

**ADDENDUM REPORTS**

**CENTRAL FLORIDA PRESBYTERY**

**March 2, 2024**

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**NOTES:**

**WIFI Password:** MPC Guest: mpc@32751

**Next Meeting:** Thursday, June 6, 2024, 2:00 pm – Hybrid  
First Presbyterian Church, Palm Bay  
1080 Port Malabar Blvd NE, Palm Bay, FL 32905

**Central Florida Presbytery Meeting**  
**Maitland Presbyterian and Via Zoom**  
**March 2, 2024**

**▲ Call to Worship**

Gloria White

O Sing to the Lord a new song  
**Sing to the Lord, all the earth.**

Sing, and give praise to God's name;

**Tell the glad news of salvation from day to day.**

**▲ Hymn****"Here in this Place (Gather Us In)"****▲ Call to Reconciliation**

Gloria White

Perhaps we have spoken words that harm another. It may be we have failed to honor another of God's children. Maybe we have let our fears, our worries, our desires come between us and God. Whatever we might have done, God waits to listen to us, to offer us grace and healing. Join me as we pray together saying,

**▲ Unison Prayer for Forgiveness**

**Even with those simple commandments, Eternal Love, we manage to get it wrong. We misuse your name on an almost daily basis, and dishonor our friends and neighbors by talking behind their backs. We hunger for what others have, and think we can put you in a box, storing you away on a shelf. We find little enough time for our families, for ourselves, you - much less setting aside an entire day for that rest you call Sabbath.**

**Forgive us, Abiding Love. We think we are so wise with the choices we make, only to end up with all that keeps us from you. Your Word has come, to fill our speech with grace, with hope, with peace. As we journey to Jerusalem, may we invite others to join us as we seek to follow Jesus Christ, our Lord, our Savior. Please join in a moment of silent prayer of confession. Amen.**

**▲ Assurance of Pardon**

Day to day, God offers us mercy and hope. Moment to moment, we are surrounded by God's never-ending love. Friends, trust this Good News for you! God takes our brokenhearted prayers and crafts them into words of grace, of joy, of peace.

**Thanks be to God, we are forgiven. Amen.**

**▲ Response of Praise****"Glory to God, Whose Goodness Shines on Me"****Scripture Reading**

Mark 10:17-31

Rev. Dr. Victor Aloyo, Jr.

**Sermon***"A New Day"*

Rev. Dr. Victor Aloyo, Jr.

**Offering****Invitation****Offertory****▲ Doxology***Praise God from Whom All Blessings Flow***Prayers of the People & Lord's Prayer****▲ Closing Hymn****"Lord, Speak to Me That I May Speak" v. 1, 4, 5****▲ Benediction**

Rev. Dr. Victor Aloyo, Jr.

**Postlude****▲ Please stand as you are able in body or spirit**

Today's Offering will go to Family Promise  
Please make checks payable to "Central Florida Presbytery"

Family Promise of Greater Orlando helps families facing homelessness achieve sustainable housing and self-sufficiency through a community-based response.

Participants in Today's Worship

Gloria White, RE, Washington Shores Presbyterian, Orlando  
Rev. Dr. Victor Aloyo, Jr., President, Columbia Theological Seminary

The call to Confession, Prayer of Confession and Assurance of Pardon were written by Thom Shuman and posted on **Lectionary Liturgies**



**Central Florida Presbytery  
Stated Meeting**

**March 2, 2024**

**"A New Way"**



Maitland Presbyterian Church  
341 N. Orlando Avenue, Maitland, FL

**CFP Presbyterian Women Moderator's Report**  
**Spring Stated Presbytery Meeting—March 2, 2024**



*Greetings from the Presbyterian Women of Central Florida Presbytery Coordinating Team!*

The Presbyterian Women Coordinating Team meets virtually for our bimonthly meetings where we pray, plan, coordinate, share ideas and information regarding the ministry of PW and the mission driven work of our amazing PW ladies throughout our entire Presbytery. As the warmth of spring draws near, we prepare our hearts for this Lenten season and the eternal hope of celebrating Easter in the resurrection of Christ. The PW around our Presbytery is busy with fellowship, Bible Study, working for justice and peace, supporting the mission of the church worldwide, and building an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.). Our Coordinating Team is focused on building strong relationships and bonds together.

**PW Annual Gathering, February 3, 2024 – Quest Church, Gotha, Florida:** Seventy-five enthusiastic women from across Central Florida attended the “Sharing God’s Love” Presbytery-wide Annual Gathering and Business Meeting. Reverend Bryan Stamper, Senior Pastor of Quest welcomed everyone and opened with prayer. Reverend Olivia Haney preached an inspiring sermon entitled, “The Calling of Love” from 1 John, Chapter 4, with Reverend Christina Greenawalt leading the Installation Service of the new officers, with both pastors officiating the sacrament of The Lord’s Supper. Julie Hill, Vice Moderator, did a fabulous job leading the business meeting in the absence of Moderator, Janet Foley, due to illness. The workshops were well attended, with the four excellent workshop leaders greatly appreciated by all: Dr. Cheryl Carson, Olga Malave, Norma Carter, and Linda Bertolet. Heartfelt gratitude to the amazing PW ladies of Quest Church for their hard work and warm welcome as they hosted our very successful event, with the lighting of the Christ Candle by 100-year-old Mrs. Evelyn Marks and Victoria Murphy, PW Moderator of Quest.

**Presbyterian Women of Central Florida Presbytery Coordinating Team for 2024:**

- Moderator: Janet Foley, Westminster By-The-Sea, Daytona Beach
- Moderator- Elect: Olgal L. Malave, El Redentor, Oviedo
- Vice Moderator: Julie Hill, Merritt Island, Merritt Island
- Secretary: Lois Harvey, Wekiva Presbyterian, Longwood
- Treasurer: Barbara Mathewson, Pineda Presbyterian, Palm Shores
- Media Coordinator: Stacey Williams, Washington Shores, Orlando
- District Coordinators:
- District 1: Janet Foley. Westminster By-The Sea, Daytona Beach
- District 4: Gloria White, Washington Shores, Orlando
- District 5: Lynn Favero, Wekiva Presbyterian, Longwood
- PW Interpreter: Cultural Diversity and Peace: Olga Malave, El Redentor
- PWCFP Parliamentarian Appointment: Reverend Christina Greenawalt

**Dedication Offering:** will be given an offering of five hundred dollars (\$500.00) in person by CFP Cuba ministry volunteers, Pat Zinn, Pineda Presbyterian Church and Olga Malave, Moderator Elect, El Redentor Presbyterian Church to the Presbyterian Women ladies ministry of El Centro, Cuba during their March mission trip.

Thank you for your continued support and prayers of Presbyterian Women of Central Florida Presbytery.

Blessings this Lenten Season!

Respectfully Submitted,

Janet Foley, PW Moderator  
Central Florida Presbytery  
Phone: (386) 562-6212  
Email: nursejlcra@aol.com

**Committee on Ministry  
Report to Spring Stated Presbytery Meeting  
March, 2024**

**RECOMMENDATIONS**

The Committee on Ministry recommends the following to the presbytery:

1. Rev. Jay Rowland
  - a) That Presbytery receive Jay Rowland as a member of Central Florida Presbytery effective April 1, 2024, pending dismissal from Twin Cities Presbytery
  - b) That, Presbytery approve the call of Jay Rowland to serve as pastor of First Presbyterian Church of Wildwood, effective April 1, 2024
  - c) That Presbytery approve the following terms of call:

<b>COMPENSATION</b>	<b>Terms</b>
Cash Salary	42000
Housing Allowance	28000
Moving expenses	10000
<b>Sub-Total</b>	<b>70000</b>
<b>Effective Salary</b>	<b>70000</b>
Pension, Death, Disability	7000
Board of Pensions Medical Dues	20300
Employer's portion of SECA	6120
<b>Total Compensation</b>	<b>113420</b>
Auto/Travel	3402
Continuing Education	650
Books	300
Misc	500
<b>Reimbursed Expenses/Allowances</b>	<b>4852</b>
<b>GRAND TOTAL Compensation and Expenses</b>	<b>118272</b>
Vacation	1 month
Study leave	2 weeks

- d) That the Committee on Ministry name an administrative commission to install Rev. Jay Rowland at a time and date to be arranged with the session of First Presbyterian Church of Wildwood.

