



# CENTRAL FLORIDA PRESBYTERY

**CHURCHES: PLEASE  
PROVIDE THIS PACKET  
FOR ALL PASTORS AND  
ELDER COMMISSIONERS**

Date: February 16, 2024

To: Ministers; Elder Commissioners; Certified Educators, Business Administrators, & Musicians; Council Members; Team Leaders; Sub-team Leaders; Committee Chairpersons; and Others

The Spring Stated Meeting of Central Florida Presbytery will convene at 9:30 a.m. on Saturday, March 2, 2024, at Maitland Presbyterian Church, 341 N Orlando Ave, Maitland, FL 32751. **THIS IS A HYBRID IN-PERSON MEETING – YOU MUST REGISTER AT LEAST 24 HOURS IN ADVANCE.** Please note there are directions on page 2 regarding registering to join the meeting via Zoom. Once registered, you will be sent the Zoom link. Do not share this with anyone, as the Zoom feed is intended only for **VOTING** commissioners. The feed of the meeting will also be available on Facebook Live for guests who wish to follow the meeting.

Lunch will be provided by the host church for \$15.00. Tickets may be purchased during registration. Please make note of the following special notices:

## Registration

- At the registration tables you will find lists for sign-in. Please find the appropriate list, **print your name**, and sign.
- All ministers who are serving a church 1) in a called position 2) a temporary pastoral relationship or 3) are Moderators of a church Session are expected to attend every Stated Meeting as able.
- Those not able to attend please fill out the **Request for Excuse** form included in the packet. If you can only attend a portion of the meeting ***an excuse should be filled out for the portion you cannot attend***. These forms will be available at the registration desk for those who leave early.

## Displays

- Please take a few moments during the day to visit the displays. These agencies and institutions of the church are here to provide you with valuable information that can be helpful to your church.

## Meeting Items

- ***This meeting is being recorded to assist in the preparation of minutes and to ensure decisions are accurately recorded.***
- Please read this packet in advance as the reports will not be read aloud during the meeting. Any motions you wish to make (if not printed in the packet) should be written and placed in the Clerk's hands at the meeting. Forms are available at the Clerks' table and in this packet.
- Copies of the Minutes of the December 5, 2023 Stated Meeting of Presbytery will be available at the Clerk's table.
- The offering at this meeting will go to benefit the Family Promise you can learn more by visiting: <https://www.fporlandofl.org/>
- If you need childcare, please notify the Presbytery office by **Monday, February 26, 2024**

Thank you, in advance, for your attention to this notice and for your cooperation.

Christina Greenawalt, Stated Clerk

## TO REGISTER FOR THE HYBRID OPTION OF THE MEETING:

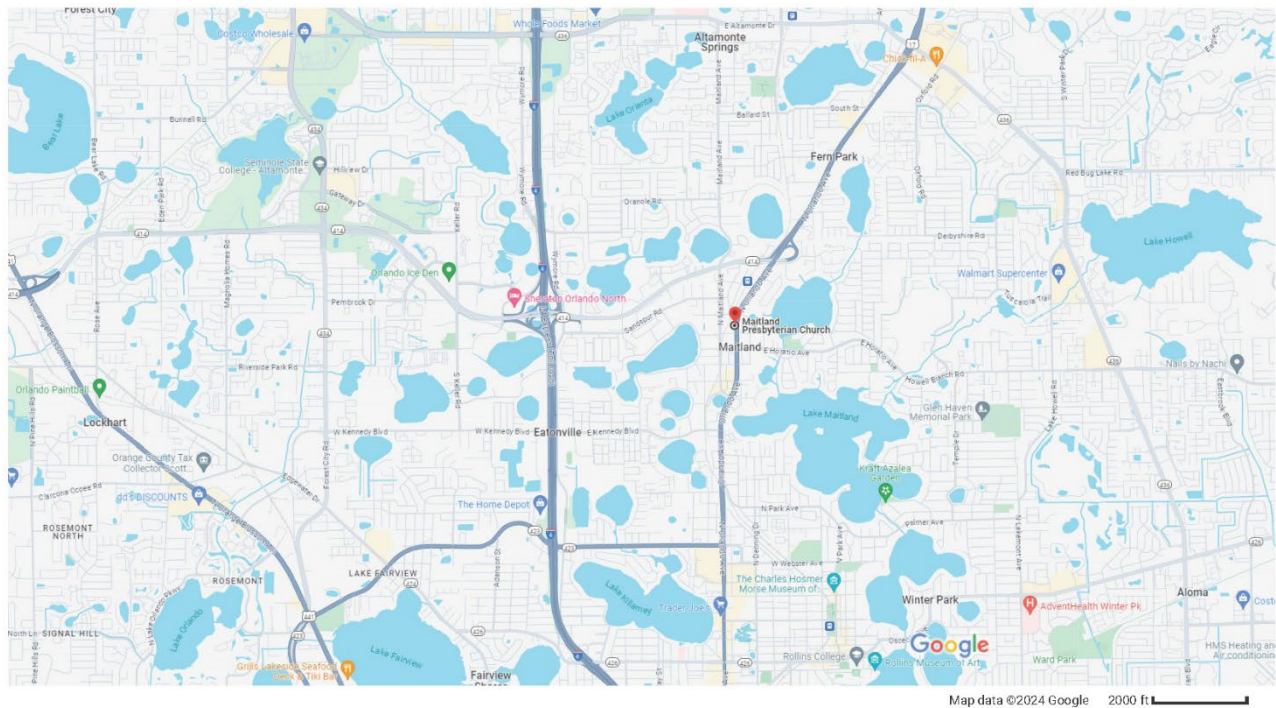
VOTING Commissioners who will be attending the Spring Stated Presbytery Meeting via Zoom - Please use this [link](#) to register to receive the Zoom Link for the meeting. **The Link will be emailed around 4pm on Friday, March 1, 2024.**

Please note: Each participant in the electronic/hybrid meeting is responsible for his or her connection to the Internet and teleconference; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented him or her from participating in the meeting, provided that at least a quorum of commissioners was connected and adequately able to participate.

## DIRECTIONS TO MAITLAND PRESBYTERIAN CHURCH

Address: 341 N Orlando Ave, Maitland, FL 32751

Office: (407) 644-3455



TO GET DIRECTIONS TO MAITLAND PRESBYTERIAN CHURCH go [here](#)

# Central Florida Presbytery

## Quarterly Stated Meeting

**Saturday, March 2nd**

**Hybrid: In Person at Maitland Presbyterian Church, 341 North Orlando Avenue, Maitland & Via Zoom**

The Rev. Dr. Victor Aloyo currently serves as the eleventh President of Columbia Theological Seminary. At Columbia Seminary, Dr. Aloyo posits that in collaboration, "we will continue to bring to life the Seminary's critical mission of inspiring and challenging every student to a life of leadership and purpose for the glory of God. We will strive to embrace every story through our curriculum, policies, campus life, and virtual platforms because we belong to each other on this journey to become world changers, discoverers, explorers, curators, and stewards of God's abundance and grace." Previously he served as the Associate Dean of Institutional Diversity and Community Engagement at Princeton Theological Seminary and as Organizing/Lead Pastor of Iglesia Presbiteriana Nuevas Fronteras in North Plainfield, NJ. Victor received a Bachelor of Arts in Religious Studies and Sociology from the College of New Rochelle, a Master of Divinity from Princeton Theological Seminary, and a Doctorate in Executive Higher Education Administration from the University of Pennsylvania, focusing his dissertation on navigating diversity and inclusion within a framework of social justice. He has been married to Suzette Aloyo for over thirty-six years and is blessed with two daughters, Kayla Cristen, an aerospace engineer working in Huntsville, AL, and Alyssa Nicole, serving as a DEI administrator in Nashville.



### 9:30 – 10:15 Worship

**Sermon Title: "A New Day" based on Mark 10:17-31**

### 11:15 - 12:15 p.m. Plenary

**"Reimagining Theological Education and the Formation of Servant-Leader-Scholars"**

Leadership Development and Ministry Formation are key elements that define academic pedagogy in the theological academy. In this study, we will examine the nuances being explored at Columbia Seminary as we seek to be faithful in our call to serve Christ and the Church.

## FRIDAY, MARCH 1

### 10:00 - Noon

### Pre-Meeting Workshop with Rev. Dr. Victor Aloyo

**Hybrid: In Person at First Presbyterian Church, 520 Royal Palm Blvd., Vero Beach & Via Zoom**

**Please Register for the Workshop by Wednesday, February 28<sup>th</sup> at <http://www.cfpresbytery.org/connect.html>**

### "Trends and Possibilities: Renewal of the Church"

Now that we are emerging from the pandemic, we're all asking, *What is the church's future? Amid the uncertainties of this endemic season, what will surviving and thriving look like for the post-pandemic church? We will examine certain trends, challenges, and possibilities in the formation and re-formation of ministries.*

### For more information:

Contact Cheryl Carson at [ccarson@cfpresbytery.org](mailto:ccarson@cfpresbytery.org) or 407-422-7125 x. 204.

**CENTRAL FLORIDA PRESBYTERY  
STANDING RULES FOR MEETINGS**

- A. Speakers at meetings shall give their names, their churches and, if pertinent, committee assignments.
- B. Speeches on debatable matters shall be limited to three (3) minutes per speaker unless extended by action of Presbytery.
- C. Matters of debate and decorum shall follow the most recent edition of ROBERTS'S RULES OF ORDER, NEWLY REVISED (G-3.0105).
- D. The docket shall include a mid-morning recess to provide time for informal fellowship, exercise and/or rest.
- E. Certified lay personnel employed by the Presbytery or any of its congregations, including educators, administrative personnel, musicians and business administrators shall be seated, with permission to speak, at all meetings of Presbytery. This does not include the right to vote or to make motions. Visitors may be given permission to speak when Presbytery so desires. This rule relates to certified persons who are not also ruling elders, who have been granted voice and vote at meetings according to the Manual of Presbytery (M-2.0201d).
- F. In all other matters, meetings of the Presbytery shall be governed by the most recent edition of ROBERT'S RULES OF ORDER, NEWLY REVISED, except in those cases where the BOOK OF ORDER provides otherwise (G-3.0105).

