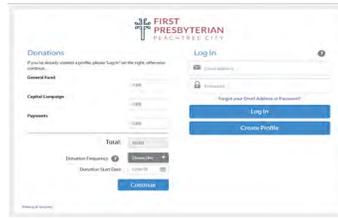


Tax-Advantaged Accounts

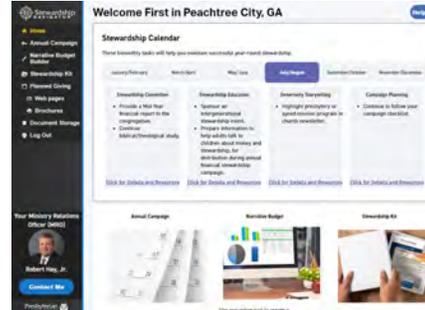
- Dependent care flexible spending account
- Healthcare flexible spending account
- Health savings account

Online Giving

presbyterianfoundation.org/onlinegiving



stewardshipnavigator.org



churchfla.org

registration code: PCUSA



stewardshipkaleidoscope.org

Sept 22—Eric Barreto
 Sept 29—Bonnie Ives Marden
 Oct 6—Bruce Reyes-Chow

\$45 or contact Robert via email for discounted registration fee of \$25

Investments

Endowment Funds
 New Covenant Mutual Funds
 New Covenant Trust Company



Robert Hay, Jr.
 Senior Ministry Relations Officer
 1-855-514-3152
 robert.hay@presbyterianfoundation.org



Kyle Nolan
 Associate Ministry Relations Officer
 1-833-983-1079
 kyle.nolan@presbyterianfoundation.org

OTHER MEETING INFORMATION

- INFORMATION FOR FIRST-TIME COMMISSIONERS AND GUESTS

- ADDITIONAL ZOOM INFO FOR THIS MEETING
 - ADDITIONAL TECHNICAL GUIDANCE
 - “ZOOM EXPERTISE”

- PRESBYTERY MEETING EVALUATION FORM
 - *Please complete this evaluation online (preferred) or print and send to the Presbytery office. **Thank you!***

**Helpful Information for
First-Time Commissioners and Guests
to 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
 - Elder Jonathan Owen will be the person with the gavel at the start of the meeting. 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, as 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
 - 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. Bill was elected to a three-year term as Stated Clerk at the November meeting

- Treasurer
 - Elder Terry Dennis reports on how your giving to and through the presbytery is being handled. He's a volunteer officer of the Presbytery and responsible for the finances and budget of the Presbytery. He probably won't be at this meeting but has submitted a detailed report which you'll find later in the packet.
- 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. One of our guests at this meeting, Elder Elona Street-Stewart, is the Co-Moderator of the 224th General Assembly (2018); along with her Co-Moderator Rev. Gregory Bentley, they were elected and installed on the second night of the General Assembly this summer.
 - 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. The COM is chaired by Rev. Laurie Palmer.
 - 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 an alternative to one of the standard written ordination examination for one of our candidates. Chaired by Rev. Paul Suich.
 - CCV (Commission on Church Vitality)
 - CCV's work this summer has been focused on assisting congregations and ministries with financial resources in response to COVID-19, while also continuing to work with churches and new worshipping communities to start new ministries. CCV is chaired by Rev. Andy Walton.

- 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!
- BoT (Board of Trustees)
 - The Trustees are 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.
- 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. Loli Ros Reiter automatically became chair of CT at our meeting in November as soon as Jonathan Owen was installed as moderator.
- Presbytery meetings are guided by the most recent edition of *Robert's Rules of Order: Newly Revised*.
 - The Form of Government in the Book of Order directs (G-3.0105) that Presbyterian councils (such as the Session or Presbytery or General Assembly) are governed by Robert's Rules 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

Below is a 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 (not "Madam Moderator or Mr. Moderator, just "moderator") first, and then to the presenter or speaker after being recognized.

- Generally, don't interrupt another speaker, but wait until you're recognized by the Moderator
 - EXCEPT for these reasons (not exhaustive):
 - 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. It can only be made after the Moderator recognizes you. 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.
 - 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 or not to continue discussion. An affirmative vote will end discussion, and the next vote is on the main motion.
 - To protect the rights of the minority opinion, 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.

 - 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 come to a microphone, and when recognized by the moderator state your name, status (clergy or elder) and church.**
 - **In Zoom, 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.
 - Especially, read the items on the "Consent Agenda" as any motions in those reports will be approved right at the beginning of the meeting unless you request an item to be pulled from the consent agenda for a separate vote.
 - You should also bring a copy of the Presbytery Packet with you—printed or digital—as there won't be any additional printed packets at the meeting.
 - If you're *really* into polity, you may also want to consult the Presbytery's bylaws found on our website for more information about how our presbytery does business.

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.

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.

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



EVALUATION FORM

Presbytery of Tampa Bay
 August 27, 2020 Stated Meeting
presbyteryoftampabay.com/eval

on Zoom with worship led from
 First Presbyterian Church, Lakeland

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

A great deal None at all *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 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 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/>