2. COM recommends approval of the following terms of call:

- a. R.J. Leek, First Presbyterian, Leesburg

<b>COMPENSATION</b>	<b>2023 Terms</b>	<b>2024 Terms</b>
Cash Salary	64300	66000
Allowance in place of SECA	5000	5000
Manse equity fund	1000	1000
<b>Sub-total</b>	<b>70300</b>	<b>72000</b>
Manse value	21090	21600
<b>Effective Salary</b>	<b>91390</b>	<b>93600</b>
Pastor pension and disability dues	9139	9360
Pastor and dependent medical dues	26503	27144

<b>Total Compensation</b>	<b>127032</b>	<b>130104</b>
Auto/Travel	3450	3450
Continuing Ed	800	800
Books	350	350
Professional expenses	1000	1000
Internet for manse	600	600
<b>Total Reimbursed Expenses</b>	<b>6200</b>	<b>6200</b>
<b>GRAND TOTAL Compensation and Expenses</b>	<b>133232</b>	<b>136304</b>
Vacation	1 month	1 month
Study leave	2 weeks	2 weeks

## b. Brenda Loyal, First Presbyterian, Mt. Dora

<b>COMPENSATION</b>	<b>2023 Terms</b>	<b>2024 Terms</b>
Cash Salary	35000	36120
Housing Allowance	47500	49020
<b>Sub-total</b>	<b>82500</b>	<b>85140</b>
<b>Effective Salary</b>	<b>82500</b>	<b>85140</b>
Pastor pension and disability dues	8250	8514
Pastor and dependent medical dues	23925	24691
Pre-tax salary reduction (health FSA)	2500	2500
Employer's portion of SECA	6120	6322
Other deferred income (employer match to 403(b))	3500	3600
<b>Total Compensation</b>	<b>124295</b>	<b>128267</b>
Auto/Travel	4400	4600
Continuing Ed	0	0
Books	200	200
<b>Total Reimbursed Expenses</b>	<b>4600</b>	<b>4800</b>
<b>GRAND TOTAL Compensation and Expenses</b>	<b>128895</b>	<b>133067</b>
Vacation	1 month	1 month
Study leave	2 weeks	2 weeks

## c. David Larry Kim, Harvest, Winter Park

<b>COMPENSATION</b>	<b>2023 Terms</b>	<b>2024 Terms</b>
Cash Salary	44500	45835
Housing Allowance	24000	24720
Utilities Allowance	11500	11845
Excess SECA	6,120	6,304
<b>Sub-total</b>	<b>86120</b>	<b>88704</b>
<b>Effective Salary</b>	<b>86120</b>	<b>88704</b>
Pastor pension and disability dues	8612	8870
Pastor and dependent medical dues	24975	25724
Employer's portion of SECA	6120	6304
<b>Total Compensation</b>	<b>125827</b>	<b>129602</b>
Auto/Travel	10800	12000

Continuing Ed	1000	1200
Books	1000	1000
<b>Total Reimbursed Expenses</b>	<b>12800</b>	<b>14200</b>
<b>GRAND TOTAL Compensation and Expenses</b>	<b>138627</b>	<b>143802</b>
Vacation	1 month	1 month
Study leave	2 weeks	2 weeks

3. COM recommends approval of the updated Parental and Family Medical Leave Policy (see page 56)

### **ACTIONS TAKEN**

The Committee on Ministry took the following actions:

1. **Minutes:** Approved the following minutes:  
January 11, 2024
2. Approved the contract renewals for the following Temporary Pastoral Relationships:
  - a. Ormond Beach/Nathan Wheeler - full-time, effective 2/1/24
  - b. Merritt Island/Christina Greenawalt - 20 hrs/week, effective 1/1/24
3. Approved renewal of Commissioned Pastor relationship between Monia Yust and First, Palm Bay, including permission to moderate session meetings
4. Approved Sabbatical plan for Michael Bodger, First Presbyterian, DeLand
5. **Pulpit Supply List**
  - a. Added Hoover and Olivia Haney
  - b. Added Carmen Torman when the way is clear from CPM
  - b. Added Chris Perkins
6. Approved the following Membership Designation Changes:
  - a. Tim Rogers-Martin - changed to Retired, effective 2/1/24
  - b. Wendell Colson - changed to Retired, effective 1/1/24
  - c. Lucas Pina - change to Retired, effective 5/1/24
7. Approved updated Policy on Parental and Family Medical Leave and submitted it to Presbytery for a second reading and vote at the Spring Stated Presbytery Meeting

**Information:** Received the following as information:

Interim Quarterly Report from: Westminster By The Sea/Melanie Ruta

**Attachments:**



## 1. Parental and Family Medical Leave Policy

### Proposed Policy on Parental and Family Medical Leave<sup>1</sup> Central Florida Presbytery

#### Purpose

God created us to be in relationship with God and with one another, starting with the first family in Gen. 2:18-24. Ever since, we have been nurtured in families where we care and are cared for at the most basic level and are equipped for life in the larger community. The Church recognizes the significance of family in the lives of its church personnel and seeks to be fair, reasonable, and compassionate in all its dealings related to family.

The celebration, nurture, and encouragement of the family take place in many ways in the life of a church. The congregation has the opportunity and responsibility to provide care for the pastor and the pastor's family during times of joy such as the birth or adoption of a child, and during times of sadness such as illness or death.

Central Florida Presbytery is committed to a culture that helps our pastors meet the demands of both family and ministry responsibilities and honors the life that Christ has given to us. Offering paid time off for parental and medical leave is not just good for the pastor and the pastor's family but is also healthy for the whole Church. This visible expression of God's love, lived out by the church, provides a powerful testimony to the world.

It is anticipated and hoped that individual congregations will not feel limited by these guidelines **this policy** and will respond to the need for parental and family medical leave responsibly and generously. While it is not a requirement for pastoral relationships that are not installed, it is hoped that it would guide actions by sessions in all pastoral relationships.

#### **Who is covered by this policy?**

The Parental and Family Medical Leave policies shall be considered minimum standards for installed pastors in accordance with the Book of Order G-2.0804. It is anticipated and hoped that individual congregations will not feel limited by these guidelines and will respond to the need for parental and family leave responsibly and generously. While it is not a constitutional requirement for temporary pastoral relationships that are not installed, it is hoped that these policies will guide actions by sessions in all pastoral relationships. This policy shall apply in full to all ordained Presbytery staff members.

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<sup>1</sup> The creation of this policy draws from the family leave policies from the following Presbyteries: Cherokee, Chicago, Grace, the Highlands of New Jersey, Hudson River, Los Ranchos, Mid-Kentucky, Milwaukee, and New Harmony, as well as the Family and Medical Leave Act (FMLA) of the U.S. Government.

## Parental Leave Policy

All pastors **ordained as a minister of Word and Sacrament (teaching elder)** who receive a new child into their home due to birth, adoption, placement or long-term foster children, or other legal guardianships of children shall be granted a minimum of 6 weeks paid leave with benefits. In the case of a miscarriage, stillborn child, or failed placement of adoption, up to 4 weeks paid leave with benefits shall be granted.

~~A session and pastor may negotiate~~ **pastor who gives birth is entitled to an extension of parental leave, as needed, with terms agreed upon by the session and pastor, for medical reasons, such as in the case of giving birth via c-section, which has a standard recovery time of 8 weeks. Parental leave cannot be extended past 8 weeks. Pastors who are pregnant or have given birth are entitled to paid medical leave beyond the standard parental leave at a doctor's recommendation up to a maximum of 8 weeks total of parental and medical leave.** Medical leave shall begin when a physician has certified that the Pastor can no longer perform her duties due to her pregnancy or at the time of birth and shall extend past the standard 6 weeks of paid parental leave upon the physician's recommendation. If the expectant mother ~~pastor's~~ physician determines that it is medically necessary for her to stop working prior to the anticipated delivery date **or beyond 8 weeks post-delivery**, she will be permitted to use personal leave, sick leave, or vacation time, **and/or family medical leave** to cover the absence. If the expectant mother needs to be cared for by her spouse/partner, who is a Pastor, **In the case where the spouse / partner is a pastor and they are needed to care for the expectant mother during a period of bed rest or extended recovery**, they may use vacation time **and/ or family medical leave** before the birth of the child.

The timing of parental leave is up to the pastor. The weeks do not need to be taken **concurrently consecutively** but must be used within one year of the first day of parental leave. People planning to welcome a child into their home shall ordinarily give their session at least a three-month notice of the intent to take parental leave. In cases where it is not possible to give a three-month notice, the person should give as much notice time as possible.

Parental leave time cannot accrue, and any unused leave time will not be compensated when a pastor leaves their call.

## Family Medical Leave Policy

**The Family Medical Leave Policy shall be considered minimum standards for installed pastors in accordance with the Book of Order G-2.0804. This policy shall apply in full to all Presbytery staff members who are ordained as a minister of Word and Sacrament (teaching elder). While it is not a requirement for pastoral relationships that are not installed or any other staff positions, it is hoped that sessions (or Presbytery, in the case of Presbytery staff) will be guided by this policy in considering adoption of similar policies for all pastoral relationships as well as other employees.**

For all those who qualify for family medical leave **under this policy**, a minimum of 12 weeks leave at full compensation as described in a pastor's Terms of Call or contract will be provided in a 12-month period in order to address serious medical conditions or other qualifying circumstances of the pastor or an immediate family member as described in this policy. The weeks need not be consecutive. A pastor is expected to be in close communication with their session regarding the time needed as leave for each qualifying circumstance. Should a pastor find themselves in an extraordinary situation in which more than 12 weeks of family medical leave are needed within a 12-month period, the pastor and the session of their church shall enter into dialogue with the Committee on Ministry (COM) to work out appropriate arrangements.