**SPECIAL RULES OF ORDER FOR ELECTRONIC MEETINGS**

- 1. Co-hosts shall be designated for the meeting to perform tasks that enable the smooth flow of the meeting, included but not limited to muting of a member's connection if it is causing undue interference with the electronic meeting, identifying people who desire to speak, and coordinating and counting any votes to be taken.
- 2. Each participant in the electronic meeting is responsible for his or her connection to the Internet and teleconference; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented him or her from participating in the meeting, provided that at least a quorum of commissioners was connected and adequately able to participate.
- 3. To seek recognition by the moderator, a member shall: (no-one will be recognized by raising their actual hand, they must use the "raise hand" icon.)
  - a. Use the "raise hand" icon in Zoom or \*9 if using a telephone (mainly for points of order)

- b. To speak for or against an item up for discussion use the following non-verbal buttons available at the bottom of the Zoom participants window:
  - a. To speak in FAVOR - yes (green check)
  - b. To speak AGAINST - no (red x)
  - c. \*9 if using a telephone
4. A member who intends to make a motion (main, amendment, postpone, etc.) should be written and emailed to the [clerk](#) by 10:00 am the day of the meeting.
5. Voting rules.
  - a. Voice votes will not be taken, as having most, if not all, microphones active at the same time may cause feedback or other disruptions to the meeting.
  - b. Votes will be taken when appropriate by unanimous consent. If a member objects to giving consent, this should be done by using the raise hand feature (\*9 if using telephone). The matter will then be subject to the usual debate and action.
  - c. Votes that require debate and action will be voted upon by using the poll feature in Zoom. Members should respond to the poll when it appears on their screen. If more than one member is using a single computer, they should register their votes using the chat function. If using a telephone use \*9 to cast a negative vote
  - d. In certain circumstances, a vote may be taken using the yes (green check) and no (red x) response available at the bottom of the Zoom participants window.

## *Seeking to be Faithful Together:* Guidelines for Presbyterians During Times of Disagreement

In a spirit of trust and love, we promise we will...

|   |   |
|---|---|
| <p><b>G</b>ive them a hearing...<br/>listen before we answer</p> <p><i>John 7:51 and Proverbs 18:13</i></p> | <p><b>1 Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;</b></p> <ul style="list-style-type: none"> <li>– we will keep our conversations and communications open for candid and forthright exchange,</li> <li>– we will not ask questions or make statements in a way which will intimidate or judge others.</li> </ul> <p><b>2 Learn about various positions on the topic of disagreement.</b></p> <p><b>3 State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.</b></p>   |
| <p><b>S</b>peak the truth in love</p> <p><i>Ephesians 4:15</i></p>  | <p><b>4 Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.</b></p> <p><b>5 Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;</b></p> <ul style="list-style-type: none"> <li>– we will not engage in name-calling or labelling of others prior to, during, or following the discussion.</li> </ul> <p><b>6 Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.</b></p>  |
| <p><b>M</b>aintain the unity of the spirit in the bond of peace</p> <p><i>Ephesians 4:3</i></p>             | <p><b>7 Indicate where we agree with those of other viewpoints as well as where we disagree.</b></p> <p><b>8 Seek to stay in community with each other though the discussion may be vigorous and full of tension;</b></p> <ul style="list-style-type: none"> <li>– we will be ready to forgive and be forgiven.</li> </ul> <p><b>9 Follow these additional guidelines when we meet in decision-making bodies:</b></p> <ul style="list-style-type: none"> <li>– urge persons of various points of view to speak and promise to listen to these positions seriously;</li> <li>– seek conclusions informed by our points of agreement;</li> <li>– be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;</li> <li>– abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines.</li> </ul> <p><b>10 Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.</b></p> |

Adopted by the 204<sup>th</sup> General Assembly (1992) of the Presbyterian Church (U.S.A.) for use by sessions and congregations

**CENTRAL FLORIDA PRESBYTERY – PRESBYTERIAN CHURCH (U.S.A.)  
SYNOD OF SOUTH ATLANTIC  
Proposed Docket**

**SPRING STATED MEETING**

**Saturday, March 2, 2024**

**Hybrid Meeting:**

**Electronic (Zoom) & First Presbyterian, Maitland**

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\* **PLEASE MAKE SURE YOUR DEVICE IS MUTED UNLESS YOU ARE SPEAKING.**

\* **NOTHING PRINTED IN THE PACKET IS TO BE READ ALOUD ON THE FLOOR OF  
PRESBYTERY.**  
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| <b>TIME</b> | <b>ITEM</b>  | <b>PAGE #</b> |
|-------------|--|---------------|
| *9:30 am    | CALL TO ORDER/PRAYER – John Rogers, Moderator<br>WORSHIP: Rev. Dr. Victor Aloyo, President, Columbia Theological Seminary  |               |
| *10:15 am   | Break – 15 minutes   |               |
| *10:30 am   | Plenary: Rev. Dr. Victor Aloyo, President, Columbia Theological Seminary   |               |
| 11:35 am    | Quorum / Adoption of the Docket / Appointments by Moderator<br>Good News First: Washington Shores and School Partnership<br>Board of Pensions – Clark Simmons<br>Presbyterian Women – Janet Foley .....Addendum  |               |
| *12:00 pm   | Lunch  |               |
| *1:00 pm    | Strategic Planning with intentional prayer – Ralphetta Aker McLary<br>Committee on Preparation for Ministry – Laurie Farquharson ..... 8<br>Committee on Ministry -- Bill Kramp .....Addendum<br>Council – Paige McRight.....Addendum <ul style="list-style-type: none"> <li>○ Anti-Racism Committee – Erika Rembert Smith.....Addendum</li> <li>○ Church Development Committee – David Collins ..... 11</li> <li>○ Leadership Development Committee – Sheryl Chernault ..... 13</li> <li>○ Mission Development Committee – Olga Malave..... 16</li> <li>○ Office and Personnel Committee - Cas Waddell ..... 18</li> <li>○ Finance Committee – Cris Heceta ..... 20</li> <li>○ Stewardship and Generosity – Mike Foley ..... 42</li> <li>○ Sexual Misconduct Prevention and Response – Paige McRight ..... 44</li> <li>○ Board of Directors – Christina Greenawalt.....Addendum</li> </ul> Nominating Committee – Jeff Wood .....Addendum<br>Interim Executives – Olivia and Hoover Haney..... 45<br>Stated Clerk – Christina Greenawalt.....Addendum<br>Announcements<br>Next Meeting: Thursday, June 6, 2024, 2:00 pm –<br>First Presbyterian Church, Palm Bay<br>1080 Port Malabar Blvd NE, Palm Bay, FL 32905<br>Adjournment and Closing Prayer |               |

\* = Order of the Day

**COMMITTEE ON PREPARATION FOR MINISTRY REPORT  
TO CENTRAL FLORIDA PRESBYTERY  
March 2024**

The Committee on Preparation for Ministry of the Central Florida Presbytery meets on the fourth Tuesday of each month. The committee submits this report:

**RECOMMENDATIONS**

None

**COMMITTEE ACTIONS**

**1. Annual Consultations:** The committee met with Joe Raymond for his Annual Consultation. **M/S/P** to continue him as a candidate.



**2. Overture Concurrence Consideration:** At the request of the Council CPM considered an Overture from Greater Atlanta Presbytery regarding BO G-2.0610. **M/S/P** to decline to support the overture as it is currently written because we believe there may be some instances where the reasons for a waiver needs to be shared with an ordaining and/or installing presbytery.

**INFORMATION**



**1. Final Assessment:** The CPM will meet with candidate Carmen Torman for her Final Assessment on February 27<sup>th</sup> following passage of her Polity ordination exam—the final requirement she needed to meet before coming before the committee.

**2. Potential Inquirers:** John (JD) Gierach, Markham Woods Presbyterian, and Renan Jardim, New Hope Presbyterian, have expressed interest in pursuing ordination as Ministers of Word and Sacrament in the PCUSA. Each has taken initial steps toward becoming Inquirers and will be meeting with CPM in the near future.

**3. Candidate Katie Rives** has accepted a call to the Graves Memorial Presbyterian Church in Clinton, NC. She will begin her ministry there this month and will be ordained and installed there in mid-March.



**4. Clinical Pastoral Education**

What is Clinical Pastoral Education (CPE)? CPE is a combination of professional education and hands on experience providing spiritual care to people in various contexts. Through supervised encounters, students participate in an educational setting designed for professional chaplains and clergy. CPE can take place in various settings including



hospitals, clinics, hospices, or rehabilitation settings. CPE develops a number of important pastoral competencies including listening, empathy, reflection, analysis, diagnosis, and critical theological reflection. CPE is just one required element in our preparation process that our Presbytery utilizes to ensure effective pastoral skills for our candidates. All CPE programs must be certified through the Association of Clinical Pastoral Education. Find out more about ACPE at <https://acpe.edu>

### 5. Persons Seeking a Call:

The Committee reminds pastors and elders that the Committee on Preparation for Ministry should be contacted when a church member begins to consider exploring a call to ministry and making plans to attend seminary. The Committee wants to consult with the potential inquirer before they making a decision about which seminary to attend. Church Sessions. A member of the CPM would be pleased to meet with the session before it interviews the person and considers an endorsement. It is hoped that people considering the Ministry of Word and Sacrament as a Teaching Elder will have given significant service to their church and demonstrated leadership in their churches before they consider becoming inquirers and asking for session endorsement. It is advisable to complete the required Career Counseling Program and become an Inquirer before beginning seminary. In addition, several PC(USA) seminaries have significant scholarships for outstanding students identified by their church and the Presbytery before they begin seminary. For information on the process, please contact Cheryl Carson, CFP Staff Support to CPM at: [ccarson@cfpresbytery.org](mailto:ccarson@cfpresbytery.org) or visit the web site at: <http://www.cfpresbytery.org/teaching-elder-ministry-process.html>.

| Candidates  |                     |  |
|---|---------------------|--|
| Name<br>(CPM Liaison)                             | Church              | Seminary<br>(graduation)                         |
| Janira Colon +<br>(Laurie Farquharson)            | El Redentor, Oviedo | Wesleyan Seminary<br>(December 2021)             |
| Jean Homrighausen +!*#<br>(Laura Walters Baskett) | Maitland            | Columbia Theological Seminary<br>(December 2021) |
| Josue Raymond +#<br>(Craig Sumey)                 | First, Lake Mary    | Asbury Theological Seminary<br>(May 2019)        |
| Katie Rives +!*<br>(Chris Carson)                 | GraceWay, Leesburg  | Dubuque Theological Seminary<br>(December 2022)  |

|   |                                 |  |
|---|---------------------------------|--|
| Sharon Tatum +!*<br>(Laura Walters Baskett) | Church of the Lakes,<br>Orlando | Dubuque Theological Seminary<br>(May 2023) |
| Carmen Torman +*#<br>(Jim Pate)             | Church of the Lakes,<br>Orlando | Dubuque Theological Seminary<br>(May 2023) |

\* Candidates on pulpit supply list.

