



Presbytery of Tampa Bay

455 Scotland St. Suite 1, Dunedin FL, 34698

April 26, 2018

For the kingdom of God is not food and drink but righteousness and peace and joy in the Holy Spirit. The one who thus serves Christ is acceptable to God and has human approval. Let us then pursue what makes for peace and for mutual upbuilding.

Romans 14:17-19

Dear Friends in Christ,

The Stated Meeting of the Presbytery of Tampa Bay will be on Saturday, May 5, 2017 at Hope Presbyterian Church of Winter Haven, 2110 Cypress Gardens Blvd., Winter Haven, FL 33884. Find information about parking and the church campus on the next pages. Thanks to Hope for hosting us!

Registration will begin at 8:15 a.m. in the Narthex. Display tables and refreshments will also be set up in McGrath Hall, which is also where the latter portion of our meeting will take place. The meeting will begin promptly at 9:00am in the Sanctuary. First-time commissioners are invited to attend an online orientation on **Monday April 30th at 7:30pm** at this link: <https://zoom.us/j/704880437>. If you miss it, email the Stated Clerk for a replay. More orientation materials can be found on pp. 7-11 of this packet.

You will find the presbytery meeting packet with this letter--directions to Hope, a map of the facilities, the Docket, information for the Consent Agenda, Commission/Committee reports, and other information. ***Please print copies and bring them to the meeting, or bring a device to view them.*** Below are some highlights planned for the meeting:

- During worship, our General Assembly Commissioners will be installed and the Necrology read
- The Coordinating Team will present a motion to end Regional Commission gatherings in favor of a new Network model (p. 56)
- The Presbytery will examine Candidate Stephanie Dion for Ordination (p. 115 ff.)
- The Coordinating Team will present a Manual of Operations for the Presbytery (pp. 58-105)
- The Trustees will move a change in how funds related to church property are distributed (p. 106)
- The Commission on Church Vitality (CCV) will present a Manual (pp. 43-53)

This Presbytery meeting we'll be running a trial of networking groups. The Coordinating Team has brainstormed an initial collection of presbytery wide networks. The goal of our breakout session is not to devise an action plan or brainstorm a solution or clear path. Rather, the goal is to talk with one another, perhaps reintroduce ourselves to one another, and to begin thinking about what might be helpful to each of these contexts and ministries. See page 6 for more info. Network groups are invited to eat together during lunch and to meet during the open spaces period after the meeting if desired.

The worship offering will go to CBE International (founded as Christians for Biblical Equality). Rev. Peg Roy serves on CBE's Board of Directors. CBE is creating a Bible-based training kit to equip pastors in speaking out to prevent domestic violence. "One in three of our sisters worshipping beside us in church have experienced abuse. Yet 69% of pastors report they've never preached a message on domestic violence, and only 8% feel well-equipped to respond to it." For more info, see p. 54 or visit their website: www.cbeinternational.org. **Checks for the offering should be made out to the Presbytery of Tampa Bay.**

Also, Vice Moderator Loli Ros Reiter asks that any churches who celebrate Pentecost in a unique way contact her at lolireiter@gmail.com. This will be part of her report to Presbytery.

For lunch we'll have a salad buffet, including Caesar Salad with grilled chicken on the side, Taco Salad, Fruit Salad, Pasta Salad and a dessert. Lunch tickets may be purchased for \$8 each; **checks for lunch tickets should be made out to Hope Presbyterian Church**. Buy your tickets when you register, before the meeting is called to order, or during the first break.