### **Who is considered "immediate family"?**

- Spouse
- Child
- Parent

A session should consider the fact that some other family relationships are as close to a person as these relationships, and they are encouraged to act with grace and generosity in such situations.

### **What are Qualifying Circumstances?**

Qualifying events for which a pastor may take Family Medical Leave include, but need not be limited by the session to:

- Moving an immediate family member out of a home into assisted living facility
- A serious medical condition of the self or an immediate family member, defined as
  - Overnight stay in the hospital
  - Any physical, mental, emotional, or other condition, which requires or makes prudent temporary relief of normal pastoral responsibilities for a period of 10 days or more.
  - A medical condition that requires regular outpatient treatment (cancer treatments, kidney dialysis, etc.)
  - A medical condition requiring the use of Hospice Care

### **How Leave is Taken**

Family medical leave is defined as 12 weeks in a 12-month period. This means that the leave time does not **automatically** renew at the beginning of each calendar year.

Family medical leave can be taken as one block of time (full 12 weeks), in increments (2 weeks for one event, one week for a different event), or intermittent leave (every Thursday off).

Family medical leave must be used in such a way as the functioning of a church is not negatively encumbered. Where there is dispute about the ability of the pastor to perform necessary functions, **or the manner in which they are using family medical leave**, the pastor and the session shall consult with COM to find a solution.

Family leave time cannot accrue, and any unused leave time will not be compensated when a pastor leaves their call. If a pastoral call is dissolved within 12 months of taking a period of leave, the pastor's unused vacation time shall be credited against the leave.

Vacation time shall not be used as a substitute for any of these forms of leave, but can be used to supplement the leave, if approved by the session.

It is the responsibility of the congregation to provide the pastor with full pay and benefits during time covered by family medical leave. The pastor and the session should, as far as possible, work together to plan for pulpit supply, pastoral care coverage, and other necessities for the duration of the leave. Preaching honoraria, mileage reimbursements, and other ministry expenses needed to fill pastoral responsibilities shall be the responsibility of the session on behalf of the congregation.

The position will not be filled during the leave, except on a temporary basis. If a session moderator is needed and not secured in advance by the pastor, the COM will provide a session moderator to the session during the pastor's leave.

In the event more than one kind of leave needs to be taken within a calendar year that necessitates taking more than 12 weeks total leave **(as in the case of parental and family medical leave taken in the same 12 month period)**, a pastor and their session shall involve the COM to discuss the needs of the pastor and congregation and to work out an agreeable arrangement between all parties.

If providing leave in accordance with the policy causes a financial hardship to a congregation, the session shall consult with COM, and the presbytery may provide assistance to congregations in demonstrated need.

### **Documentation and Approval**

A pastor shall give 30 days' written notice of intent to use family medical leave if it is not an emergency (ex. scheduled surgery, procedure). If it is an emergency, the pastor shall inform the church as soon as possible.

The session (or Presbytery Council, in the case of Presbytery staff) is allowed to ask the pastor to confirm the qualifying event at the time that leave is requested and ask for documentation.

**Such documentation shall not be recorded in any minutes.**

It is recommended that the pastor use a Certificate of Health Care Provider for Employee's Serious Medical Condition, form WH-380-E, as an appropriate and informational document for the purposes of requesting family medical leave. (See Resource section for link)

Family medical leave shall be approved by the Session, documented in its minutes, and reported to COM.

### Other Notes

While we have used some of that language and definitions of the Family Medical and Leave Act, we are in no way implying that the rules and practices of the FMLA supersede or define the policy of Central Florida Presbytery.

When Family medical leave overlaps with Worker's Compensation, and Short-Term or Long-Term Disability, or other sources of income payable to the employee due to their illness, disability, accident, etc., family medical leave shall be utilized as a secondary supplement to the provided financial support of these programs. ~~Benefits of~~ Family medical leave benefits will only make up the difference to the compensation of the pastor, but he/she will not receive anything in excess of his/her effective salary as approved in Terms of Call (or contract, in the case of Presbytery staff). For example, a pastor is injured at the church, Worker's Compensation covers 60% of salary and housing allowance, but their being incapacitated for longer than 10 days activates family medical leave provisions. The church, under the FML policy, would review the compensation being given and cover the remaining 40% of pay to make up the difference between the Worker's Compensation benefit and the effective salary of the pastor, rather than giving the pastor full pay. Other portions of the Terms of Call, such as payments to the Board of Pensions for medical, pension, and disability programs, deferred income, etc. would continue without interruption.

**This policy does not constitute legal or tax advice. It is recommended a session (or Presbytery, in the case of Presbytery staff) consult a legal or tax professional where there are questions about the legality or tax implications of the use of the policy.**

### Resources

Certificate of Health Care Provider for Employee's Serious Medical Condition, form WH-380-E can be found at <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/WH-380-E.pdf>

The Advocacy Committee for Women and Gender Justice has published the resource below to help congregations — especially smaller congregations — with ideas for seeking out worship leadership during each of those 12 weeks:

Yes, covering 12 weeks can be hard on a congregation, especially a small congregation. Yet within your community, committee members said, you have resources to tap into. It involves reaching outside your walls and being open to the Spirit.

Here is a sample of what those 12 weeks might look like:

Sunday 1 — A ruling elder proclaims the Word. We encourage presbyteries to provide training to their ruling elders to be able to proclaim the Word. Ruling elders are the spiritual leaders of the congregation, and we encourage them to step up during this time.

Sunday 2 — Invite a community partner to come in and share the mission of their organization.

Sunday 3 — Music Sunday. Select a scripture and have music that reflects that scripture.

Sunday 4 — Youth Sunday.

Week 5 — Invite a mission co-worker to share their work. This takes advance planning, and it can happen in person or online. This could involve paying an honorarium.

Week 6 — A ruling elder proclaims the Word.

Week 7 — Men's Sunday.

Week 8 — Do you have a retired minister or retired educator in your congregation? Ask them for one Sunday as a gift to the church.

Week 9 — Women's Sunday.

Week 10 — Invite another community partner to come in and share the mission of their organization.

Week 11 — Is there someone in your congregation who has a story of faith to share? Or several people? Give them a prompt to help shape their comments.

Week 12 — You made it! Celebrate with a hymn sing and prepare to welcome your pastor back.

The Presbyterian Outlook [publishes liturgy for each Sunday of the year](#). Be sure to credit Presbyterian Outlook.

Holy Humor Sunday is also called Bright Sunday. Learn more [here](#). [You can celebrate it any Sunday](#).

Other suggestions include:

- Invite a candidate under care of your presbytery to fill the pulpit one Sunday. Your presbytery can help you with this.
- Is there a PC(USA) seminary or one of our full-communion partners less than an hour away? They often have students who are approved to fill the pulpit. Reach out.
- Is there someone within your presbytery who serves on a PC(USA) national committee? Invite them to share about their work.
- We suggested the retired educator, but an educator from another congregation may be willing to come share a message or new ideas around Christian formation.

Worship doesn't have to happen just in the sanctuary. Worship around the tables in the social hall, with food and hands-on activities as prayers are prayed, scriptures are shared, and hymns are sung. The Word is proclaimed via your hands-on activities.

We encourage the presbytery's committee on ministry to assist congregations in planning for the 12 weeks.

We encourage sessions to be proactive in preparing for these 12 weeks by setting aside the current honorarium for a pulpit supply into a separate line item in their budget monthly. We acknowledge that some presbyteries require congregations to set aside for sabbatical leave. But with creative worship ideas, congregations are not covering the cost of pulpit supply for the whole 12 weeks. They thus can set aside half of the rate monthly instead of the whole amount.

We encourage sessions to be creative if they feel they can't include the funds into their budget to pay an honorarium. We also encourage sessions to reach out to their presbytery. Does the presbytery have funds that could help offset the expense of honoraria?

Don't forget your synod. Do they have funds that could help you? Or, since we are a connectional church, maybe the synod has resources that can help you.