! Candidates who are Certified Ready to Be Examined for a Call

# Ruling Elders authorized by COM to Preside at the Lord's Supper when invited by a Session.

+Seminary graduates

| <b>Inquirers</b>               |               |  |
|--------------------------------|---------------|--|
| <b>Name (CPM Liaison)</b>      | <b>Church</b> | <b>Seminary</b>  |
| Terri Bassett<br>(TBD)         | Glenwood      | Asbury Theological Seminary<br>(Graduated May 2023)        |
| Kenne Sparks<br>(Sandra Otero) | Maitland      | San Francisco Theological<br>Seminary<br>(Began Sept 2023) |

| <b>Educators in Endorsement/Certification Process</b> |   |                               |
|---|---|-------------------------------|
| <b>Name</b>   | <b>Church</b>                                   | <b>Process</b>                |
| Ashley Camp   | Westminster by the Sea,<br>Daytona Beach Shores | Christian Education Associate |

## Minutes of the Church Development Committee Meeting

Date: January 31

Time: 2:00 PM

Location: Zoom

### Attendees:

- Cheryl Carson
- Kristen Steifeel
- Sandy Lacey
- Shawn Smith
- David Collins, Chair

### Excused:

- Danny Demoraes
- Joe Raymond
- Alberto Montes
- Jorge Texidor

### Assigned Sub-committees

- New Church Development: Kristen Steifeel, Shawn Smith
- Transformation: Sandy Lacey (Chair)
- Evangelism: David Collins (Chair, in addition to being the overall Committee Chair)

### Notable Discussions:

1. **Sandy Lacey's Committee Membership:** It was noted that Sandy Lacey had technically rotated off of the Church Development Committee. She agreed to rejoin and chair the Transformation Sub-Committee, currently as its sole member.

### Actions Reported:

#### 1. New Church Development Sub-Committee (NCD):

- An Investigative/Exploratory Task Force met to assess the viability of a potential church plant in the southern part of the Villages community. Participants included Bill Krampf, Nicole Gower, Shawn Smith, RJ Leek, and Danny Demoraes (Chair).
- The Sub-Committee approved additional funding for the Missing Peace Worshipping Community but expressed concerns about its future.
- Putnam Memorial, a Hungarian worshipping community, was relocated from First Daytona to Port Orange and was granted \$3,000.

#### 2. Transformation:

- Sandy Lacey is to contact the outgoing chair, Calvin Gittner.

- LEAP, a condensed version of Vital Congregations, is currently happening at First Sebastian, with an initial meeting on January 13 and the next scheduled for February 17.
- Plans are in place to facilitate discussions between Sandy and Paige about the next phase of Vital Congregations.
- A Reformation Grant application from Spring Lake in Sebring (Pastor John Davis) is under consideration, with Cheryl offering LEAP to them.

### **3. Evangelism:**

David Collins expressed a desire to hand over leadership of the Evangelism Sub-Committee to a new chair, with Ferdie Brits suggested as a potential candidate. David will follow up on this.

### **Other Business:**

The committee discussed the role of the Administrative Commission in supervising the work of First Daytona and how the Church Development Committee could assist once jurisdiction is resumed by the session. It was decided that David Collins would reach out to the Committee on Ministry to offer assistance, acknowledging that the decision ultimately lies with that committee.

### **Next Meeting:**

The Church Development Committee will meet the month before the Presbytery meetings. The next meeting is scheduled for the week of April 22, with the exact time to be determined by a Doodle Poll.

### **Meeting Adjourned**

The meeting was adjourned with prayer and plans to reconvene as scheduled. All members are encouraged to continue their work on assigned tasks and prepare updates for the next meeting.

**LEADERSHIP DEVELOPMENT REPORT TO PRESBYTERY**  
**March 2, 2024**

**RECOMMENDATIONS:**

1. **Potential Overture Concurrence:** The Leadership Development Committee will be meeting on February 26th to determine whether or not to recommend Central Florida Presbytery vote to concur with the attached overture to the General Assembly from Riverside Presbytery. Commissioners will be notified of the recommendation at the presbytery meeting.

**COMMITTEE ACTIONS:**

- None

**INFORMATION ITEMS:**

- **Resource Center Tours and Displays:**

- **First, Mt. Dora Tour:** Associate Executive Presbyter Cheryl Carson offered a Resource Center tour to members of the Discipleship Ministry team from First, Mt. Dora. She introduced the group to the variety of resources that are available for check-out for free by members of a CFP church (a benefit of your shared mission giving). They were also shown the [online catalog](#) that can be accessed by the link on the presbytery's homepage. Then they were turned loose to explore and check out items. Want a tour, too? [Email Cheryl Carson](#) to schedule your visit or for more info.



- **PW Annual Gathering Display:** A Resource Center display was provided at the PW Annual Gathering on February 3<sup>rd</sup>. Resources included Lenten studies and devotionals and resources related to the topics being presented during the workshops.
- **COLE Display:** The display at COLE on February 10<sup>th</sup> focused primarily on Lenten study and devotions plus officer training and leadership resources.
- **Central Florida Presbytery Meeting Display:** A display will be set up at the presbytery meeting on March 2<sup>nd</sup> in the Fellowship Hall. Please stop by. We'll have a drawing for a free copy of the

book “Between the Listening and the Telling: How Stories Can Save Us” signed by the author Mark Yaconelli. You do not have to be present to win.

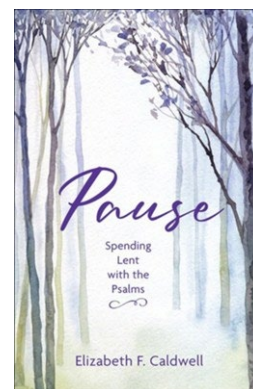
- **COLE:**



- More than 50 people registered for the COLE (Church Officer and Leader Education) training event. Approximately half attended in person at Presbyterian Church of the Lakes in Windemere and the other half via Zoom. Workshops included basic training for Ruling Elders and Deacons and for ministries with children and older adults.

- **Presbytery Book Club:**

- During the season of Lent, the Presbytery Book Club will be reading *Pause: Spending Lent with the Psalms* by Elizabeth Caldwell. The discussion of the book will be Thursday, March 21<sup>st</sup> at 1:30 p.m. All who are interested in the book are welcome to participate in person at the CFP office or via Zoom. Sign up to receive the Zoom link by emailing Cheryl Carson at [ccarson@cfpresbytery.org](mailto:ccarson@cfpresbytery.org).



- **FISH 2.0 2025:**



- Mark Your Calendars for FISH 2.0. This multi-presbytery training event will be held Friday-Saturday, September 27-28 at Montgomery Center in Keystone Heights, FL (near Gainesville). The keynote speaker will be Rev. CeCe

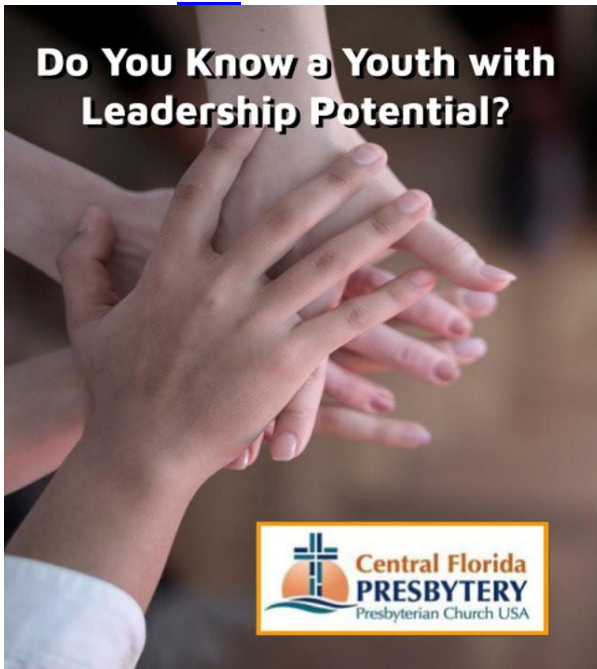
Armstrong, the Associate Pastor at St. James Presbyterian in Charleston, SC. She is a frequent speaker at denominational events throughout the country. Additionally workshops will also be offered. Watch for more info in the coming months.

### Youth and Collegiate Ministries Information

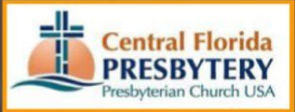
- Camp and Conference Scholarship applications are now being accepted. The submission window will be open until Friday, April 29, 2024. This is a great way to reduce costs for your summer trips. Applications are available on the CFP website [here](#) or by contacting Kenne. Don't forget adult chaperones can apply for the [Lange Scholarship](#) which is also available on the CFP website.



- Montreat College Conference *Necessary Risks* – we partnered with First Presbyterian of Deland and were able to take 6 students; churches participating in the trip are First Presbyterian of Deland, Washington Shores, Maitland, Port Orange, Church of the Palms and Park Lake. Except for a busted window in the van we had a great trip.
- Our next event is at the Sharing Center in Longwood on Saturday, February 17, 2024. We will be helping to sort donations from 8:30 am until noon. The registration form is [here](#)



**Do You Know a Youth with Leadership Potential?**



**Central Florida  
PRESBYTERY**  
Presbyterian Church USA

**Presbyterian Youth Council (PYC)  
is now accepting applications!**

Encourage your high school aged youth to join the Central Florida Presbyterian Youth Council (PYC) and apply their leadership skills. PYC is a youth lead organization. We are currently recharging our PYC; join us for events in 2023-24:

- Nov 11 Gleaning
- Feb 17 The Sharing Center
- Apr 20 Merritt Island National Wildlife Refuge

For more information, contact Kenne Sparks by phone at (407) 422- 7125 ext 209 or by email [ksparks@cfpresbytery.org](mailto:ksparks@cfpresbytery.org)

## Report Mission Development Committee

February 6, 2024, Hybrid Zoom Meeting

### RECOMMENDATIONS:

No recommendations to Council/Presbytery

### COMMITTEE ACTIONS:

- The committee had received an application for a Hands-On-Mission grant from First Presbyterian of Vero. After some discussion, the committee voted and was granted \$500.

### INFORMATION ITEMS:

- Barbara reported for HAA. - She has updated the PATH brochure and the Small Grant Application. She requested that the PATH partners submit any changes, including pictures, to be included before she finalizes and distributes the brochure. The application was approved with the exception that the date that grant recipient's reports are due was changed to Oct. 1, 2024.

She is working on a quarterly newsletter that will be distributed through the Presbytery Packets, made a promotional push at Park Lake about PATH and explained their program, attended the Mathew 25 Conference, sent letters to the churches that had been approved for Small Church Grants and will follow up with them quarterly, reported that Peace Maker, Amira Barhan and her family were, so far, safe in Palestine.

- Ken reported on the PATH meeting held Feb. 6.

Greg Higginson reported that Second Harvest's Culinary School has graduated its 51st class and has maintained its record of 100% placement in jobs that pay over minimum wage. He also noted that the school also includes "lifetime training" teaching the students how to budget and manage other life skills. He also reported that their "Market" project was doing well. This project distributes free food to all students that come by and asks for food. This protects the dignity of the needy students.

Carol reported that AIR had to cancel its planned January trip because of political turmoil in Guatemala, but still has its summer trips planned. The plant nurseries and tree plantings were doing well.

Dan Turk reported that he had just returned to Madagascar. He reported that one of his longtime volunteers had been killed in a bandit attack on his village. They currently are doing a project to distribute 12 fruit trees to 350 families. That also, include trees that are fast growing these trees will provide wood for them to cook. Most people in Madagascar cook over wood burning fires.