The peace of Christ be with you,

Libby
Libby Shannon,
Moderator

Dave
Dave Baker,
Stated Clerk and Director of Communications



DIRECTIONS TO HOPE PRESBYTERIAN CHURCH

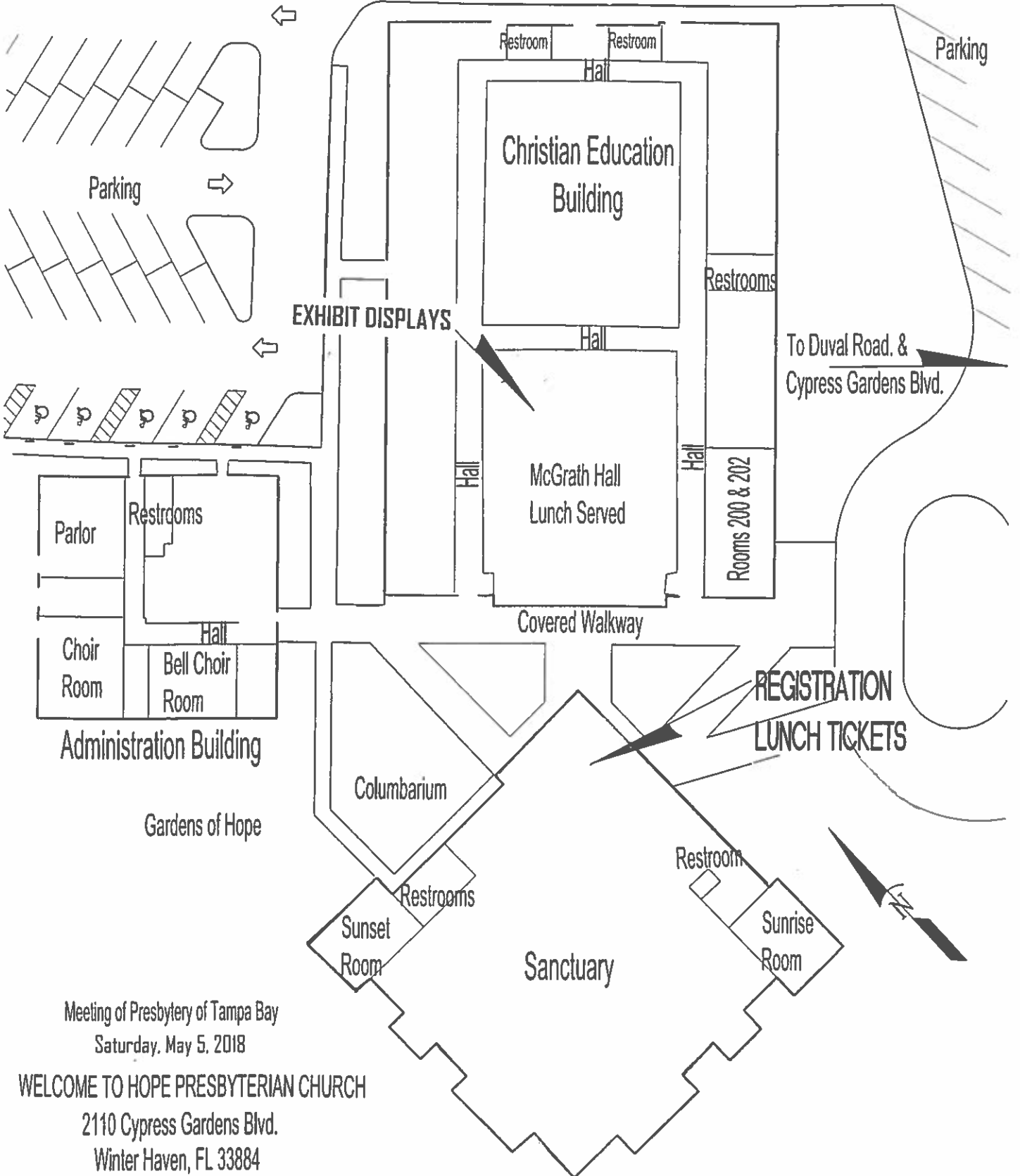
2110 Cypress Gardens Boulevard
 Winter Haven, FL 33884-1556
 Phone (863) 324-6382—Fax (863) 324-1096
 Website: hopepreswh.org—E-Mail: hope@hopepreswh.org

FROM TAMPA: Take I-4 East to Exit 27, Polk Parkway—SR 570 (Toll \$2.00—have exact change in quarters if possible). Continue on Polk Parkway to Exit 14 for Winter Haven. At end of Exit ramp continue straight to Winter Lake Road, SR 540 East. Continue on Winter Lake Road to US 17 and turn left. Continue North on US 17 to Cypress Gardens Boulevard, SR 540 and turn right (this intersection will be at the second traffic light after you have turned onto US 17). Continue on Cypress Gardens Boulevard approximately 1.5 miles. Hope Church will be on your left just after you pass IHop on the right and St. John’s Methodist Church on your left. Turn left on Duval Road—go about 150 yards and turn left into the church grounds. *(Cypress Gardens Boulevard is a divided road and Duval Road will be the second opportunity to turn left after passing the Methodist church. Hope is on the left atop a hill.)*

FROM TAMPA: Take US 60 East to Bartow and turn left onto US 17 North. Continue on US 17 for approximately 11 miles to Cypress Gardens Boulevard, SR 540 East and turn right. Continue on Cypress Gardens Boulevard approximately 1.5 miles. Hope Church will be on your left just after you pass IHop on your right and St John’s Methodist Church on your left. After you turn left you will be on Duval Road—go about 150 yards and turn left into the church grounds. *(Cypress Gardens Boulevard is a divided road and Duval Road will be the second opportunity to turn left after passing the Methodist church. Hope Church is on the left atop a hill.)*

FROM THE NORTH: Drive US 27 South to Cypress Gardens Boulevard, SR 540, approximately 17 miles from the I-4/US 27 intersection. Turn right onto Cypress Gardens Boulevard, SR 540. Continue 7 traffic lights. After the 7th traffic light (at Overlook Drive) take the second right onto Duval Road. This right will sneak up on you just after the slight hill and bend in Cypress Gardens Boulevard. Once on Duval Road go about 150 yards and turn left into the church grounds.