## Rev. Jay Rowland

Minister of Word & Sacrament Ordained PC(USA)  
[revjayfpc@gmail.com](mailto:revjayfpc@gmail.com) / 507-990-1367

### Ecclesiastical Status

- ❖ Ordained *Presbytery of Philadelphia PC(USA) November 1998*
- ❖ *Presbytery-Twin Cities Area - Current Judicatory - member in good standing*

### Formal Education

- **Masters in Divinity (M.Div)** - *Princeton Theological Seminary, 1998*
- CPE/Clinical Pastoral Education (Summer Intensive) Fairview Southdale Hospital<sup>^</sup>  
     <sup>^ now M Health Fairview Minneapolis - more info below</sup>
- **Bachelors (BA)** Journalism/Liberal Arts - *University of Minnesota, 1986*
- High School **Diploma** - *Washburn High School, 1982*

### Continuing Education

#### Faith Formation and Leadership

- ❖ 2017 PCUSA APCE Annual Event--Denver, CO
- ❖ 2018 PCUSA APCE Annual Event--Louisville, KY
- ❖ 2019 PCUSA APCE Annual Event--Galveston, TX
- \*APCE - *Assoc of Presbyterian Christian Educators (now Assoc of Partners in CE)*  
<https://apcenet.org>

#### Pastoral Leadership Development & Career Discernment

- ❖ 2020-2022 Clergy Cohort Rochester, MN & surrounding communities,
- ❖ June 2022 Spiritual Immersion Experience, Glacier National Park, MT  
*Rev. David Feltman, Convener/Moderator, via The Ministry Collaborative <https://mministry.org>*

#### Career Assessment and Discernment

- ❖ Winter 2009
- ❖ May 16-17, 2023  
 LeaderWise  
 516 Mission House Lane New Brighton, MN // 651-636-5120  
 Rev. Dr. Mark Sundby, Director <https://Leaderwise.org>  
 (formerly *North Central Career Development Center*)

#### Numerous ConEd Workshops & Seminars 1998-2022

(continued)

## 2. Bio of Jay Rowland



## Ecclesiastical Experience

### Associate Pastor 2001-2023

#### First Presbyterian Church of Rochester, MN

*weekly worship; preach monthly; officiate weddings & funerals; oversee the church's ministries of pastoral care & Christian Education; advise & meet monthly with the church's Board of Deacons and its Christian Education Committee; supervise and resource Youth Ministry and Sunday School; taught confirmation 2002-2021.*

### Solo Pastor 1998-2001

#### Norriton Presbyterian Church of Norristown, PA

*lead worship; preach; administer the sacraments, officiate weddings, funerals, baptisms; moderate session; meet with church committees monthly; provide resource assistance and support for committees; support and oversee youth ministry; support and oversee Sunday School.*

### Intern 1997-1998

#### Kingston (NJ) United Methodist Church of Kingston NJ

*Helped lead weekly Sunday worship, preach regularly; led mid-week evening prayer service, evening adult Bible study on the Gospel of Mark, and assist pastor with all regular & special worship services,*

### Intern 1996-1997

#### Kingston (NJ) Presbyterian Church of Kingston NJ

*Worked closely with the ordained pastor to focus on identified areas of interest and gain experience agreed upon areas of interest/church need. Led the midweek middle & senior high youth fellowship, taught/led the high school Sunday school class; assist pastor with the weekly Sunday & other special worship services, preaching.*

### Touring Choir 1996

#### Chapel Choir 1995-1996

#### Princeton Theological Seminary (PTS) Princeton, NJ (Martin Tel, Director)

Chapel Choir led weekly seminary chapel worship services, participated in all special & seasonal worship services and concerts. Touring Choir traveled to different churches Sunday mornings by bus\* to assist in worship leadership & provide choral music. A member of the choir would also briefly share about their faith journey and background.

*\*most weeks in the surrounding NJ/NY/PH metro areas but some Sundays we went far as the Baltimore/DC area to the south, upstate NY to the north*

**Rev. Jay Rowland 507-990-1367**

**p2**

**Fairview Southdale Hospital** (now "M Health Fairview" Minneapolis)**Chaplain Intern / Clinical Pastoral Education**

Sheryl Lyndes Stowman, supervisor - Summer 1997

*Ministered in the Intensive Care Unit (ICU). Duties included looking after families of daily open-heart surgery patients. Carried a pager that indicating the beginning and end of each surgery so that I could inform each family. My eight-hour days/40-hour weeks devoted to visiting the patients and families in the ICU of this hospital. CPE involved regular participation with a group of other seminarians for formal sessions led by accredited CPE Chaplains as part of our Seminary training and preparation. Each intern took turns being overnight/weekend on-call chaplain and also leading Sunday worship services in the hospital.*

**Pacific Palisades Presbyterian Church** Pacific Palisades, CA

1995 Associate Pastor Nominating Committee (youth ministry liaison)

1993 Interim APNC (Associate Pastor Nominating Committee)

1990-1995 Youth Ministry Chaperone

*Assisted weekly Youth Fellowship meetings and special mission trips as organized and led by the associate pastor, but at times I led weekly meetings myself during three transitions in the associate pastor position, helping lead one mission trip to SE Alaska in 1992*

**Habitat for Humanity**, Los Angeles, CA

on-site volunteer-assist site carpenters & other professionals as directed

**Cathedral of St. Vibiana, Los Angeles, CA**

Volunteer-helped package & deliver Christmas presents to families living in/near the "skid row" section of Los Angeles (December 1992 & 1993)

**Rev. Jay Rowland 507-990-1367**

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### Career History

- 1993-1995** *Universal Pictures, Universal City, CA.*  
Associate Director, Television Programming Research and Development.
- 1990-1993** *Paramount Pictures, Hollywood, CA.*  
Senior Analyst, Television Programming
- 1989** *STN Productions, Burbank, CA.*  
Production Specialist.
- 1987-1989** *Cable Value Network, Minneapolis, MN (now QVC, Westchester PA).*  
Production Specialist.
- 1986-1988** *WCCO-TV, Minneapolis, MN.*  
Documentary Researcher; Assignment Desk Assistant.

### Statement of Faith

Rev. Jay Rowland

I believe in God whose eternal love for us and for all of Creation is shown through God's self-revelation in Jesus of Nazareth, born of Mary. Jesus is the incarnation of God, for *in him all the fullness of God was pleased to dwell* (Col. 1:19). As Jesus experienced all aspects of human life--birth, family, community, work, hunger, thirst, betrayal, cruelty, suffering, humiliation, rejection, torture, the felt absence of God, and, ultimately, death--he showed us that *nothing in life or in death can separate us from the love of God* (Rom. 8:18-39). And so Jesus' life, death & Resurrection reveal God's divine paradigm for humanity and for all Creation. I believe God is the source of Life, Love, and Creation. God's Life-creating, Life-affirming Love is God's answer to human sin, corruption, cruelty, illness, conflict, violence, war, abuse, neglect and, ultimately, death. Jesus is the embodiment of God's activity, movement and intimacy with all humankind and through creation.

God's activity, movement and intimacy with humankind shows up in the ways that love, kindness, nurture and creation persist especially when "man's inhumanity to man" destroys human lives and threatens all of creation. God does not move or act through violence, coercion, deception or manipulation. Rather, God's presence and activity is revealed whenever life, love, healing, reconciliation, and restoration is manifest. The wonder and mystery of God is that abundant *life* and joy are present even when we are surrounded or threatened by violence, illness, corruption, suffering, and death. The birth, baptism, life, death and resurrection of Jesus reveals the pattern of God's movement and presence among humankind. God offers every human being communion and relationship with God. The ultimate reach of God's creation-bearing Love is revealed when God raised Jesus from death to life. Jesus is the ultimate expression of God's covenant as first declared and attested in the Tanakh (Hebrew Scriptures).

(Continued p.2)

### 3. Faith Statement of Jay Rowland

I experience, worship and serve God as Creator, Christ and Holy Spirit. God's Creation-birthing Love is fully revealed in the mystery of the Trinity wherein God's essence, nature and character appear in this unique, tri-form *expression* of God. First, God spoke Creation into being *out of nothing*. God's incarnation in Jesus of Nazareth, born of Mary, reveals that God abides in the human heart, spirit and community. Trinity creatively expresses God's covenant, continual, eternal relationship with humanity and all of creation. God chose to never be God apart from human beings, human community, and humanity itself. Thus *it is not good for human beings to be alone* (Gen 2:18), that is, isolated from God or others. Trinity also expresses the inner-diversity of God's organic "self". God created us in God's image to live in community, embodying and struggling for justice and peace in all human, social relationships regardless of differences. We are created in the image of God, meaning we were created by relationship (God's essence) *for* relationship. God--the very essence of relationship--created human for relationship with God and one another. The Holy Spirit is the breath--(Gk) *pneuma* & (Heb) *ruah*--of life. God's breath breathes in us. Thus, our God, who acts among humanity and creation without coercion, is ever in relationship with humanity and creation through love, ever connected with us in our every breath.

## COUNCIL REPORT

March 2, 2024

### RECOMMENDATIONS

1. **Greater Atlanta Overture to General Assembly.** Based on advice from CPM Council recommends not to concur with the overture proposed by Greater Atlanta Presbytery. (The Proposed Overture follows this Report, see page 70)
2. **Presbytery of Riverside Overture to General Assembly.** If the way be made clear based on advice from Leadership Development Committee Council recommends concurring with the overture proposed by Presbytery of Riverside. (The Proposed Overture follows this Report, see page 71.)