Kelly Stainer reported that the Society of Saint Andrew had gleaned 134,953 pounds of food in December and 65,968 pounds of food in January. They have been very busy and their gleaning has grown so much in Central Florida that they have hired a representative to cover Central Florida.

Ken reported that 30 people representing the Central Florida Presbytery will go on the partnership trip to visit the Central Presbytery of Cuba on March 12, 2024. People



from 7 churches will visit 8 Cuban Churches. Money will be carried to support the CFP's plan to help with their transportation and lay leadership training needs. The Cuba Partnership Team is working to reach a goal of \$12,000 for those two programs. In addition, they will take over the counter medicine, Sunday school supplies and other items needed by their church. It is a mission of presence. We go to support fellow Christians and their church.

- Nadege Gay Haney joined by ZOOM and reported on a mission she works with in Haiti, Haiti Outreach Ministries. They are in their 35th year. Their goal is to help young people to have a better future. They operate a school which teaches children and has found that the children go home and teach their parents to read and write. There are no free schools in Haiti. Sponsorship is \$35 per month which covers supplies, teachers, and a meal. Each child gets a free hot meal and food to take home.
- Olivia Haney stated that she had received a message from the Louisville office asking for pictures of our churches in action.

#### NEEDS AT PRESBYTERY MEETING:

- Table Requests
- Olga L Malavé, Chair M.D.C. will report

## Report Office and Personnel Committee

February 6, 2024, Hybrid Zoom Meeting

### RECOMMENDATIONS:

No recommendations to Council/Presbytery

### COMMITTEE ACTIONS:

- The committee had received an application for a Hands-On-Mission grant from First Presbyterian of Vero. After some discussion, the committee voted and was granted \$500.

Co-Execs - Discussed the Personnel Manual, the need for more oversight/involvement by O&P in daily operations and staff meetings. Also suggested that O&P should consider either monthly or every other monthly meetings in order to allow for more timely response to items needing committee involvement as it pertains to the office and personnel.

Purpose Statement - Cas shared a proposed example of a purpose statement for Office and Personal; but this is something that needs to be developed by the committee. (see attached)

The Manual Reformat - was sent by Council for review. The section that applies to O&P and falls under Administration M-6.0701 is as follows: M-06.0703 Office and Personnel Committee is responsible to oversee the administration of the Presbytery office including equipment, insurance and legal representation, and to administer the policies, employment and the work of the Presbytery staff in cooperation with the Executive Presbyter.

Annual Reviews/Liaisons - Once reviews are completed, the reviewer will write up a brief summary and return the summary along with the self evaluation provided by the staff member to the Interim Co-executive Presbyters at the Presbytery office, either in person or via email.

Olivia Haney - Cas - scheduled 2/28

Hoover Haney - Cas - scheduled 2/28

Cheryl Carson - Jeff - COMPLETED

Christina Greenawalt - Doug

Kenne Sparks - Megan

DRAFT

Nancy Cox - Brenda

Barbara Sayles - Cas - COMPLETED

Treasurer - This is a position of Central Florida Presbytery and must be elected by Presbytery. O&P and Finance need to discuss this position, the current job description as written and decide how to proceed. It is currently open until such time Finance decides how they would like to see this handled.

Personnel Handbook CFP - handbooks will be distributed to each of the committee

members digitally.

*Parental and Medical Leave Policy* - awaiting response from COM, asked for clarification on Ordained terminology as it applies to Teaching vs Ruling, Called vs Stated or Interim and also Certified Christian Educators and also non ordained staff members.

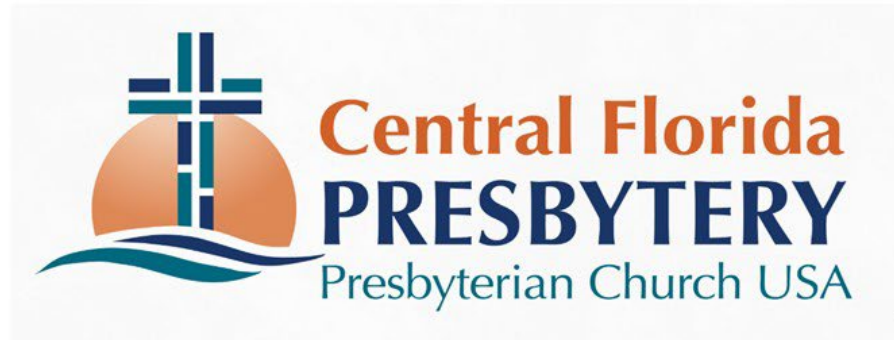
*Designated Office Holidays* - Hoover and Olivia asked for guidance on designate office holidays. Also need to have a designated location for information on staff travel and vacation.

*IRS Travel reimbursement guidelines* Nancy discussed the IRS rules and Doug has agreed to include some guidelines that we can include in our personnel handbook.

*Office vs Remote* Hoover and Olivia said the current work schedule is working fine.

#### NEEDS AT PRESBYTERY MEETING:

- None



# Finance Committee

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2023 FINANCIALS



# Contents

- ✚ Summary of 2023 YTD Results
- ✚ Detailed Operating Results –2023 Year-to-Date
- ✚ Balance Sheet – December vs September 2023
- ✚ Giving by Congregation – 2023 Total Year

# Summary of December 2023 Financials

- ✦ The next 8 pages beyond this summary provides detailed operating results for the presbytery.
- ✦ The columns on each of these pages identify:
  1. Actual numbers for the total year ended December 2023
  2. The total annual budget amount set at the beginning of the year
  3. The percentage of the actual year-to-date activity against the total year budget
- ✦ The operating statements reflect total incoming funds for the year of \$916,892 and total outgoing funds of \$746,381. This resulted in a net source of funds of \$170,513.
- ✦ On the surface this appears to be quite favorable, however, it is important to understand how this surplus was achieved.
- ✦ The Presbytery's primary sources of operating income come from our churches in the form of:
  - ✦ Per Capita and
  - ✦ Shared Mission Support

## Summary of December 2023 Financials (Cont'd)

- ✚ The Presbytery's designated incoming funds come from:
  - ✚ The Outreach Fund that supports the ministries of the Church Development Committee. Established several decades ago, the assets in the Outreach Fund increased significantly in 2009 with the sale of the John Calvin property. Thru December of 2023, funds from this account have supported:
    - Capital Obligations (PILP Loan Payment for Monte Sinai – Dec 2023 YTD \$36,562
    - New Church Development and 1001 Worshipping Communities – Dec 2023 YTD \$78,000
  - ✚ Funding for Micro Grants comes from a different discretionary fund – Sept 2023 YTD \$13,500
  - ✚ This incoming funds directly offset the spending in the associated areas. The expense accounts in Church Transformation (MicroGrants), NCD (in detail by worship community), Supervision of NCD Ministries (Capital Obligations) can be seen on the following pages as a direct offset.
  - ✚ On the individual pages below, the colors can be matched up to see where the outgoing funds are used against the income funds – i.e., Pink for Microgrants.

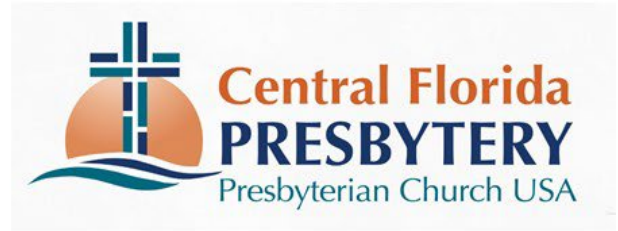
## Summary of December 2023 Financials (Cont'd)

- ✦ Please note the incoming funds noted in Income from Dissolved Churches of \$393,003.
  - ✦ Several churches have been dissolved in presbytery over the last few years.
  - ✦ The Administrative Commissions (AC's) for two of those churches, St. Mark's and Palmdale, each decided to designate 10% of the net proceeds from the sale of the churches assets to help with Presbytery's operating expenses, the amount noted above of \$393,003. (The decisions by these AC's were in keeping with the recommendations outlined in the Policy For The Distribution of Proceeds From Dissolved Churches, approved at the June 2023 Presbytery meeting.)
- ✦ Most of the presbytery's other funds are designated for specific purposes and cannot be redirected to other Presbytery uses without the approval of Presbytery.
- ✦ Additionally, there are other permanently restricted funds that would require authorization from the original donor(s) to change spending beyond the designated purposes.
- ✦ Conclusion: Although it may look like the Presbytery has significant financial resources, most of it is designated for various forms of ministry and not available for recurring operating expenses.



## Summary of December 2023 Financials (Cont'd)

- ✚ If the \$393,003:
  - ✚ from the two closed churches had not been received, the year-to-date shortfall for 2023 would have been **\$222,492**.
  - ✚ is applied to the 2023 budget, the presbytery would have shown a surplus of \$26,113, not a deficit of **\$366,890**.
- ✚ The budgeted deficit of **\$366,890** is neither sustainable nor fiscally responsible.
- ✚ In 2023, the presbytery is benefitting from the incoming generosity of our two closed church, however, closure of our churches is not something we want to continue.
- ✚ Over the next year, the presbytery will work to identify opportunities that will strengthen our presbytery so that we can flourish and approach the future with faith and growth.
- ✚ If you have questions about the presbytery's financial data, please contact our Finance Manager, Nancy Cox and the Chair of the Finance Committee, Cris Heceta.