HOPE PRESBYTERIAN CHURCH Campus Map



To Duval Road. & Cypress Gardens Blvd.

Meeting of Presbytery of Tampa Bay
Saturday, May 5, 2018

WELCOME TO HOPE PRESBYTERIAN CHURCH
2110 Cypress Gardens Blvd.
Winter Haven, FL 33884

Lunch Menu

The menu for the May 5 meeting is a Salad Buffet:

- Caesar Salad
 - grilled chicken on the side
- Taco Salad
- Fruit Salad
- Pasta Salad
- Dessert

Lunch tickets will be \$8 each.

Networking Groups

In its inception, the new vision for the Presbytery of Tampa Bay sought to use a regional structure to offer opportunities for more connection among colleagues and designated time for conversation, intentional worship and prayer, networking, and learning from and alongside one another. As we have lived into this commitment it has become clear that while our geography presents unique possibilities, it may not be the most natural way we relate to one another.

To that end, the Coordinating Team has brainstormed an initial collection of presbytery wide networks. The goal of our breakout session today is not to devise an action plan or brainstorm a solution or clear path. Rather, the goal for the breakout session is to talk with one another, perhaps reintroduce ourselves to one another, and to begin thinking about what might be helpful to each of these contexts and ministries. Perhaps the needs are social - an occasional lunch; perhaps they are more liturgical in nature - lectionary study groups, Bible study planning; engaging in book studies or exploring different curricula may suit; perhaps a group wants to become more connected through different mission opportunities. Opportunities to engage with one another are as varied as any particular group can dream up.

We know that many of us identify in more than one of the following groups. Presbyters are encouraged to seek engagement with one another in as many ways as feels appropriate and life giving. There will be many future opportunities to connect with these different groups-- or create new ones! No one is being assigned a group; while we give a brief description of each, please know that wherever you feel like you will be nourished is where you should be.

BREAKOUT ROOMS

GROUP NAME	LOCATION	ROOM NAME
New Members Presbytery	Left of Narthex	Children's Library
"Youngish" TEs/REs	Left of Narthex	Adult Library
HR Ministers	In Sanctuary back wall	Sunset Room
Validated Ministries	In Admin. Bldg	Bell Room
Small Churches	In Admin. Bldg	Choir Room
Medium/Large Churches	In Admin. Bldg	Parlor Room
Clerks of Session	McGrath Hall Right	Room 200
Evangelism	McGrath Hall Right	Room 204
Mission	McGrath Hall Right	Room 227
Social Justice Issues	McGrath Hall Right	Room 234
Starting a New Network	McGrath Hall	McGrath Hall

First Time Commissioner Orientation Presbytery of Tampa Bay

If this is your first time as a Commissioner to any Presbytery meeting, please start here. If this is your first time at the Presbytery of Tampa Bay, but not your first rodeo, you may want to skip the first couple of sections.

Presbytery Meeting Basics

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

- You are a Commissioner, not a Delegate
 - This means that no one, not your session, not your pastor, not your spouse, can tell you how to vote on a particular issue. That's between you and the Holy Spirit.
- You may not know who all these people are and what their jobs are, so here's a cheat sheet.

Cast of Characters:

- Moderator
 - Rev. Libby Shannon, the person with the gavel. The Moderator is responsible to make sure the meeting runs well, and is the non-staff leader of the Presbytery. The Moderator also convenes (that is, works with the regional leadership committee to plan and run the meeting) their Regional Commission (West for Libby).
- Vice Moderator
 - Rev. Loli Ros Reiter also moderates part of each Presbytery meeting, and is the Moderator in waiting. She'll also convene her region of the Presbytery (Central).
- Presbytery Coach and Coordinator
 - Elder Patrice Hatley is our Presbytery's coach and executive. She's the staff numero uno and has a variety of responsibilities throughout the Presbytery, including acting as pastor to our clergy members.
- Stated Clerk
 - Rev. Dave Baker is the Presbytery's Stated Clerk and Director of Communications. As Stated Clerk he's responsible to help plan presbytery meetings, prepare the presbytery packet, and keep the meeting running "decently and in order", acting as the Presbytery's parliamentarian.
- Treasurer
 - Elder Terry Dennis is the guy who's going to explain the numbers to us. He's a volunteer officer of the Presbytery and responsible for the finances and budget of the Presbytery.