### ACTIONS TAKEN

1. **March Stated Meeting.** Council took the following actions regarding the March 2, 2024 Stated Meeting.
  - a. Format: Hybrid (Zoom and In-Person)
  - b. Good News First: Washington Shores Presbyterian Church's school partnership
  - c. Worship -- Preaching: Rev. Dr. Victor Aloyo, President, Columbia Theological Seminary
  - d. Offering: Family Promise
  - e. Plenary: Rev. Dr. Victor Aloyo, President, Columbia Theological Seminary
  - f. Election of Treasurer of Board of Directors and Corporate Officers
  - g. Guests: Clark Simmons from Board of Pensions
2. **2024-2025 Stated Meetings – *changes* approved.**
  - Saturday, March 2, 2024, 9:30 am – Maitland
  - **Thursday, June 6, 2024, 2:00 pm – First Palm Bay (Hybrid)**
  - **Tuesday, September 10, 2024, 9:30 am - Zoom**
  - Tuesday, December 3, 2024, 9:30 am - TBA
  - Saturday, March 1, 2025, 9:30 am- TBA.
  - **Thursday, June 5, 2025 – 2:00 pm – Rockledge Presbyterian Church**
  - Tuesday, September 9, 2025 – 9:30 am - TBA
  - Tuesday, December 2, 2025 – 9:30 am - TBA
3. **Other Actions Taken.** Council approved the following items:
  - Council authorized the Stated Clerk to sign the FLAPDAN Covenant Renewal
  - Cheryl Carson was approved to be the CPM representative to perform background checks

I attest that the Presbytery of Greater Atlanta approved the following overture at its Fall Stated Meeting on November 4, 2023.

Rev. C. Anderson James  
Stated Clerk

The Presbytery of Greater Atlanta overtures the 226th General Assembly (2024) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-2.0610 be amended as follows: (text to be deleted is ~~struck through~~)

When a presbytery concludes there are good and sufficient reasons for accommodations to the particular circumstances of an individual seeking ordination, it may, by a three-fourths vote, waive any of the requirements for ordination in G-2.06, except for those of G-2.0607d. If a presbytery judges that there are good and sufficient reasons why a candidate should not be required to satisfy the requirements of G-2.0607d, it shall approve by three-fourths vote some alternate means by which to ascertain the readiness of the candidate for ministry in the areas covered by the standard ordination examinations. ~~A full account of the reasons for any waiver or alternate means to ascertain readiness shall be included in the minutes of the presbytery and communicated to the presbytery to which an inquirer or candidate may be transferred.~~

### **Rationale**

Those persons who respond to the call to serve as a minister of the Word and Sacrament in the church have embarked on a sacred journey, accompanied by their home congregation and presbytery of care. Along the way, the presbytery and the inquirer or candidate develop a relationship of accountability and trust that enables and empowers the whole church to be a part of this journey of faithful response to God's call. Placing a detailed record of a potentially traumatic encounter in the permanent records of the presbytery does little to further this relationship of accountability and trust and only provides an opportunity to increase and intensify harm.

Removing this requirement for this full account of the reasons for a waiver of examination requirements for those under the care of a presbytery clarifies that the detailed record of a person's preparation for ministry process is independent from the long-term story of that person's faithful service as a minister. This amendment simplifies the text of the Constitution by making it less of a manual of operations and gives voice to emerging understandings of learning differences, cultural competency, and neurodivergence that are increasingly common within and beyond the church. The proposed amendment allows for greater pastoral sensitivity by presbyteries in their care of those preparing for ministry and encourages presbyteries to trust one another in their work with those preparing for this sacred calling.

## **OVERTURE TO THE 226TH GENERAL ASSEMBLY (2024)**

### **On development of educational resources for faith formation for congregational use and to meet the needs of the small church**

#### Recommendation

The Presbytery of Riverside overtures the 226<sup>th</sup> General Assembly (2024) to direct the Presbyterian Mission Agency's Office of Christian Formation (and/or their successor entities) and the Presbyterian Publishing Corporation, in collaboration with Research Services, to study and formulate a plan for the future development of educational resources for faith formation and nurture especially for congregational use. Research should be qualitative, including methods such as focus groups and interviews with practitioners. Relying on this and pertinent prior research, collaborators shall pay particular attention to affordability and the needs of the small church. The Office of Christian Formation and the Presbyterian Publishing Corporation shall bring a concrete proposal regarding funding, staffing, and implementation to the 227<sup>th</sup> General Assembly (2026).

#### Rationale

On March 1, 2018, the responsibility for the publication of educational curricula was moved from the Presbyterian Mission Agency (PMA) to the Presbyterian Publishing Corporation (PPC), a separate business. In the fall of 2023, the Presbyterian Publishing Corporation announced that it would pause the creation of new English-language all-age curriculum products, due to the great cost of developing and publishing these materials. We understand that many denominational publishing houses are challenged by the cost of producing congregational resources. We are delighted that Korean and Spanish resources will continue to be newly published thanks to funding from the denomination. Current English-language curriculum materials will cover the next three years, but no new materials are in development.

The Presbyterian Church has a proud heritage of producing outstanding educational resources and is still continuing that tradition with a robust emphasis on materials for home and family life. However, a gap is developing in materials for use by congregations – a gap that will become too large if not addressed in a timely manner. The future of this denomination rests on raising children and nurturing adults rooted in the richness of the Reformed understanding of the Christian faith. Addressing this problem will require conversations and joint planning between the Office of Faith Formation and the Presbyterian Publishing Corporation.

*Reformed theology mandates providing for faith formation, nurture, and education of church members, grounded in the Reformed understanding of the sacrament of baptism:*

- W-3.0403: "The congregation as a whole, on behalf of the universal Church, is responsible for nurturing baptized persons in Christian life."
- W-4.0201: "It is the responsibility of the whole congregation, particularly exercised through the Session, to nurture those who are baptized as they grow in faith and seek to respond to Christ's call to discipleship."



- W-5.0203 “God calls the Church to continue the teaching ministry of Jesus Christ, guiding and nurturing one another through all the seasons and transitions of life. In particular, the church offers opportunities for education and formation as members enter the community of faith, discover Christian vocation, and assume responsibility in the world.”
- W-5.01 W-5.0203-W-5.0204: “The educational ministries of the church are rooted in the promises of Baptism, in which the congregation pledges responsibility for Christian nurture.”

*A Reformed theology of the mission of Christ’s church also guides us:*

- F-1.0304: “The great ends of the Church are:  
... the proclamation of the gospel for the salvation of humankind; the shelter, nurture, and spiritual fellowship of the children of God...; the preservation of the truth...”
- G-1.0101: “In the life of the congregation, individual believers are equipped for the ministry of witness to the love and grace of God in and for the world.”
- G-3.0201: “... the Session has responsibility and power to:  
a. *provide that the Word of God may be truly preached and heard.* This responsibility shall include providing a place where the congregation may regularly gather for worship, education, and spiritual nurture...” The same responsibilities are given to presbyteries, synods and the General Assembly (G-3.0301a; G.0401; G-3.0501a)

*Actions of past General Assemblies confirm the need for continuing the development of educational resources for congregations, based in the Reformed tradition.*

- Final Report of the Workgroup on the Role and Status of Christian Educators in the PC(USA): GA Minutes 2000, Part 1. P.199.  
“The Presbyterian Church (U.S.A.) emphasizes the education of the people of God as a primary task of the church. Through dynamic inter-action persons and communities are challenged to form a faith perspective through which they view the world and acknowledge the active presence of God. Intentional Christian education provides a variety of opportunities for people of all ages to explore the elements of the Christian story, reflect on their experiences in the light of Scripture, and respond through action in the world.”
- GA 2018: “The General Assembly’s Special Committee to Study the Reformed Perspective of Christian Education in the 21st Century recommends that the 223rd General Assembly (2018) do the following:
  - “1. Encourage the Presbyterian Mission Agency (PMA) to adjust to a shift in Christian education paradigms and practices over the last several decades and therefore
    - “a. support the restructuring, resourcing, and staffing of the ministry area of Christian formation, working to—continue resourcing age and stage Christian education, while transitioning to an emphasis on lifelong Christian education and faith formation, especially intergenerational ministry;

“b. encourage the newly structured ministry area of Christian Formation to dedicate resources to be focused on supporting local congregations (facilitating the networking, coaching, and training of local leaders).

“2. Direct that curriculum and/or resources produced by the Presbyterian Publishing Corporation and Geneva Press [*now Westminster John Knox Press*] shall be in consultation and collaboration with the ministry area[s] of Christian Formation [and Racial Ethnic and Women’s Ministries] of the Presbyterian Mission Agency.”

- GA 2018: **The Matthew 25 Initiative: The first mark of Congregational Vitality is**  
“A commitment to forming disciples over every member’s lifetime. This leads first to personal transformation, as people put on the heart of Christ, and then to social transformation, as people joyfully go forth into the community and tackle the issues facing today’s culture. “

- GA 2022:

“1. Direct the Presbyterian Mission Agency (PMA) to create a PMA associate position (1.0 FTE) to equip and connect Christian formation practitioners across the denomination (professional educators, pastors, volunteers, commissioned ruling elders [CREs], etc.). Responsibilities will initially include... identifying gaps in resources available and finding ways to help fill them; assisting those involved in planning of Christian education with suggestions, resources, and training for ministry; making connections between Christian formation leaders across the denomination.

“2. Direct Research Services, in the Administrative Services Group, to conduct a qualitative research study exploring the particularities and differences of Christian education and faith formation ministries and practices in racial ethnic minority congregations, for the purpose of informing the Presbyterian Mission Agency (PMA) offices related to Christian formation, as well as the cultural sensitivity and relevance for Presbyterian Publishing Corporation (PPC) publications. These offices should report back to the 226th General Assembly (2024) as to how this information was disseminated and implemented.”