# Detailed Operating Results

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DECEMBER 2023 YTD



| CENTRAL FLORIDA PRESBYTERY                     |                   |                   |                |
|--|-------------------|-------------------|----------------|
| DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET |                   |                   |                |
|  | Jan - Dec 23      | Budget            | % of Budget    |
| PER CAPITA APPORTIONMENT                       | 113,494.97        | 109,777.00        | 103.39%        |
| SHARED MISSION SUPPORT                         | 230,842.46        | 200,000.00        | 115.42%        |
| Operating Fund                                 | 3,175.25          | 1,000.00          | 317.53%        |
| Young  | 2,467.57          | 1,250.00          | 197.41%        |
| NCD  | 28,726.42         | 10,000.00         | 287.26%        |
| Beneficial Interest Perp Trust                 | 2,001.75          | 2,500.00          | 80.07%         |
| Investment Inc/Dividends/Fees                  | 36,370.99         | 14,750.00         | 246.58%        |
| Beneficial Interest Perp Trust                 | 2,740.70          |                   | 0.00%          |
| Market Adjustments                             | 2,740.70          |                   |                |
| Capital Obligation frm Outreach                | 36,562.06         | 24,952.00         | 146.53%        |
| NCD/1001Worshiping frm Outreach                | 78,000.00         | 94,500.00         | 82.54%         |
| MicroGrants From Discretionary                 | 13,500.00         | 15,000.00         | 90.00%         |
| Church Transformation from End                 | 7,000.00          |                   | 0.00%          |
| Income from Dissolved Churches                 | 393,003.70        |                   | 0.00%          |
| Misc Income                                    | 5,377.14          | 10,000.00         | 53.77%         |
| <b>TOTAL INCOMING FUNDS</b>                    | <b>916,892.02</b> | <b>468,979.00</b> | <b>195.51%</b> |

YTD OPERATING RESULTS (PG 1)

| CENTRAL FLORIDA PRESBYTERY                     |                     |                  |                    |
|--|---------------------|------------------|--------------------|
| DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET |                     |                  |                    |
|  | <u>Jan - Dec 23</u> | <u>Budget</u>    | <u>% of Budget</u> |
| Council General Expenses                       | 1,951.97            | 2,000.00         | 97.60%             |
| Pby Meetings/Special Speakers                  | 5,156.82            | 12,000.00        | 42.97%             |
| Presbytery Communications                      | 729.90              | 719.00           | 101.52%            |
| Presbytery Audit                               | 0.00                | 11,000.00        | 0.00%              |
| Licensing renewal                              | 365.00              | 350.00           | 104.29%            |
| Administration & Personnel                     | 8,352.11            | 10,000.00        | 83.52%             |
| <b>Total COUNCIL</b>                           | <b>16,555.80</b>    | <b>36,069.00</b> | <b>45.90%</b>      |
| Implementation - Task Force                    | 0.00                | 3,500.00         | 0.00%              |
| Publicity                                      | 0.00                | 300.00           | 0.00%              |
| Resources                                      | 0.00                | 300.00           | 0.00%              |
| Training                                       | 796.74              | 5,000.00         | 15.93%             |
| Youth Scholarship                              | 0.00                | 500.00           | 0.00%              |
| <b>Total ANTI-RACISM COMMITTEE</b>             | <b>796.74</b>       | <b>9,600.00</b>  | <b>8.30%</b>       |
| Leap Program                                   | 0.00                | 1,200.00         | 0.00%              |
| Trans Resources - MicroGrants                  | 13,500.00           | 15,000.00        | 90.00%             |
| Vital Congregations (VCI)                      | 0.00                | 3,500.00         | 0.00%              |
| Reformation Grant                              | 7,000.00            |                  | 0.00%              |
| <b>Total Church Transformation</b>             | <b>20,500.00</b>    | <b>19,700.00</b> | <b>104.06%</b>     |
| Evangelism Training                            | 0.00                | 6,500.00         | 0.00%              |
| <b>Total Evangelism</b>                        | <b>0.00</b>         | <b>6,500.00</b>  | <b>0.00%</b>       |

YTD OPERATING RESULTS (CONT'D - PG 2)

| CENTRAL FLORIDA PRESBYTERY                     |                   |                   |               |
|--|-------------------|-------------------|---------------|
| DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET |                   |                   |               |
|  | Jan - Dec 23      | Budget            | % of Budget   |
| Anchor Point (NCD)                             | 12,500.00         | 12,500.00         | 100.00%       |
| Fuente de Sanidad                              | 12,500.00         | 12,500.00         | 100.00%       |
| Missing Peace                                  | 12,500.00         | 12,500.00         | 100.00%       |
| Philadelphia Brazilian Fellowsh                | 0.00              | 15,000.00         | 0.00%         |
| Putnam Memorial (NCD)                          | 15,500.00         | 12,500.00         | 124.00%       |
| Restauracion Y Esperanza                       | 12,500.00         | 12,500.00         | 100.00%       |
| Somang   | 12,500.00         | 15,000.00         | 83.33%        |
| NCD Committee Expense                          | 0.00              | 2,000.00          | 0.00%         |
| <b>Total NCD/1001 Worshipping Communitis</b>   | <b>78,000.00</b>  | <b>94,500.00</b>  | <b>82.54%</b> |
| <b>Capital Obligations</b>                     | <b>24,726.68</b>  | <b>24,952.00</b>  | <b>99.10%</b> |
| MissionInsite                                  | 2,840.29          | 2,800.00          | 101.44%       |
| Property Taxes                                 | 11,835.38         | 7,500.00          | 157.81%       |
| <b>Total Supervision of NCD Ministries</b>     | <b>117,402.35</b> | <b>129,752.00</b> | <b>90.48%</b> |
| <b>Total CHURCH DEVELOPMENT</b>                | <b>137,902.35</b> | <b>155,952.00</b> | <b>88.43%</b> |
| Camp & Conference Scholarships                 | 6,000.00          | 6,000.00          | 100.00%       |
| Presbytery Youth Retreats                      | 200.00            | 250.00            | 80.00%        |
| PYC Operating Expenses                         | 268.29            | 500.00            | 53.66%        |
| PYC Meetings                                   | 194.24            | 250.00            | 77.70%        |
| Triennium                                      | 625.00            | 625.00            | 100.00%       |
| PYWA   | 120.00            | 200.00            | 60.00%        |
| <b>Total Youth Ministries</b>                  | <b>7,407.53</b>   | <b>7,825.00</b>   | <b>94.66%</b> |

YTD OPERATING RESULTS (CONT'D - PG 3)

| CENTRAL FLORIDA PRESBYTERY                     |                  |                  |               |
|--|------------------|------------------|---------------|
| DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET |                  |                  |               |
|  | Jan - Dec 23     | Budget           | % of Budget   |
| Collegiate Ministries Grants                   | 0.00             | 4,500.00         | 0.00%         |
| Operating Expenses & Supplies                  | 0.00             | 100.00           | 0.00%         |
| Montreat Conference                            | 0.00             | 1,500.00         | 0.00%         |
| <b>Total Collegiate Ministries</b>             | <b>0.00</b>      | <b>6,100.00</b>  | <b>0.00%</b>  |
| Educator Guest Speaker                         | 500.00           | 1,000.00         | 50.00%        |
| APCE Institutional Membership                  | 0.00             | 200.00           | 0.00%         |
| <b>Total Adult Ministries</b>                  | <b>500.00</b>    | <b>1,200.00</b>  | <b>41.67%</b> |
| C.O.L.E.                                       | -83.68           |                  | 0.00%         |
| Hispanic Institute for Lay Lead                | 807.97           | 1,000.00         | 80.80%        |
| <b>Total Leadership Development</b>            | <b>724.29</b>    | <b>1,000.00</b>  | <b>72.43%</b> |
| Resources                                      | 1,732.99         | 2,800.00         | 61.89%        |
| Subscriptions                                  | 73.95            | 100.00           | 73.95%        |
| Software Support                               | 495.00           | 700.00           | 70.71%        |
| Resourcing Operating Expenses                  | 0.00             | 200.00           | 0.00%         |
| <b>Total Resourcing</b>                        | <b>2,301.94</b>  | <b>3,800.00</b>  | <b>60.58%</b> |
| <b>Total LEADERSHIP DEVELOPMENT</b>            | <b>10,933.76</b> | <b>19,925.00</b> | <b>54.87%</b> |

YTD OPERATING RESULTS (CONT'D - PG 4)

| <b>CENTRAL FLORIDA PRESBYTERY</b>                     |                     |                  |                    |
|---|---------------------|------------------|--------------------|
| <b>DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET</b> |                     |                  |                    |
|   | <b>Jan - Dec 23</b> | <b>Budget</b>    | <b>% of Budget</b> |
| Compassion Peace and Justice                          | 1,388.91            | 3,000.00         | 46.30%             |
| Cuba  | 3,000.00            | 3,000.00         | 100.00%            |
| FLAPDAN   | 11,000.00           | 11,000.00        | 100.00%            |
| Hands-on-Mission                                      | 3,000.00            | 4,000.00         | 75.00%             |
| International Peacemaker                              | 475.00              | 500.00           | 95.00%             |
| Matthew 25 - Presbytery                               | 597.00              | 2,500.00         | 23.88%             |
| Mission Developmnt Discretionary                      | 600.00              | 3,000.00         | 20.00%             |
| Mission Development Scholarship                       | 0.00                | 1,000.00         | 0.00%              |
| Mission Itineration                                   | 60.26               | 450.00           | 13.39%             |
| <b>Total MISSION DEVELOPMENT</b>                      | <b>20,121.17</b>    | <b>28,450.00</b> | <b>70.72%</b>      |
| Pastoral Care   | 52.59               | 700.00           | 7.51%              |
| Candidates-Verification Process                       | 0.00                | 200.00           | 0.00%              |
| Emergency Needs                                       | 0.00                | 2,000.00         | 0.00%              |
| Congreg/Sessions/PNC                                  | 0.00                | 100.00           | 0.00%              |
| <b>Total COMMITTEE ON MINISTRY</b>                    | <b>52.59</b>        | <b>3,000.00</b>  | <b>1.75%</b>       |
| Stewardship   | 0.00                | 500.00           | 0.00%              |
| <b>Total FINANCE COMMITTEE</b>                        | <b>0.00</b>         | <b>500.00</b>    | <b>0.00%</b>       |

**YTD OPERATING RESULTS (CONT'D - PG 5)**

| <b>CENTRAL FLORIDA PRESBYTERY</b>                     |                     |                   |                    |
|---|---------------------|-------------------|--------------------|
| <b>DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET</b> |                     |                   |                    |
|   | <b>Jan - Dec 23</b> | <b>Budget</b>     | <b>% of Budget</b> |
| Bank service charges                                  | 258.22              | 240.00            | 107.59%            |
| Computer Expense/Temps                                | 5,588.00            | 5,468.00          | 102.19%            |
| Copier Lease and Supplies                             | 3,420.61            | 3,420.00          | 100.02%            |
| Dues & Subscriptions                                  | 111.25              | 800.00            | 13.91%             |
| Equipment Repair & Maintenance                        | 0.00                | 500.00            | 0.00%              |
| Insurance   | 13,600.21           | 14,000.00         | 97.14%             |
| Internet Services                                     | 2,864.49            | 2,850.00          | 100.51%            |
| Legal Expenses  | 275.00              | 2,000.00          | 13.75%             |
| Office Lease  | 70,305.49           | 71,841.00         | 97.86%             |
| Postage   | 0.00                | 150.00            | 0.00%              |
| Telephone   | 6,623.57            | 6,358.00          | 104.18%            |
| Software support & upgrades                           | 2,298.40            | 2,200.00          | 104.47%            |
| Supplies  | 1,508.03            | 2,200.00          | 68.55%             |
| <b>Total Office Related</b>                           | <b>106,853.27</b>   | <b>112,027.00</b> | <b>95.38%</b>      |
| Auto Allowance  | 2,884.65            | 6,000.00          | 48.08%             |
| Continuing Education                                  |                     |                   | 0.00%              |
| D Williams  | 0.00                | 1,800.00          | 0.00%              |
| C Greenawalt  | 1,000.00            | 1,000.00          | 100.00%            |
| C Carson  | 1,500.00            | 1,500.00          | 100.00%            |
| Finance Manager                                       | 500.00              | 500.00            | 100.00%            |
| Office Manager  | 692.83              | 500.00            | 138.57%            |
| <b>Total Continuing Education</b>                     | <b>3,692.83</b>     | <b>5,300.00</b>   | <b>69.68%</b>      |