- You'll hear a lot of acronyms at a Presbytery meeting. Mostly these are our Committees and Commissions. Some translations:
 - COM (Commission on Ministry)
 - The Commission on Ministry is the primary body responsible for making decisions about relationships between pastors and churches, whether a particular pastor may become a member of the Presbytery, etc. It does its work primarily in regions. The COM is chaired by Rev. Laurie Palmer. East Region Chair is Ruling Elder Kris Marone, Central Region Chair is Rev. Nicole Abdnour, West Region Chair is Ruling Elder Michael Clark.
 - CPM (Commission on Preparation for Ministry)
 - The Commission on Preparation is the primary body responsible for those seeking to become ministers, also known as Inquirers and Candidates. Chaired by Rev. Deb Belusa.
 - CCV (Commission on Church Vitality)
 - They have all kinds of resources and money to give to churches, with some left over every year. The CCV is chaired by Rev. Micki Robinson. Get to know your regional chair: Rev. Joy Laughridge West, Paula Salter Central, and Evelyn McMullen East.
 - NRC (Nominating and Representation Committee)
 - Responsible for nominating Teaching and Ruling Elders to most committees and commissions. Be sure to share your gifts and talents with Chair Rev. Denise Lay!
 - Trustees (Board of Trustees)
 - The Trustees are a Commission of the Presbytery that handles the legal side of Presbytery business, implementing decisions of the main body, but also approving requests from churches for things like leasing their sanctuary, selling property, etc. Chaired by Ruling Elder John Hehn.
 - CT (Coordinating Team)
 - As the leadership group of the Presbytery, the Coordinating Team is a Commission made up of the chairs of each group above, as well as the Moderator and Vice-Moderator. The outgoing Moderator acts as the chair of the CT (and convener for their Region), while the Treasurer, Stated Clerk and Presbytery Coach and Coordinator all serve as ex officio members of the Team. Chaired by Rev. Mike Loudon, East Region convener.
- Presbyterian meetings are governed by Robert's Rules of Order
 - "No? Really?" you say. But yes, believe it or not, the Book of Order directs (G-3.0105) that Presbyterian councils (such as the Session or Presbytery or General Assembly) are governed by Robert's Rules of Order. That doesn't mean you have to be a parliamentary expert to attend meetings, but you should probably learn the basics below if you want the meeting to make sense once business begins.

Robert's Rules Cheat Sheet

Below is a summary of your rights and responsibilities under Robert's Rules. Generally speaking, these rules are intended to reduce tension, protect the rights and voice of the minority opinion, and of course, keep us doing things "decently and in order" (1 Cor. 14:40, ESV).

- Always address your comments to the Moderator or presenter, never to other commenters
- Generally, don't interrupt another speaker, but wait until you're recognized by the Moderator
 - EXCEPT for these reasons (not exhaustive):
 - You can't hear what's going on or you're so uncomfortable over the room temperature, etc. you can't stay in the meeting (say, "Point of Privilege" then explain the problem)
 - You think something was wrong with what just happened (say, "Point of Order" then state your objection. The chair will then decide if you're right or not.)
 - You want to request information from the speaker (say, "Point of Information" and ask your question. This is NOT an opportunity to give information, but only to request it.)
- Some motions it may be useful to know about:
 - Call the Question, aka, Move the Previous Question
 - A request to vote on whether or not to vote. This motion requires a second, but isn't debatable. It can only be made after the Moderator recognizes you. Typically it's made when someone thinks we've hit the limit of productive discussion, and we're running in circles.
 - When you hear "Call the Question", be aware that the next vote is *not* on whatever it is we're talking about, but on whether or not to continue discussion. An affirmative vote will end discussion, and the next vote is on the main motion.
 - To protect the rights of the minority opinion, this motion requires a 2/3rds majority to pass.
 - Amendments to Main Motions
 - If you want to slightly modify the language of a motion, to add, delete or replace some language, you'll want to say "I move to amend the motion..." when the Moderator recognizes you. This requires a second, and will then be discussed and voted on.
 - Substitute Motions
 - If you want to substantially modify a motion on the floor, changing the intent or most of the language, you need to use a Substitute Motion instead of amending the current motion. When the Moderator recognizes you, you'll say "I move the following substitute motion" and read your alternative suggestion. You'll also want to provide a copy to the Stated Clerk in writing.
 - Division of the House
 - If you think that a voice vote was too close to call, any member of the Presbytery may request a "Division of the House" or vote by raised hands or ballot.