In his provocative book, *Will Our Children Have Faith?* John Westerhoff stated that it only takes one generation for the world to lose the Christian faith. As members of the Presbyterian Church (USA) we are committed to ensuring that the richness of our branch of the Christian faith continues for the next generation. We believe that this overture creates a step in that direction.

**Central Florida Presbytery  
Anti-Racism Committee Report to Presbytery  
March 2024**

**INFORMATION ITEMS:**

- The Anti-Racism Committee (ARC) met on January 10, 2024 and February 12, 2024 via Zoom for its monthly scheduled meetings. Each meeting begins with the committee reading its Mission Statement that serves to guide ARC as it does its work.

**ARC Mission Statement**

*The mission of the Anti-Racism Committee (ARC) of the Central Florida Presbytery (CFP) is to help believers recognize personal racial biases that cause us to fall short of following Jesus Christ in all that we do. In doing so, the ARC offers resources and opportunities for believers to be prayerfully transformed by the renewing of their minds, their words, and their actions.*

- The ARC began the year reviewing the Foundations of Presbyterian Polity with particular emphasis on Chapter 1 “The Mission of the Church.” This exercise reminded the committee of the importance of its work. The committee was also reminded of how vital the work of this committee is in a Matthew 25 presbytery devoted among other things to dismantling structural racism.
- The ARC reviewed the 2024 Calendar and Committees list and the 2024 Ministry Goals/Objectives, and projected time frames for completion of tasks. Subcommittees will meet as needed to meet their objectives and report progress at full committee meetings.
- The ARC received preliminary information about Cántico Nuevo Ecumenical Choir and its presentation of The Undocumented Hands Cantata, scheduled to be performed on November 8-11 at a site to be determined. The committee also reviewed the initial draft of the scholarship application for a scholarship being established for students of color who are active in the congregations of Central Florida Presbytery. The scholarship is provided through the legacy gift of the St. Marks Presbyterian Church to the Anti-Racism Committee to carry on that congregation’s commitment to justice and opportunity for people marginalized in our culture on the basis of race.
- The committee remains committed to its work and to building relationships with one another through quarterly fellowship gatherings.

Respectfully submitted,  
Rev. Erika Rembert Smith, ARC chair

**ARC Members:**

Amy Schmidt, Cheryl Carson, Cris Heceta, Erika Rembert Smith, Jody Mask, Mary Beardall Hoffman, Nina Wilson Jones, Omar Gonzalez, Paige McRight, Ralphetta Aker McClary, Tony Aja (participant)

## **Cuba Partnership Team Report and Fundraising Update**

The Cuba Partnership Team is leading a trip to Cuba March 12 through 20. Thirty (30) people from Central Florida - half of them first timers! - will visit 8 churches in the Central Presbytery of Cuba. The participating CFP churches are GraceWay, El Buen Vecino, El Redentor, North Lake, Wekiva, First DeLand, and Pineda. We are looking forward to seeing old friends and to introducing our newest travelers to them. While in Cuba, we will participate in the daily life of the Cuban churches, and meet with the El Centro Council to discuss ways to enhance the partnership between our two presbyteries. Most of our luggage will be filled with medicines and other supplies - which literally save lives in these very difficult times for Cuba. The medicines are of utmost importance, but the Cubans repeatedly tell us that it is the lasting relationships we are building which help sustain them and give them hope for the future.

**The Cuba Partnership Team committed \$12,000 to support two major projects of El Centro for 2024, and will take the money with us in March. We've raised nearly \$8,000, but are still \$4,400 short of our goal. Please consider making a personal contribution or a donation from your church's mission budget. Send your check to the Central Florida Presbytery's office and mark it for one or both of the projects, which are described below.**

The Transportation project allows the presbytery to bring people together for presbytery meetings, youth and women's ministry events, training events, etc. Cars are scarce and most people, including pastors, don't have one, so the old American school bus we donated is vital to El Centro. Diesel fuel is scarce and very expensive, and the bus needs a lot of maintenance. Our Transportation fund covers the cost of bus maintenance and pays for tires for the cars owned by a few pastors.

Lay Leadership Training, the second project we support, strengthens their churches and congregations. It brings church lay leaders (elders, deacons, youth leaders, Sunday School teachers) together for training, helps purchase training materials and supplies, and enables workshops to be held at local churches.

Your support of these projects helps the Cuban churches survive and be a strong, visible witness to the love of Christ in a very dark time.

Thank you for your continuing, generous support of this partnership!

## BOARD OF DIRECTORS

March 2, 2024

### RECOMMENDATIONS:

1. **Election of Treasurer.** Upon the recommendation of the Nominating Committee, the Board of Directors recommends that the Presbytery elect Baldwin Hamilton (RE, membership held with Central Florida Presbytery) to serve as Treasurer of the Presbytery and the Board of Director for a three-year term.
2. **2024 Corporate Officers.** Council nominated the following persons as corporate officers for 2024:
  - President: Paige McRight
  - Vice President: Cheryl Carson
  - Secretary: Christina Greenawalt
  - Treasurer: Baldwin Hamilton

## Stated Clerk Report

March 2, 2024

### RECOMMENDATION

1. **Synod's Plan for Election.** In Accordance to G-3.0401 a change to the synod's plan for election and participation was made that requires approval of a majority of presbyteries in the synod. Recommendation to approve the Synod's plan for election and participation. Request from Synod is attached.
2. **Pineda Presbyterian Church Exemption (G-2.0404).** That Presbytery grant a waiver to Pineda Presbyterian Church, Palm Shores, on the limits to terms of service for two ruling elders to serve an additional year (Herb Dankmyer and Paul Pratt). (Maximum two three-year terms then at least one year off the session, G-2.0404). Congregational action happened on January 28, 2024.

### ITEMS FOR THE MINUTES

1. **First Presbyterian Church, Daytona Beach AC Final Report.** The Administrative commission that worked with First Presbyterian Church has submitted its final report. The actions of the commission become the actions of the presbytery with the filing of this report, unless the presbytery acts to modify the decisions of the commission in any way.

**COMMENT:** The AC has asked Committee on Ministry and Church Development to continue to walk alongside of First, Daytona as they rein vision who they are, where they are going and how the Holy Spirit is guiding them in the days ahead. This allows First, Daytona to continue to have extra support as they navigate them sometimes muddy waters.

With the filing of this final report, the Commission is automatically discharged with thanks for their work over the past 12+ months.

2. Installation Commissions
  - a. Rev. Rob White, Pastor, Eastminster Presbyterian Church of Indialantic, Florida on December 3, 2023
  - b. Rev. Jody Mask, Pastor, Grace Covenant Presbyterian Church of Orlando, Florida. On January 7, 2024

### INFORMATION

1. **On The Road to GA 226: Salt Lake City.** The Office of the General Assembly has a virtual newsletter that comes out to give you and your congregation helpful information as we prepare for the next General Assembly in 2024. You can read it online [here](#). You can also download it as a pdf as well and check out previous issues. You can also learn more about the GA at: <https://ga-pcusa.org/>
  - a. The Synod of South Atlantic is partnering with your presbytery to offer training for Commissioners to GA #226 via Zoom on three sequential Mondays (May 6, 13, and

20) at 7pm, each with different material, building on the previous, and opportunities to meet other commissioners. On the 20th, we will be joined by staff from the Office of the General Assembly and take part in a mock meeting.

b. Important Dates to remember:

- i. April 26, 2024: 60 Day Deadline -Overtures with financial implications submitted, and first concurrence received.
- ii. May 11, 2024: 45 Day Deadline -All overtures and concurrences submitted

2. The End of the Year Statistics and Necrology will be presented at the June Presbytery Meeting.

#### INFORMATION FROM HIGHER COUNCILS:

SYNOD. Upcoming Synod Events to connect us and equip us.

**1st Wednesday**  
***SACK Lunch***  
***South Atlantic Community Knowledge***

A monthly zoom for sharing across the synod!  
*Join, learn and share: experience, resources,  
 and best practices on a new topic each month.*

April 3 - Young Ministry  
 May 1 - Presbytery Leadership  
 June 5 - Women in Ministry  
 July 3 - Peacemaking  
 August 7 - Campus Ministry

**Synod of South Atlantic**  
 PRESBYTERIAN CHURCH (USA)

*To register, follow the QR code or visit [synodofsouthatlantic.org](https://synodofsouthatlantic.org)*

OFFICE OF THE GENERAL ASSEMBLY.

#### Resources for Your Congregations

*A message from the Office of Christian Formation*

*What's New? What's In Season?* — Join us for this Faith Formation Leader Connection Resource Zoom on **Thursday, March 7th at 1:00 p.m. Eastern** or **Tuesday, March 19th at 8:00 p.m. Eastern** to learn about resources and ask questions. Register [here](#).



*Mr. Rogers Day* — On **March 20th** the PC(USA) celebrates the Rev. Fred Rogers and his work in Christian education and peacemaking. [Find worship, neighborhood outreach, education, and program ideas](#) from our office and the Presbyterian Peacemaking Program.