**YTD OPERATING RESULTS (CONT'D - PG 6)**



| CENTRAL FLORIDA PRESBYTERY                     |              |            |             |
|--|--------------|------------|-------------|
| DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET |              |            |             |
|  | Jan - Dec 23 | Budget     | % of Budget |
| D Williams                                     | 376.00       | 4,000.00   | 9.40%       |
| C Greenawalt                                   | 2,239.84     | 2,600.00   | 86.15%      |
| C Carson                                       | 2,403.05     | 3,400.00   | 70.68%      |
| Finance Manager                                | 129.89       | 800.00     | 16.24%      |
| Office Manager                                 | 1,202.59     | 800.00     | 150.32%     |
| B Sayles                                       | 70.74        | 50.00      | 141.48%     |
| H Haney  | 2,264.61     |            | 0.00%       |
| O Haney  | 581.46       |            | 0.00%       |
| Total Travel and Related Expenses              | 9,268.18     | 11,650.00  | 79.56%      |
| Staff Salaries                                 | 198,318.54   | 208,207.00 | 95.25%      |
| Housing Allowance                              | 77,442.30    | 86,423.00  | 89.61%      |
| Employer P/R Taxes                             | 11,109.30    | 12,234.00  | 90.81%      |
| Staff Benefits                                 | 136,138.65   | 131,014.00 | 103.91%     |
| Worker's Compensation                          | 1,357.00     | 1,768.00   | 76.75%      |
| Total Personnel Related                        | 440,211.45   | 462,596.00 | 95.16%      |
| Total OFFICE & PERSONNEL                       | 547,064.72   | 574,623.00 | 95.20%      |

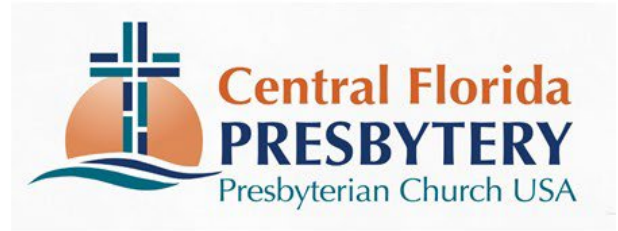
YTD OPERATING RESULTS (CONT'D - PG 7)

**CENTRAL FLORIDA PRESBYTERY  
DETAILED OPERATING RESULTS VS FULL-YEAR BUDGET**

|  | <u>Jan - Dec 23</u> | <u>Budget</u>      | <u>% of Budget</u> |
|--|---------------------|--------------------|--------------------|
| Administrative                               | 8.07                | 150.00             | 5.38%              |
| Candidates-Verification Process              | 0.00                | 250.00             | 0.00%              |
| Career Counseling & Development              | 350.00              | 1,200.00           | 29.17%             |
| Committee Development                        | 0.00                | 300.00             | 0.00%              |
| Consultation W/Inquirers&Candid              | 78.47               | 150.00             | 52.31%             |
| Leadership Dev Inquirers/Candid              | 900.00              | 1,200.00           | 75.00%             |
| Supervised Ministry Partnership              | 0.00                | 2,500.00           | 0.00%              |
| <b>Total PREPARATION FOR MINISTRY</b>        | <b>1,336.54</b>     | <b>5,750.00</b>    | <b>23.24%</b>      |
| <br>   |                     |                    |                    |
| Minister's Ethics Training                   | 232.00              | 2,000.00           | 11.60%             |
| <b>Total SEXUAL MISCONDUCT PREVENTION</b>    | <b>232.00</b>       | <b>2,000.00</b>    | <b>11.60%</b>      |
| <br>   |                     |                    |                    |
| Synod - Per Capita                           | 1,459.77            |                    | 0.00%              |
| GA - Per Capita                              | 9,925.96            |                    | 0.00%              |
| <b>Total Per Capita Disbursements</b>        | <b>11,385.73</b>    |                    | <b>0.00%</b>       |
| <b>TOTAL OUTGOING FUNDS</b>                  | <b>746,381.40</b>   | <b>835,869.00</b>  | <b>89.29%</b>      |
| <br>   |                     |                    |                    |
| <b>NET SOURCE / (USE) OF OPERATING FUNDS</b> | <b>170,510.62</b>   | <b>-366,890.00</b> | <b>-46.47%</b>     |

**YTD OPERATING RESULTS (CONT'D - PG 8)**





# Balance Sheet

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DECEMBER 2023

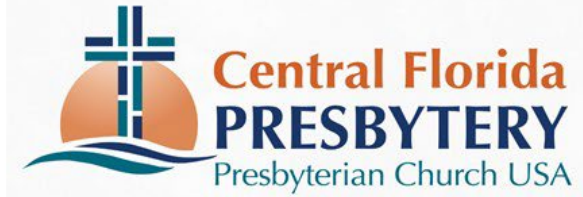


# Assets for period ending 31 Dec 2023

|                                   | Dec 31, 23          | Sep 30, 23          |                                 | Dec 31, 23           | Sep 30, 23           |
|-----------------------------------|---------------------|---------------------|---------------------------------|----------------------|----------------------|
| Wells Fargo Checking Account      | 187,361.28          | 110,276.23          |                                 |                      |                      |
| Wells Fargo Money Market          | 2,977,537.03        | 3,287,501.77        |                                 |                      |                      |
| Presbyterian Investment & Loan    | 595,000.00          | 595,000.00          |                                 |                      |                      |
| Schwab - Equity                   | 935,498.82          | 829,170.46          |                                 |                      |                      |
| Schwab - Fixed Assets             | 4,617,140.79        | 4,202,330.09        |                                 |                      |                      |
| Square                            | 581.70              |                     |                                 |                      |                      |
| <b>Total Checking/Savings</b>     | <b>9,313,119.62</b> | <b>9,024,278.55</b> |                                 |                      |                      |
| Accounts Receivable               | 18,455.10           | 16,850.32           |                                 |                      |                      |
| <b>Total Accounts Receivable</b>  | <b>18,455.10</b>    | <b>16,850.32</b>    |                                 |                      |                      |
| <b>Undeposited Funds</b>          | <b>18,595.75</b>    | <b>32,089.39</b>    |                                 |                      |                      |
| PrePaid Insurance                 | 7,191.75            | 10,787.61           |                                 |                      |                      |
| Other PrePays                     | (9,894.02)          | (11,125.51)         |                                 |                      |                      |
| <b>Total PrePaid</b>              | <b>(2,702.27)</b>   | <b>(337.90)</b>     |                                 |                      |                      |
| Mission Trips                     | (4,545.00)          |                     |                                 |                      |                      |
| Other Deposits                    | 1,522.15            |                     |                                 |                      |                      |
| Security Deposit                  | 10,765.78           | 10,765.78           |                                 |                      |                      |
| <b>Deposits</b>                   | <b>7,742.93</b>     | <b>10,765.78</b>    |                                 |                      |                      |
| Notes Rec - Clermont,Crosspoint   | 20,000.00           | 20,000.00           |                                 |                      |                      |
| Notes Rec 1 - New Hope            | 155,861.94          | 155,861.94          |                                 |                      |                      |
| Notes Rec 2 - New Hope            | 9,000.00            | 9,000.00            |                                 |                      |                      |
| Notes Rec - Clermont, S Lake      | 11,859.96           | 11,859.96           |                                 |                      |                      |
| Unconditional Promises to Give    | 1,000.00            | 1,000.00            |                                 |                      |                      |
| Allowance for Uncollected         | (1,000.00)          | (1,000.00)          |                                 |                      |                      |
| <b>Total Other Current Assets</b> | <b>220,358.31</b>   | <b>239,239.17</b>   |                                 |                      |                      |
| <b>Total Current Assets</b>       | <b>9,551,933.03</b> | <b>9,280,368.04</b> |                                 |                      |                      |
|                                   |                     |                     | Monte Sinai Church              | 370,526.03           | 370,526.03           |
|                                   |                     |                     | Oviedo Church                   | 402,095.90           | 402,095.90           |
|                                   |                     |                     | El Redentor Church & Site       | 1,218,130.35         | 1,218,130.35         |
|                                   |                     |                     | Howey-in-the Hills Site         | 197,280.51           | 197,280.51           |
|                                   |                     |                     | Oviedo Church Site              | 213,832.78           | 213,832.78           |
|                                   |                     |                     | South Clermont Site             | 491,172.29           | 491,172.29           |
|                                   |                     |                     | Viera Church Site               | 306,774.12           | 306,774.12           |
|                                   |                     |                     | Office Equipment                | 6,804.48             | 6,804.48             |
|                                   |                     |                     | Accumulated Depreciation        | (1,010,417.39)       | (999,722.88)         |
|                                   |                     |                     | <b>Total Fixed Assets</b>       | <b>2,196,199.07</b>  | <b>2,206,893.58</b>  |
|                                   |                     |                     | Beneficial Int in Perp Tr-Pharr | 50,871.93            | 53,153.21            |
|                                   |                     |                     | Beneficial Int in Perp Tr-Salmn | 24,922.00            | 25,349.85            |
|                                   |                     |                     | Beneficial Int in Perp Tr-Young | 172,411.48           | 172,411.48           |
|                                   |                     |                     | Beneficial Int in Perp Tr-Gress | 38,454.79            | 39,736.76            |
|                                   |                     |                     | Lange Scholarship               | 568,340.46           | 593,826.92           |
|                                   |                     |                     | <b>Total Other Assets</b>       | <b>855,000.66</b>    | <b>884,478.22</b>    |
|                                   |                     |                     | <b>TOTAL ASSETS</b>             | <b>12,603,132.76</b> | <b>12,371,739.84</b> |