- Order of the Day
 - Not a motion, but something you'll see on the agenda, usually related to lunch. All "Order of the Day" means is that we need to drop whatever it is we're doing when the time for that item arrives and start doing the "Order of the Day".
- Not necessarily in Robert's, but please follow these conventions of our Presbytery regardless:
 - **When you want to speak, please come to the microphone, then state your name, status (clergy or elder) and church.**
 - **Please return your nametag lanyard and evaluation to Ann Marie at the end of the meeting.**
 - Please read the Presbytery Packet thoroughly *before* the meeting.
 - Especially, read the items on the "Consent Agenda", as those motions will be passed right at the beginning of the meeting unless you speak up at that time.
 - You should also bring a copy of the Presbytery Packet with you, as there won't be any additional printed packets at the meeting. Digital copies are fine.
 - If you're *really* into polity, you may also want to consult the Presbytery's bylaws found on our website for more information about how our presbytery does business.

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

If you're new to our presbytery, you may want to read the information above about our committee and commission structures. Several years ago our presbytery underwent a transformation process which is only recently being brought to completion. The main difference you may note from "Presbytery as Usual" is that we only have two meetings a year, and do most of our work regionally in commissions. We'd like to think this transformation process has affected more than our meeting schedule, however; the Presbytery also agreed on a new mission statement, some common values, and a more relational, "bottom up" model of doing its work.

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

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

We also might be a little different than your prior presbytery in the way we do regional models. Many presbyteries are organized by regions, but in our relational model there are two required meetings a year that function as additional Presbytery meetings called Regional Commission Meetings. The purpose and plan behind these meetings is to get to know each other better, and engage in common mission. Each meeting is convened by Moderator of the Presbytery, Vice Moderator, or Chair of the Coordinating Team, and attendance at these meetings is required for both sessions and clergy.

What, if anything, do I need to know about the May 5th, 2018 meeting of Presbytery?

So what interesting tidbits should I be aware of for our upcoming meeting? The Packet is always a lot of reading, so here are the cliff notes, just to make sure you don't miss the more interesting bits:

- During worship, our General Assembly Commissioners will be installed and the Necrology read
- The Coordinating Team will present a motion to end Regional Commission gatherings in favor of a new Network model
 - See page 56
- The Coordinating Team will present a Manual of Operations for the Presbytery
 - See pages 58-105
- The Trustees will move a change in how funds related to church property are distributed
 - See page 106
- The Presbytery will examine Stephanie Dion for ordination and question Jeff Davis as a Candidate
 - See pages 115ff.

Docket
Presbytery of Tampa Bay Stated Meeting
Saturday May 5, 2018
Hope Presbyterian Church of Winter Haven, Florida

012

- | | | | |
|------------|--|----------------------------|------------------------------------|
| 8:15 a.m. | Registration and Lunch Ticket Sales Begin (Narthex) | | |
| 9:00 a.m. | Call to Order (Sanctuary) | | Moderator Libby Shannon |
| | Declaration of a Quorum | | |
| | Approval of Docketed Agenda | | |
| | Greetings from Host | | Owen Carriker and Manuel Fernandez |
| | Introduction of First-Time Commissioners and Corresponding Members | | |
| | Appointment of Tellers | | |
| 9:10 a.m. | Consent Agenda (summary on p. 13) | | |
| | Motion from Temple Terrace Presbyterian Church (pp. 14-27) | | |
| | Reports of the Regional Commissions (pp. 28-30) | | |
| | Report of the Commission on Ministry (COM) (pp. 31-34) | | |
| | Report of the Commission on Preparation (CPM) (p. 35) | | |
| | Report of Cedarkirk Camp and Conference Center (p. 36) | | |
| | Report of Beth-El Farmworker Ministry (pp. 37-40) | | |
| | Report of Thornwell Homes (p. 41) | | |
| | Report of Presbyterian Women (PW) (p. 42) | | |
| | Report of the Commission on Church Vitality (CCV) (pp. 43-53) | | |
| | Report of the Coordinating Team (CT) (p. 57) | | |
| 9:15 a.m. | Worship with Necrology and Commissioning of General Assembly Commissioners | | |
| 10:15 a.m. | Mini-Break (Last chance to purchase lunch tickets) | | |
| 10:30 a.m. | Reports: | | |
| | Synod Commissioner Report | | David Shelor |
| | Nominating and Representation (NRC) (p. 55) | | Denise Lay |
| | Eckerd Student Trip Report | | Doug McMahon |
| | Report of the Coordinating Team (CT) (p. 56) | | Mike Loudon |
| 11:00 a.m. | Networking Groups (See p. 6 for details) | | |
| 12:00 p.m. | Lunch (Order of the Day – McGrath Hall) | | |
| 12:45 p.m. | Reports (con't): (McGrath Hall) | | |
| | Moderator | | Libby Shannon |
| | Examination of Stephanie Dion (p. 115-123) | | Deb Belusa |
| | Presentation of new Candidate Jeff Davis (p. 124) | | Deb Belusa |
| | Report of Coordinating Team (CT), part 2 (p. 58-105) | | Mike Loudon |
| | Report of the Trustees (pp. 106) | | John Hehn |
| 2:00 p.m. | Reports of Staff, Officers and Partners | | |
| | Treasurer (pp. 107-112) | | John Hehn |
| | Coach and Coordinator | | Patrice Hatley |
| | Vice Moderator | | Loli Reiter |
| | Mission Partners (p. 36-41) | John Reiter and Kathy Dain | |
| | Stated Clerk (pp. 113-114) | | David Baker |
| 2:35 p.m. | Unfinished Business and Thanks | | |
| 2:40 p.m. | Adjournment with Prayer | | Vice Moderator Loli Reiter |
| 2:45 p.m. | Open spaces | | |