*New Resources*

- [Milestones Prayers](#) — From our Collective partner, Presbyterian Youth Workers' Association (PYWA), a downloadable series of prayer cards for youth leaders to share with youth
- [Embracing Neurodiversity](#) — From our Collective partner, Association of Partners in Christian Education (APCE) and the Opening Doors to Discipleship Training Website
- [Building a Child's Home Library](#) — A new Quicksheet to offer book suggestions by age to help equip children and parents with the stories and vocabulary of faith so they can learn together





Valerie Young,  
Synod Executive and Stated Clerk

November 15, 2023

Rev. Christina Greenawalt, Stated Clerk  
Central Florida Presbytery  
3101 Maguire Blvd, Ste 244  
Orlando, Florida 32803

Dear Christina,

At the November 14<sup>th</sup> meeting of the Synod of South Atlantic, a change to the synod's plan for election and participation was made that requires approval of a majority of presbyteries in the synod, in accordance with G-3.0401. The following was approved by the Assembly:

*(excerpt from Manual of Operations)*

**Commissioners**

When the Synod of South Atlantic meets, it shall consist of ~~the thirty-eight (38)~~ commissioners, thirty-two (32) elected from its constituent presbyteries and six (6) elected by the synod. Each presbytery shall elect two commissioners to staggered classes (one even year, one odd year): one Minister of the Word and Sacrament and one Ruling Elder, giving consideration to the issue of representation and inclusiveness as required by the *Book of Order*. The other six (6) commissioners shall be "At-Large" Commissioners intended to represent communities too long marginalized by the systems of the Church (BIPOC, LGBTQ). Of the six (6), three (3) shall be ruling elders, and three (3) Ministers of the Word and Sacrament, all of whom must come from different presbyteries and at least one from each state (South Carolina, Georgia, Florida).

*Rationale: Currently, Commissioners are only elected by the presbyteries, which means the synod has limited ways of fulfilling our own mission priority to "Ensure full integration of diversity in all of its life and work". Recent changes to G-3.04 of the Book of Order allow for the enrollment of additional commissioners for the purposes of representation. The hope is to include more of those involved in synod-wide racial ethnic ministries and build a more inclusive body.*

The synod would be grateful for your presbytery's consideration at its next meeting. I am available to answer any questions or speak about the plan if needed. I look forward to hearing the outcome from you as expeditiously as possible.

Sincerely,

Valerie  
Synod Executive & Stated Clerk

Young,

1937 University Boulevard West · Jacksonville, Florida 32217  
Office: 904.356.6070 · Cell: 682.465.1360  
[www.synodofsouthatlantic.org](http://www.synodofsouthatlantic.org)



January 30, 2024

Central Florida Presbytery  
 ATTN: Stated Clerk  
 3101 Maguire Boulevard, Suite 244  
 Orlando, FL 32803

Dear Christina,

Pineda Presbyterian Church is preparing to install newly elected Ruling Elders and Deacons on March 3, 2028.

Our Nominating Committee has worked diligently to find candidates for 5 session vacancies, 3 for the class of 2027 and 2 to fill unexpired terms for the class of 2025. Like many churches with a mostly elderly membership, we are struggling to find church leaders who are able to commit to serve on session, especially for a 3-year term. This past year (2023), we functioned with one vacancy in the class of 2025, and recently accepted the resignation of another elder from that class due to relocation out of state. We just elected a PNC, drawing from the same pool of able members who are candidates for session or the diaconate; some of those members said they could not serve on both the PNC and session/diaconate.

Elders Herb Dankmyer and Paul Pratt, both of whom are not eligible for another term, have expressed the willingness to serve on session for another year. Both have served faithfully and the session is grateful for their offer to continue in leadership.

Our Annual Congregational Meeting was held on January 28, 2024. The Nominating Committee worked up to the last minute to find candidates for session, found one person (out of 3 positions) for the class of 2027, and presented Herb and Paul to fill the unexpired one-year terms of the class of 2025, with the understanding that a waiver is required and acknowledging that it should normally have been requested before the election.

Therefore, the Nominating Committee, with the support of the session, requests an exception to policy for Form of Government G-2.0404, whereby persons serving 2 consecutive terms are ineligible for election to the Session for at least one year.

Sincerely,

Patricia E. Zinn  
 Clerk of Session

cc: Rev. Juliann V. Whipple  
 Interim Pastor, Pineda Presbyterian Church

Phone: (321) 259-1330

Email: [pinedapc.office@gmail.com](mailto:pinedapc.office@gmail.com)

Website: [pinedapc.org](http://pinedapc.org)

## **First Presbyterian Church Daytona Beach**

### **Administrative Commission – Final Report**

**February 1, 2024**

Central Florida Presbytery Committee on Ministry met for a Called Meeting on November 17, 2022, via Zoom, to act on the request to form an Administrative Commission for First Presbyterian Church Daytona Beach. The Committee on Ministry Report to the Winter Stated Presbytery Meeting, December 6, 2022, concurred with First Presbyterian Church Daytona's request that Central Florida Presbytery form an Administrative Commission.

Stated Clerk Report include the following responsibilities of the Commission:

That Central Florida Presbytery form an Administrative Commission to support the session and congregation of First Presbyterian Church, Daytona Beach, empowering the commission full constitutional authority, to act on behalf of Central Florida Presbytery and if needed (make decisions on pastoral leadership (G-3.0109b) and assume original jurisdiction (G-3.0303e). The Administrative Commission in coming alongside the Session of First Daytona Beach will serve as an instrument of Presbytery for promoting peace and unity within the congregation, including:

1. Work with the session to assess options for addressing storm damage from Hurricanes Ian and Nicole, including how to cover the insurance deductible.
2. Assist the session in prioritizing building needs and develop a plan for addressing them, that includes funding.
3. Analyze the financial standing of the congregation and assess ways to improve the congregation's stewardship, income potential, and reductions in expenditures.
4. Assist the session to further develop its revitalization and outreach plans, making recommendations to Presbytery, through the appropriate committee(s).
5. Assess the pastoral leadership options for the congregation and assist the session in making any changes that are proposed.

Members of the Administrative Commission: Co-Chairs: Reverend David Keck (TE), Reverend Robert Anderson (TE), Secretary: Janet Foley (RE), Reverend Linda Jaberg (TE), Nancy Cox (RE),

Administrative Support and Ex-Officio: Reverend Dr. Daniel Williams, Executive Presbyter (through September 30, 2023), and Reverend Christina Greenawalt, Stated Clerk.

This final report incorporates details that summarize the final actions of the Administrative Commission.

#### **Practice and Engagement:**

- The commission held frequent in-person meetings along with Zoom meetings for planning purposes.
- The commission attended the Session and Congregational meeting(s), with the first session meeting on January 17, 2023.
- The commission members often attended Sunday worship services at First Presbyterian Church Daytona Beach

- The commission prayerfully supported and guided the session and congregation, while actively building relationships, and prioritizing the work that was entrusted to the AC.
- The commission held listening sessions and hosted a dinner gathering at FPCDB for session and staff where Mission-insite reports were discussed on April 15, 2023.
- The commission met separately with committee chairs, staff as needed, reviewed, and discussed budget(s), and provided Presbytery resources.
- The commission discussed with pastor and session the challenges of an aging and hurricane damaged building, with the session and property committee concluding there was not enough funds even with FEMA assistance to repair the extensive and costly damages from two major hurricanes to the church campus. The ongoing expenses of the building and maintaining of the building had become so prohibitive, the alternative options that were discussed were not feasible, and would deplete their resources and limited reserves so that they would not have any funds for a church staff or mission and outreach.
- The firm of Foundry Commercial and Carlin Beekman was retained by the Session of First Presbyterian Church Daytona Beach.
- Foundry Commercial performed a market analysis of the surrounding area and presented several options as to what might be done with the existing campus and/ or redevelopment of the site.
- None of the options were deemed feasible due to restrictive residential zoning of this area by the City of Daytona Beach
- It was decided by the session that the property be listed for sale and a Congregational Meeting was called for the purpose of approving the sale of the church property.
- All members of the Administrative Commission along with Reverend Dr. Dan Williams attended the Congregational Meeting, worship and session meeting on Sunday, May 21, 2023.
- The commission met separately, following the vote and approval of the congregation at the called Congregational Meeting on May 21, 2023 - to approve the sale of the church property to a non-Presbyterian church. The congregation will have use of the chapel through December 2023. The commission continued its' work with the session to help discern its evolving mission.
- During the session meeting on May 21, 2023, church property sale questions and next steps were discussed and led by Reverend Dr. Dan Williams and Reverend Christina Greenawalt.
- The property was placed under contract with a local buyer, and was sold on July 26, 2023, with First Presbyterian Church Daytona Beach receiving net proceeds of \$1,616,969.00.
- The commission assisted the session with full inventory of all other property and financial records.
- The commission assisted the session obtain all original church files deemed of value to the Presbyterian Historical Society.
- The commission provided support with elder training, and revisions to the congregation's by-laws and operational manual in September – November 14, 2023.
- The commission approved in November 2023 the new church location of First Presbyterian Church Daytona Beach to Cinematique Theater at 242 South Beach Street, Daytona Beach, FL 32114. – for relocation January 2024.
- The commission submitted all detailed minutes and records to the Stated Clerk for archival.