# Liabilities (Net Assets) for period ending 31 Dec 2023

|   | r Dec 31, 23      | r Sep 30, 23      |  | r Dec 31, 23         | r Sep 30, 23         |
|---|-------------------|-------------------|--|----------------------|----------------------|
| Accounts Payable                          | 136,800.64        | 331,675.59        | <b>Net Assets - Operating</b>          | 101,247.96           | 101,247.96           |
| <b>Total Accounts Payable</b>             | <b>136,800.64</b> | <b>331,675.59</b> | <b>Net Assets - Mission Fund</b>       | 68,396.70            | 68,396.70            |
| BoA CC - CCarson                          | 0.00              | 1,451.76          | <b>Net Assets - Outreach Fund</b>      | 3,604,562.22         | 3,604,562.22         |
| BoA CC - KSparks                          | (16.36)           |                   | <b>Net Assets - Church Builders</b>    | 69,590.25            | 69,590.25            |
| BoA CC - DWilliams                        | 0.00              | 83.40             | <b>Net Assets - Capital Replacemnt</b> | 3,561.44             | 3,561.44             |
| <b>Total Bank of America Credit Cards</b> | <b>(16.36)</b>    | <b>1,535.16</b>   | <b>Net Assets - Ministers Aid Fund</b> | 1,404.15             | 1,404.15             |
| <b>Total Credit Cards</b>                 | <b>(16.36)</b>    | <b>1,535.16</b>   | <b>Net Assets - Scholarship Fund</b>   | 73,184.48            | 73,184.48            |
| P/R taxes                                 | (1,870.26)        | (1,870.22)        | <b>Net Assets - Discretionary Fund</b> | 4,449,913.30         | 4,449,913.30         |
| Insurance W/H                             | 0.00              | (74.02)           | <b>Net Assets - Endowment Fund</b>     | 1,356,580.77         | 1,356,580.77         |
| Pension W/H                               | 0.00              | 200.00            | <b>Net Assets - Lange Fund</b>         | 593,064.09           | 593,064.09           |
| Health Flexible Spending W/H              | 0.00              | 0.00              | <b>Net Assets - Property/Equip</b>     | 2,073,825.59         | 2,073,825.59         |
| <b>Total Payroll Liabilities</b>          | <b>(1,870.26)</b> | <b>(1,744.24)</b> | <b>Designated Legal Fund</b>           | 75,000.00            | 75,000.00            |
| PHP Grant                                 | 4,000.00          | 0.00              | <b>Source / (Use) Current Year</b>     | (151,430.88)         | (583,294.39)         |
| Continuing Education                      | 4,365.42          | 3,428.30          | <b>Net Asset Breakdown by Fund</b>     | <b>12,318,900.07</b> | <b>11,887,036.56</b> |
| Triennium                                 | 5,625.00          | 5,000.00          | Check                                  | <b>0.00</b>          | <b>0.00</b>          |
| <b>Total Other Liabilities</b>            | <b>9,990.42</b>   | <b>8,428.30</b>   |  |                      |                      |
| <b>Homeward Bound</b>                     | <b>12,883.24</b>  | <b>12,883.24</b>  |  |                      |                      |
| <b>Total Other Current Liabilities</b>    | <b>25,003.40</b>  | <b>19,567.30</b>  |  |                      |                      |
| <b>Total Current Liabilities</b>          | <b>161,787.68</b> | <b>352,778.05</b> |  |                      |                      |
| Monte Sinai                               | 90,769.12         | 95,253.02         |  |                      |                      |
| Oviedo                                    | 31,675.89         | 36,672.21         |  |                      |                      |
| <b>Total Long Term Liabilities</b>        | <b>122,445.01</b> | <b>131,925.23</b> |  |                      |                      |
| <b>Total Liabilities</b>                  | <b>284,232.69</b> | <b>484,703.28</b> |  |                      |                      |
| <b>NET ASSETS (Assets - Liabilities)</b>  | <b>12,318,900</b> | <b>11,887,037</b> |  |                      |                      |



# Giving by Congregation

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DECEMBER 2023 TOTAL YEAR



| City/Church Name                | Membership<br>12/31/2021 | Per Capita 2023 - Per Capita 2023 - |                     | Shared<br>Mission | Commitment<br>2023 | Commitment<br>2024 | Directed | Special<br>Offerings | Other<br>Giving | Misc     |
|---------------------------------|--------------------------|-------------------------------------|---------------------|-------------------|--------------------|--------------------|----------|----------------------|-----------------|----------|
|                                 |                          | \$20.25<br>Assessed                 | \$20.25<br>Received |                   |                    |                    |          |                      |                 |          |
| Apopka, First                   | 41                       | 830.25                              | 630.25              |                   |                    |                    |          | 147.00               |                 | 138.75   |
| Bushnell, Bushnell              | 12                       | 243.00                              |                     |                   |                    |                    |          |                      |                 | 779.00   |
| Celebration, Community          | 618                      | 12,514.50                           | 12,516.00           | 20,004.00         | 20,000.00          |                    |          |                      |                 |          |
| Clermont, South Lake            | 118                      | 2,389.50                            |                     |                   |                    |                    |          |                      |                 |          |
| Cocoa Beach, Riverside          | 176                      | 3,564.00                            | 3,563.67            | 10,000.33         | 10,000.00          |                    |          | 1,378.82             | 6,000.00        | 815.93   |
| Cocoa, Cocoa                    | 103                      | 2,085.75                            | 1,925.00            | 1,800.00          |                    |                    |          | 1,629.37             | 127.00          | 422.57   |
| Daytona Beach, First            | 91                       | 1,842.75                            |                     |                   |                    |                    |          |                      |                 |          |
| Daytona Beach, Riverside United | 50                       | 1,012.50                            |                     |                   |                    |                    |          | 1,158.16             |                 | 176.16   |
| Daytona Beach, Westminster-Sea  | 713                      | 14,438.25                           | 14,649.24           | 1,200.00          |                    |                    |          |                      |                 |          |
| Deland, First                   | 453                      | 9,173.25                            | 9,173.30            | 20,000.00         | 20,000.00          |                    |          | 703.31               | 3,100.00        | 4,199.13 |
| Deltona, Deltona                | 102                      | 2,065.50                            | 725.00              | 1,200.00          |                    |                    |          | 992.00               |                 | 2,167.20 |
| Eustis, First                   | 401                      | 8,120.25                            | 8,222.00            |                   |                    |                    |          | 20.00                | 350.00          | 2,377.00 |
| Forest City, St. Andrews        | 45                       | 911.25                              | 911.25              |                   |                    |                    |          | 294.00               | 2,155.00        | 38.15    |
| Fruitland Park, New Life        | 87                       | 1,761.75                            |                     |                   |                    |                    |          |                      |                 | 1,761.75 |
| Glenwood, Glenwood              | 100                      | 2,025.00                            | 2,025.00            | 1,200.00          | 1,200.00           |                    |          | 470.00               |                 | 607.37   |
| Howey--Hills, Community         | 33                       | 668.25                              | 668.25              |                   |                    |                    |          | 1,360.00             |                 | 745.50   |
| Indialantic, Eastminster        | 473                      | 9,578.25                            | 9,578.25            |                   |                    |                    |          |                      |                 |          |
| Kissimmee, El Buen Vecino       | 84                       | 1,701.00                            | 1,802.16            |                   |                    |                    |          | 552.66               |                 |          |
| Kissimmee, First                | 89                       | 1,802.25                            | 1,652.09            | 11,641.66         |                    |                    | 617.00   | 7,242.00             |                 | 1,228.69 |
| Lady Lake, North Lake           | 1,228                    | 24,867.00                           | 24,867.00           |                   |                    |                    |          |                      | 26,932.07       |          |
| Lake Mary, First                | 65                       | 1,316.25                            | 1,316.25            |                   |                    |                    |          |                      |                 |          |
| Lake Mary, Markham Woods        | 473                      | 9,578.25                            | 9,714.68            | 10,079.65         |                    |                    | 2,465.00 | 2,011.00             |                 | 3,172.23 |

## GIVING BY CONGREGATION – 2023 YTD

| City/Church Name                 | Membership<br>12/31/2021 | Per Capita 2023 -<br>\$20.25<br>Assessed | Per Capita 2023 -<br>\$20.25<br>Received | Shared<br>Mission | Commitment<br>2023 | Commitment<br>2024 | Directed | Special<br>Offerings | Other<br>Giving | Misc     |
|----------------------------------|--------------------------|--|--|-------------------|--------------------|--------------------|----------|----------------------|-----------------|----------|
| Lake Nona, Hope                  | 80                       | 1,620.00                                 | 1,620.00                                 | 18,089.00         |                    |                    | 1,000.00 |                      |                 | 591.89   |
| Leesburg, Graceway - Lake Square | 205                      | 4,151.25                                 | 4,151.25                                 | 7,000.00          |                    |                    |          |                      | 155.00          | 2,888.36 |
| Leesburg, First                  | 149                      | 3,017.25                                 | 3,017.25                                 | 3,000.00          |                    |                    | 1,500.00 | 1,929.00             | 7,120.00        | 1,500.00 |
| Longwood, Wekiva                 | 441                      | 8,930.25                                 | 8,930.00                                 | 3,000.00          |                    |                    |          | 2,851.14             | 2,030.00        | 5,191.86 |
| Maitland, Maitland               | 440                      | 8,910.00                                 | 8,136.25                                 |                   |                    |                    | 3,850.00 | 236.70               |                 | 2,826.38 |
| Melbourne, Good Shepherd         | 204                      | 4,131.00                                 | 4,131.00                                 | 2,000.00          |                    |                    |          | 1,387.80             | 1,962.00        | 3,137.17 |
| Melbourne, Pineda                | 109                      | 2,207.25                                 | 2,207.25                                 | 2,000.00          |                    |                    |          | 1,469.20             |                 | 1,220.00 |
| Merritt Island, Merritt Island   | 190                      | 3,847.50                                 | 3,847.00                                 | 1,000.00          |                    |                    |          | 916.26               | 1,575.00        | 1,790.02 |
| Mt. Dora, First                  | 208                      | 4,212.00                                 | 4,100.04                                 | 8,499.96          |                    |                    |          | 2,625.38             | 380.00          | 2,087.70 |
| New Smyrna Beach, First          | 227                      | 4,596.75                                 | 4,598.70                                 |                   |                    |                    |          |                      |                 |          |
| Oakland, Oakland                 | 411                      | 8,322.75                                 | 8,323.00                                 | 18,000.00         |                    |                    |          | 2,864.00             |                 | 1,500.00 |
| Ocoee, Quest - St. Pauls         | 245                      | 4,961.25                                 | 4,961.24                                 |                   |                    |                    |          |                      |                 | 1,837.78 |
| Okeechobee, Okeechobee           | 66                       | 1,336.50                                 |  | 150.00            |                    |                    |          |                      |                 | 505.00   |
| Orlando, Church of the Lakes     | 213                      | 4,313.25                                 | 4,320.00                                 |                   |                    |                    |          |                      |                 |          |
| Orlando, College Park            | 61                       | 1,235.25                                 | 1,235.25                                 |                   |                    |                    |          | 670.00               |                 | 1,028.85 |
| Orlando, Grace Covenant          | 365                      | 7,391.25                                 | 7,391.25                                 | 15,416.22         |                    |                    |          | 1,074.25             | 2,715.00        | 3,281.86 |
| Orlando, New Hope                | 192                      | 3,888.00                                 | 3,240.00                                 |                   |                    |                    |          |                      |                 |          |
| Orlando, Park Lake               | 329                      | 6,662.25                                 | 5,551.80                                 | 10,666.60         |                    |                    |          |                      | 6,666.60        | 7,432.69 |
| Orlando, Washington Shores       | 110                      | 2,227.50                                 | 2,227.50                                 |                   |                    |                    |          |                      |                 |          |
| Ormond Beach, Christ             | 353                      | 7,148.25                                 |  |                   |                    |                    |          | 2,681.40             |                 | 91.84    |
| Ormond Beach, Ormond Beach       | 218                      | 4,414.50                                 | 5,573.36                                 | 13,190.95         |                    |                    | 4,200.00 | 935.65               | 925.00          | 208.23   |
| Oviedo, El Redentor              | 236                      | 4,779.00                                 | 4,779.00                                 | 83.33             |                    |                    |          |                      |                 |          |
| Oviedo, Oviedo                   | 67                       | 1,356.75                                 | 1,356.74                                 | 2,096.70          |                    |                    |          |                      |                 |          |
| Oviedo, Tuskawilla               | 196                      | 3,969.00                                 | 3,573.00                                 |                   |                    |                    |          | 70.00                |                 | 977.44   |