**Consent Agenda Summary
Presbytery of Tampa Bay
May 5, 2017 Stated Meeting
(check full reports for all details)**

Reports without Motions:

**Report of the Commission on Ministry
Report of the Commission on Preparation for Ministry
Reports of the East, West and Central Regional Commissions
Report of Beth-El Farmworker Ministry
Report of Cedarkirk Camp and Conference Center
Report of Florida Presbyterian Disaster Assistance Network
Report of Presbyterian Women
Report of Thornwell Homes**

Reports with Motions:

Report of the Commission on Church Vitality:

1. Approve the Commission on Church Vitality (CCV) Manual

Coordinating Team:

1. That the Presbytery set its next Stated Meeting for Thursday August 23rd, 2018 at First Presbyterian Church of Brandon.

Stated Clerk:

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

Temple Terrace Presbyterian Church: (pp. 14-27, 126)

1. Approve changes to the church bylaws.

AMENDED AND RESTATED

BY-LAWS

OF

TEMPLE TERRACE PRESBYTERIAN CHURCH, INC.

A Not—For—Profit Corporation

As Amended through March 2016

TEMPLE TERRACE PRESBYTERIAN CHURCH, INC., (hereinafter sometimes referred to as the “Corporation”), is the Corporation of and formed by the TEMPLE TERRACE PRESBYTERIAN CHURCH OF TEMPLE TERRACE, FLORIDA, hereinafter sometimes referred to as the “Church”), which is a unit of the ~~SOUTHWEST FLORIDA PRESBYTERY~~ of TAMPA BAYⁱ, (hereinafter sometimes referred to as the “Presbytery”), which is a unit of the PRESBYTERIAN CHURCH (U.S.A.), (hereinafter sometimes referred to as the “PCUSA”), to receive, hold, encumber, manage, and transfer property and to facilitate the management of the civil affairs of the TEMPLE TERRACE PRESBYTERIAN CHURCH OF TEMPLE TERRACE, FLORIDA as provided in the Form of Government and Constitution of the PCUSA, and was reincorporated on the 20th day of September, 1985, as a not—for—profit corporation under the laws of the State of Florida.

Formatted: Strikethrough

ARTICLE I. OFFICES AND FISCAL YEARⁱⁱ

Formatted: Font color: Red

Section 1.01 OFFICES.

The Corporation may have offices at such places within or without its geographical area as the Board of Trustees may from time to time appoint or the business of the Corporation requires.

Section 1.02 FISCAL YEAR.

The fiscal year of the Corporation shall begin on the first day of January of each year.

Corporation Bylaws

ARTICLE II. MEMBERS**Section 2.01 QUALIFICATION.**

The members of the Corporation shall be the active members of the Church. Qualification, admission, termination and all other terms and conditions of membership shall be the same as those for active membership in the Church, as they now or hereafter exist, in accordance with the Constitution of the PCUSA. The Members shall not be personally liable for the debts of the Corporation.

Section 2.02 MEETINGS, QUORUM, MANNER of ACTING and ADJOURNMENT.ⁱⁱⁱ

The Board of Trustees of the Corporation shall present a ~~full~~ report to the Church at each Annual Meeting held in February or March of each calendar year.¹ Election of trustees and chairperson shall be also held at the annual meeting. Special meetings of the members of the Corporation are conducted pursuant to the Standing Rules of the Presbytery.²

Formatted: Font color: Red

Formatted: Strikethrough

ARTICLE III. TRUSTEES**Section 3.01 ELECTION OF TRUSTEES.³**

The Board of Trustees and chairperson shall be nominated each year by the members of the active Session and elected by members of the Corporation. Trustees will be current or past elders of Temple Terrace Presbyterian Church.