## Outcomes:

- The session coordinated the 100<sup>th</sup> Church Birthday Celebration Weekend on June 2- 4, 2023, with special Sunday worship and processional, First Friday community event, reception and fellowship that included Putnam Memorial Presbyterian Church, along with members, community leaders, and former pastors sharing in the celebration with their personal connection to First Presbyterian Church Daytona Beach.
- The Church Development Committee assisted Putnam Memorial Presbyterian Church and Pastor Emese Asztalos with the successful relocation to Port Orange Presbyterian Church.
- The session decided with Reverend Steinberg that discernment and vision/mission casting would be done at Sunday worship services between September – December 2023, with weekly discernment reports provided to the congregation by Reverend Steinberg when transitioned to the chapel in July 2023.
- The session approved the study of “1001 New Worshiping Communities” resources from PC(USA) Presbyterian Mission Agency, led by Reverend Katy Steinberg.
- The session of First Presbyterian Church Daytona Beach is actively rewriting new congregational by-laws, and an operational manual as they continue to evolve through important transitions together.
- The session approved the New Class of Elders for 2024 who have been elected, along with new Elder Training.
- The session approved a new member class which was led by Reverend Steinberg with active participation by the session.
- The session has approved the revised 2024 budget.
- The session approved the following Christmas Eve Schedule: December 24, 2023 – a Christmas Eve Sunday Worship service was held at 10:30 a.m. for the last time in the chapel at 620 S. Grandview, Daytona Beach, FL and the light was carried for a Christmas Eve service in their new church location at 5 p.m. with Missing Peace and First Presbyterian Church Daytona concluded Christmas Eve with carols and candlelight in their new downtown Daytona neighborhood at 242 South Beach Street, Daytona Beach, FL at 5:30 p.m.
- The session approved a new logo that is being used on the website and social media referring to the Downtown Daytona Church as the new home of First Presbyterian Church Daytona Beach, that began officially on Sunday, January 7, 2024, at 10:30 a.m. at Cinematique Theater.
- The session has approved “First Friday with First” monthly events continue at their new church location with the Downtown Beach Street surrounding area and community.
- The session has approved the continuation of the monthly “Church Mouse” newsletter, to include important church family news, prayer requests, upcoming events, and a message from Pastor Katy. - along with social media, in-person worship and worship via Zoom.
- The session approved that starting February 2024, the church newsletter will feature “A Minute for our Missions” – which will focus on a new mission initiative every month – which was adopted from one of the collaborative listening sessions with the Administrative Commission.
- The session of First Presbyterian Church Daytona has offered 3 new Bible studies in 2023, with a new online book study coming soon in 2024.
- 15 new members have joined First Presbyterian Church Daytona Beach since July 1, 2023, with a new member class being planned soon.

- The pastor and session of First Presbyterian Church Daytona Beach has worked collaboratively with the Administrative Commission, Committee on Ministry, and Church Development Committee to discern the way forward in 2024. The session continues to send a ruling elder along with Reverend Steinberg to the Stated Presbytery Meetings.
- Reverend Katy Steinberg has served on Presbytery committees, along with providing consulting to various churches within Central Florida Presbytery.
- Reverend Katy Steinberg and the session continues to work with the Presbytery Church Development Committee specific to developing a strategic plan for First Presbyterian Daytona Beach.
- Committee on Ministry approved the Temporary Pastoral Relationship (TPR) renewal- Stated Supply Pastor agreement between the Session of First Presbyterian Daytona Beach and Reverend Katy Steinberg effective January 1, 2024 – December 31, 2024, Full-time.
- The Session of First Presbyterian Church Daytona Downtown has started initial discussion, with a written request to Reverend Bill Kramp, COM Chair, specific to the process of converting Reverend Steinberg’s TPR designation to an installed pastor position – with this discussion ongoing.

**Final Action of the Administrative Commission:**

- The Administrative Commission believes its duties entrusted to them by the Presbytery have been determined and the work of the AC is completed. We thank God for the excellent work that has taken place by the pastor, session, staff, and congregation at First Presbyterian Church Daytona. The Administrative Commission continues to pray for First Presbyterian Church Daytona Downtown as they continue to navigate uncharted waters while trusting that the Spirit is leading them forward into a new future filled with hope and promise. Mike and I attended Sunday worship at their new downtown location on January 21, 2024 – where we were greeted warmly, with a spirit of welcome. There were over 30 people in attendance. The worship bulletin was easy to access, with easy download instructions for the hymns for singing during worship from the Glory to God hymnal. Their new worship space had evident reminders of their 100 years of faithful ministry with the cross that sat on the communion table, and the banners and processional kites that were made to celebrate their 100-year-old church history and anniversary. All reports currently, indicate progress is going well, and there is no need for the commission to continue. The commission respectfully asks to be dismissed effective March 2, 2024.

Respectfully submitted,  
Janet Foley, Administrative Commission Secretary

**CENTRAL FLORIDA PRESBYTERY  
MINUTES OF THE COMMISSION TO:**

**Install Rev. Dr. Rob White, as Pastor of Eastminster Presbyterian Church of Indialantic, Florida.**

*The Commission, according to the appointment of Central Florida Presbytery, met at:*

Eastminster Presbyterian Church at 2:30 PM on December 3, 2023.

Minister Commissioners present: Paige M McRight, Tim Womack, Fred Foy Strang, Tim Rogers  
Martin Darice Dawson

Elder Commissioners present: Chris Ollis, Julio Vallette, John Schumman

Commission guests present: Rev. Chuck Reisinger, Lutheran pastor and pastor of visitation at  
Eastminster, Yom Goetz music director at St. Andrews Episcopal

Other guests present: John Rogers, incoming moderator of Central Florida Presbytery

The meeting was called to order by Chairperson Paige McRight

The meeting was opened with prayer by Paige McRight.

The Elected Clerk of the meeting was Tim Womack

*The Commission led the congregation in a worship service.*

The sermon was preached by Tim Womack on the subject of Clothed in Christ from Colossians  
3:12-17.

*The Chairperson recited proceedings of Presbytery leading up to this service.*

- The Constitutional questions of Ordination/Installation to the Pastor were propounded by Paige McRight
- The Constitutional questions to the Congregation were propounded by Chris Ollis and Julio Valletti
- The Ordination/Installation prayer was offered by Chuck Resinger
- The Chairperson declared that Rob White was duly installed as Pastor, of Eastminster Presbyterian Church

*Members of the Commission welcomed the Pastor.*

- The Charge to the Pastor was delivered by Tim Rogers Martin
- The Charge to the Congregation was delivered by Fred Foy Strang

*The service was concluded with the Benediction pronounced by the newly ordained/installed Pastor. Afterward, the officers and members came forward and gave appropriate expressions of cordial reception and affectionate regard. The Minutes were read and approved.*

The Commission Meeting was closed at 4:00 pm with prayer by Rob White.

Chairperson Paige M McRight

Clerk Tim Womack



**CENTRAL FLORIDA PRESBYTERY  
MINUTES OF THE COMMISSION TO:  
INSTALL REV. Jody Mask AS PASTOR OF Grace Covenant PRESBYTERIAN CHURCH OF Orlando,  
FLORIDA.**

*The Commission, according to the appointment of Central Florida Presbytery, met at:*

Grace Covenant on 2:32 PM on Sunday, January 7, 2024

Minister Commissioners present: Rev Mario Bolivar, Rec. Emily Wasser, and Rev Dr. Paige McRight

Elder Commissioners present: Danielle Alchin, Cris Heceta, and John M. Rogers

Commission guests present: Rev Olivia Haney, Rev Dr. Hoover Haney Interim Co-Executive  
Presbyter CFP, Elder Sheryl Chernault

The meeting was called to order by Chairperson: John M. Rogers

The meeting was opened with prayer by: John M. Rogers

The Elected Clerk of the meeting was Danielle Alchin

*The Commission led the congregation in a worship service.*

The sermon was preached by Rev. Mario Bolivar

On the subject of "It Doesn't Burn Up"

From Exodus 3:1-12

*The Chairperson recited proceedings of Presbytery leading up to this service.*

- The Constitutional questions of Ordination/Installation to the Pastor were propounded by John M Rogers
- The Constitutional questions to the Congregation were propounded by Danielle Alchin
- The Ordination/Installation prayer was offered by Rev. Dr Paige McRight
- The Chairperson declared that Jody Mask was duly installed as Pastor, of Grace Covenant Presbyterian Church
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*Members of the Commission welcomed the Pastor.*

- The Charge to the Pastor was delivered by Rev. Emily Wassar
- The Charge to the Congregation was delivered by Cris Heceta

The service was concluded with the Benediction pronounced by the newly installed Pastor. Afterward, the officers and members came forward and gave appropriate expressions of cordial reception and affectionate regard. The Minutes were read and approved.

The Commission Meeting was closed at 3:12 pm with prayer by Rev Jody Mask

John M. Rogers

Danielle Alchin

Chairperson

Clerk