## GIVING BY CONGREGATION – 2023 YTD (CONT'D)



| City/Church Name              | Membership<br>12/31/2021 | Per Capita 2023 -<br>\$20.25<br>Assessed | Per Capita 2023 -<br>\$20.25<br>Received | Shared<br>Mission    | Commitment<br>2023  | Commitment<br>2024 | Directed            | Special<br>Offerings | Other<br>Giving | Misc                |
|-------------------------------|--------------------------|--|--|----------------------|---------------------|--------------------|---------------------|----------------------|-----------------|---------------------|
| Palm Bay, First               | 95                       | 1,923.75                                 | 1,923.75                                 | 5,000.04             | 5,000.00            |                    |                     | 1,116.00             | 3,000.00        | 533.54              |
| Port Orange, Port Orange      | 425                      | 8,606.25                                 | 8,100.00                                 |                      |                     |                    |                     | 2,160.39             |                 | 53.61               |
| Rockledge, Rockledge          | 137                      | 2,774.25                                 | 2,774.25                                 | 2,200.00             |                     |                    |                     | 2,578.00             |                 |                     |
| Sanford, Upsala               | 41                       | 830.25                                   | 830.00                                   | 1,200.00             |                     |                    |                     |                      |                 |                     |
| Sebastian, First              | 151                      | 3,057.75                                 | 3,060.00                                 | 3,192.00             |                     |                    | 804.00              | 1,705.00             |                 | 544.00              |
| Sebring, Spring Lake          | 60                       | 1,215.00                                 |  |                      |                     |                    |                     |                      |                 |                     |
| St. Cloud, St. Cloud          | 124                      | 2,511.00                                 | 2,511.00                                 | 4,698.00             |                     |                    |                     |                      | 480.00          | 510.00              |
| Titusville, St. Luke's        | 142                      | 2,875.50                                 | 2,045.25                                 |                      |                     |                    |                     |                      |                 |                     |
| Umatilla, First               | 73                       | 1,478.25                                 | 1,355.09                                 | 4,400.00             | 4,800.00            |                    |                     | 265.00               | 8,350.00        | 320.00              |
| Vero Beach, First             | 725                      | 14,681.25                                | 14,681.00                                | 29,000.00            |                     |                    | 5,500.00            |                      | 3,000.00        |                     |
| Vero Beach, Westminster       | 111                      | 2,247.75                                 | 2,076.75                                 |                      |                     |                    |                     |                      |                 | 131.00              |
| Wildwood, First               | 123                      | 2,490.75                                 | 2,630.00                                 | 6,000.00             |                     |                    |                     | 5,276.00             |                 | 2,582.76            |
| Winter Garden, Harvest Church | 116                      | 2,349.00                                 | 2,247.75                                 |                      |                     |                    |                     |                      |                 |                     |
| Winter Garden, Korean         | 125                      | 2,531.25                                 | 2,531.25                                 | 16,500.00            |                     |                    |                     |                      |                 |                     |
| Winter Park, Winter Park      | 387                      | 7,836.75                                 | 6,583.50                                 | 8,300.00             |                     |                    | 1,150.00            | 2,421.09             | 4,262.26        | 2,121.13            |
| Companies/Individuals         |                          |  |  |                      |                     |                    |                     |                      |                 | 5,554.31            |
|                               | <b>13,705</b>            | <b>\$ 277,526.25</b>                     | <b>\$ 254,559.86</b>                     | <b>\$ 261,808.44</b> | <b>\$ 61,000.00</b> | <b>\$ -</b>        | <b>\$ 21,086.00</b> | <b>\$ 53,190.58</b>  | <b>#####</b>    | <b>\$ 69,076.85</b> |
|                               |                          |  | <b>91.72% Received of Assessed</b>       |                      |                     |                    |                     |                      |                 |                     |

**GIVING BY CONGREGATION – 2023 YTD (CONT'D)**



## Stewardship and Generosity Committee

March 2, 2024

- Our Task

The Stewardship Committee provides stewardship education to congregations and promotes the mission of the Presbyterian Church (U.S.A.) at all levels beyond the congregation. The committee is made up of ruling elders, ministers of Word and Sacrament and lay members who come from congregations with strong programs of stewardship and stewardship education. Members of the committee include - William Lewis, Melinda Jimenez, Jeff Wood, Ann Blakeslee, Jeff Sooknarine, and Michael Foley.

- Reflecting on our Convictions and Fears about Stewardship

What motivates your generous giving to Christ and His Church?

What restricts your generous giving to Christ and His Church?

- Some Thoughts about Stewardship

An article by Charles Spencer reminds us that – Stewardship is a Way of Life and a witness to the world. Stewardship is our way of saying “thank you” to God for His saving love. Stewardship celebrates the generosity of God and the joy we know as believers in sharing God’s gifts with our world,

Jeff Woods – a member of the Stewardship Committee wrote a thoughtful letter expressing his conviction that Stewardship and Generosity is the work of every believer and every committee.

Kennon Callahan states that people give generously to a compelling vision of what God is calling them to do.

We will be sending a “Thank You” Letter to Sessions and Congregations expressing our gratitude for their gifts and support of Central Florida Presbytery. When you receive this letter please make a point of sharing this letter with the members of your congregation and Session.

- Up-coming Events

At the summer Presbytery meeting – Thursday June 6, 2024, the Stewardship and Generosity Committee will be presenting a 45 minute seminar for Pastors and Session stewardship committees on the essential elements of a successful Stewardship campaign. Seminar training material will distributed in the Presbytery Packet for the June

6<sup>th</sup> meeting. We encourage Pastors and members of their Stewardship Committee to join us on Thursday June 6<sup>th</sup> for this Zoom Presbytery meeting and presentation.

We are in conversation with the Presbyterian Foundation to provide a Legacy Giving workshop for Pastors and Congregations. Details of this workshop will be sent to Pastors and Sessions.

We will be developing a colorful and informative brochure that communicates the work of our Presbytery to our Congregations to be used as part of your Fall Stewardship campaign.

The Stewardship and Generosity committee will be working with the Finance Committee to understand the current Presbytery deficit and work collaboratively to develop strategies that address the deficit.

Respectfully Submitted on behalf of Stewardship and Generosity.  
Michael Foley

**Sexual Misconduct Prevention and Response Committee**  
**Report to Central Florida Presbytery**  
**March 2,2024**

The committee is responsible to provide resources for boundary training for church leaders. Ministers, commissioned ruling elders, certified Christian educators, candidates and inquirers are provided training every three years at no financial cost through Safe Gatherings. Those eligible who completed training three years ago are required to take the course again as a refresher this year. The link is <https://safegatherings.com/> At that site, the Clergy Ethics tab takes us to the program. Verification that training has been completed will be sent to the committee by Safe Gatherings.

Others in the church can receive the \$47 abuse prevention training at a 20% discount to the congregations of our presbytery as are all other programs in the series offered. The link for this program which satisfies child protection training requirements is: <https://congregationu.com/> Verification that that training is completed will be sent to the congregation representative the church designates to receive it.

Both are on line and take approximately 2 hours to complete. The courses do not need to be completed in one sitting. The committee has chosen to provide these resources to make it as convenient as possible to complete the training that supports self-care for church professionals and assurance to congregants that in our presbytery we intend for our congregations to be safe spaces for families and vulnerable adults.

Sexual Misconduct Prevention and Response Committee  
Rev. Paige M. McRight, chair  
Scott Wesley  
Cris Heceta  
Rev. Linda Wright Simmons

**Report of the Interim Co-Executives  
March 3, 2024 Hybrid Meeting  
Maitland Presbyterian Church**

The Interim Co-Executives have been working on their 91-day plan and are planning on presenting another 90-day plan at the February Council Meeting. We have enjoyed visiting with ministers and congregations and plan to continue that in the months to come. Please let us know if there is a special event at your church so we can try to join you in celebration.

As we look into the Interim process, we offer this report based on the Five Steps of Interim Ministry.

1. Heritage and History: Time to begin a new journey
  - a. Former leadership: Taking time to celebrate the former leadership and also put it into perspective of where those memories sit as the organization moves forward. Through our clergy coffees and visitation to churches, we are beginning to hear the stories of CFP; joys and pain. There is trauma and grief in our past. We want to acknowledge our past, take the time to work through the grief to achieve healing. This isn't an easy or quick process; however, it will move us forward.
2. Redefine Core Values: Time to define our direction
  - a. What distinguishes CFP and the PCUSA from other non-profit groups? What is our purpose within Central Florida and beyond?
3. Develop new leaders: Time to invite involvement
  - a. The comments we hear center around how long people have been serving on the same committee or even different committees with the presbytery. By visiting ministers and congregations, there is a chance to see gifts and talents within the pews and in the pulpits that may be tapped for leadership
4. Clarification of our Theological Beliefs: Time to put words into action
  - a. Why are we Presbyterian? What does Scripture and our Confessions teach us about how we live and share that knowledge with people outside our church doors? How does what we believe mold our lives, our service, our giving?
5. New Future and Plan for Leadership:
  - a. Time to see where God is leading us

This is a process that will call us to faithfully look at our past, present, and future. It calls on us to imagine how to continue in ministry with the resources we are given. There will be easy and hard decisions as we move forward. The hope of all of this is that God is walking with us, opening our hearts and minds to the new things we are seeking to make.

Hoover and Olivia Haney

Hoover's cell 540-421-0790

Olivia's cell 803-558-0315



CENTRAL  
FLORIDA  
PRESBYTERY

**REQUEST FOR EXCUSE**

Date of meeting to be excused from:

*Spring Stated Meeting: March 2, 2024: Maitland Presbyterian Church*

NAME \_\_\_\_\_

CHURCH \_\_\_\_\_

PLEASE EXCUSE ME FOR:

\_\_\_\_ The entire meeting

I need to be excused because:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SIGNED \_\_\_\_\_ DATE \_\_\_\_\_

**RETURN FORM TO:** Christina Greenawalt, Stated Clerk ([cgreenawalt@cfpresbytery.org](mailto:cgreenawalt@cfpresbytery.org))  
c/o Central Florida Presbytery  
3101 Maguire Blvd. - Suite 244  
Orlando, FL 32803