Section 3.02 NUMBER AND TENURE.^{4,5}

There shall be ~~8~~⁶ ~~5~~ voting members of the Board of Trustees with one being ~~designated -~~ ~~nominated~~ as Chairperson by the active Session. The Trustees shall serve a term of one (1) year to run concurrent with the annual meetings. A quorum of ~~6~~³ Trustees including the Chairperson or President shall be required to conduct business.

Formatted: Strikethrough

Formatted: Strikethrough

¹ Amended from "... held the 4th Sunday of March of each year."

² Amended from "Special meetings shall be conducted in the same way as similar meetings of the members of the Corporation are conducted pursuant to the Standing Rules of the Presbytery."

³ Amended Feb 2014 from "The Board of Trustees, shall be elected each year by the members of the Corporation at the Annual Meeting. The Board of Trustees shall be the elders in active service on the Session of the Temple Terrace Presbyterian Church who are eligible under the civil law." This section previously Amended 2004.

⁴ Amended Feb 2004 from "There shall be 24 voting members of the Board of Trustees with a quorum of 8 The Trustees shall serve terms of one (1) year each. All terms shall begin January 1 to coincide with the fiscal year. The term of the Chairman of the Board of Trustees shall coincide with his or her term of office. The number of voting members of the Board of Trustees shall be the number of elders in active service eligible under civil law with a quorum of one third. The Trustees shall serve terms concurrent with the terms of their office beginning with their installation as elders."

⁵ Amended Feb 2014 from "The number of voting members of the Board of Trustees shall be the number of elders in active service eligible under civil law with a quorum of one third. The Trustees shall serve terms concurrent with the terms of their office beginning with their installation as elders."

⁶ Amended March 2016 from "10"

As amended and adopted through March 13, 2016

Corporation Bylaws

Section 3.03 POWERS AND DUTIES.

The Board of Trustees shall have full power to conduct, manage, and direct the business and affairs of the Corporation; and all powers of the Corporation are hereby granted to and vested in the Board of Trustees, subject to the direction of Session of the Church, and subject to the permission of the Presbytery, when required, so far as such direction shall be lawful and in accordance with the ~~Constitution~~ Book of Order of the PCUSA, the Standing Rules of Presbytery, the laws of the State of Florida, and the laws of the United States of America. Without in any way limiting the foregoing, the Board of Trustees shall have the following ~~powers~~ authority and duties:

- a. Financial and legal review and report to the Session⁷ on the annual budget prior to its adoption.⁸ ~~and present the budget to the Corporation at the annual meeting.~~
- b. Approve, review, and supervise bookkeeping, auditing, and financial procedures.
- c. Provide bonding for the Treasurer and other persons handling finances for the Church and the Corporation.
- d. Request, review, and report on audits.
- e. ~~Review requests for funds over and above those set out in the annual budget.~~
- ~~f~~e. To review, assist, and supervise all matters relating to the management of the affairs of other civil entities relating to the Corporation.
- ~~g~~f. To review, assist, and supervise all matters relating to the civil structural affairs of the church.
- ~~h~~g. To manage ~~all~~ corporation investments.

Formatted: Strikethrough

Formatted: Strikethrough

Formatted: Strikethrough

Section 3.04 ORGANIZATION.

At every meeting of the Board of Trustees, the Chairperson of the Board, if there be one, or, in the case of a vacancy in the office or absence of the Chairperson of the Board, one of the following officers present in the order stated: The Vice Chairperson of the Board, if there be one, the President, the Vice President or a Chairperson chosen by a majority of the Trustees present, shall preside, and the Secretary, or, in the absence of the Secretary, the Assistant Secretary, or in the absence of the Secretary and the Assistant Secretary, any person appointed by the Chairperson of the meeting, shall act as Secretary.

Section 3.05 PLACE OF MEETING.

Meeting of the Board of Trustees may be held at such place within or without the geographical area of the Corporation as the Board of Trustees may from time to time appoint, or as may be designated in the notice of the meeting.

⁷ Amended Feb 2014 from "Church"

⁸ Amended Feb 2014 adding "and present the budget to the Corporation at the annual meeting"

Corporation Bylaws

Section 3.06 REGULAR MEETINGS.

Regular meetings of the Board of Trustees shall be held at such time and place as shall be designated from time to time by resolution of the Board of Trustees; and one such meeting each year shall be designated as an annual meeting for organization. At every regular meeting, the Trustees shall transact such business as may properly be brought before the meeting. Roberts Rules of Order newly revised shall be the authority for parliamentary procedure. Notice of regular meetings need not be given unless otherwise required by law or these By-Laws.

Section 3.07 SPECIAL MEETINGS.

Special meetings of the Board of Trustees shall be held whenever called by the President or by two or more of the Trustees. Notice of each such meeting shall be given to each Trustee orally or in writing at least ten (10) days before the time at which the meeting is to be held, unless the Trustee waives notice. Every such notice shall state the time and place of the meeting.

Section 3.08 QUORUM, MANNER OF ACTING, AND ADJOURNMENT.

In order to constitute a quorum for the transaction of business, a majority of Trustees shall be present at each meeting. Every Trustee shall be entitled to one vote. Except as otherwise specified in Articles of Incorporation (as amended or restated) or these By-Laws, or provided by statute, the acts of a majority of the Trustees present at a meeting at which a quorum is present shall be the acts of the Board of Trustees. The Trustees shall act only as a Board and the individual Trustees shall have no power as such. In the absence of a quorum,

- a. a majority of the Trustees present may adjourn the meeting from time to time until a quorum is present; or in the alternative,
- b. the Trustees present may transact business in the usual manner, however, the meeting and the business transacted shall have effect only upon the written approval of the minutes of the meeting by a quorum of the Trustees. An absent Trustee shall signify his or her approval of the minutes by placing his or her signature at the end of the minutes or by signing a consent or ratification of the minutes. If an absent Trustee disapproves of or abstains from any business transacted at such meeting, he or she shall indicate such disapproval or abstention by specifying the disapproved portion of the minutes next to his or her signature. The acts of the meeting shall be effective upon the last signature of the Trustee constituting the approving quorum and such approved acts shall then be the acts of the Board of Trustees.

Section 3.09 TELEPHONE MEETINGS.^{iv}

Meetings may be conducted by the use of telephone ~~systems or electronic devices~~ whenever the necessity so arises. Such meetings shall be conducted in the same manner as the regular Trustees meetings and shall have the same effect as a regular Trustee meeting. A quorum of ~~8-6~~ Trustees must be participating either by telephone, electronic device or in person, at any

Formatted: Font color: Red

Formatted: Strikethrough

As amended and adopted through March 13, 2016

Corporation Bylaws

such meeting. The acts of the meeting shall become effective when confirmed in writing by the Trustees who participated in the meeting.

Section 3.10 WAIVER OF NOTICE.

Whenever notice of a meeting is required, any Trustee may waive notice of the meeting by signing a written waiver either before or after the meeting, which waiver shall be equivalent to the giving of such notice. Such waiver shall be placed with the minutes of the meeting. Attendance of a Trustee at a meeting shall constitute a waiver of notice of such meeting, except when the Trustee attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not properly called or convened.

Section 3.11 OTHER CIVIL CORPORATIONS.

The Board of Trustees of the Corporation shall constitute the membership of the Church's and other civil corporations, if any shall exist. These other civil corporations of the Corporation, while handling civil affairs, shall be accountable to the Board of Trustees of the Church Corporation.

ARTICLE IV. COMMITTEES

Section 4.01 DUTIES.

The Corporation shall have such committees as it finds to be necessary and proper to carry out its purposes.

Section 4.02 QUORUM AND MANNER OF ACTING.^v

A majority of the Trustees in office appointed to any committee of the Board shall be a quorum.

Article III of these By-Laws, to the extent and not inconsistent with this Article, shall be applicable to committees of the Board of Trustees.

ARTICLE V. OFFICERS

Section 5.01 NUMBER, QUALIFICATIONS AND DESIGNATION.

The Officers of the Corporation shall be a President, a Vice President, a Secretary, a Treasurer, and such other Officers as may be elected in accordance with the provisions of Section 5.03 of this Article. Any number of offices may be held by the same person, except that the same person may not be President and Secretary simultaneously. Officers may but need not be Trustees. The Officers shall be natural persons of full age. The Corporation shall elect from among the Board of Trustees a Chairperson of the Board of Trustees who shall be an Officer of the Corporation. If the Chairperson is not available at any meeting, then the Board of Trustees

As amended and adopted through March 13, 2016

Corporation Bylaws

may elect from among the Board of Trustees a Vice Chairperson to serve as Chairperson for that meeting.

Section 5.02 ELECTION AND TERM OF OFFICE.

The Officers of the Corporation, except,

- a. the Secretary, who shall be the person for the time being in office as the Clerk of the Session; and,
- b. those elected by delegated authority pursuant to Section 5.03 of this Article, shall be elected annually by the Board of Trustees, and each such Officer shall hold office until the next annual meeting of the Board of Trustees and until a successor shall have been elected and qualified, or until earlier death, resignation or removal.

Section 5.03 SUBORDINATE OR OTHER OFFICERS, COMMITTEES AND AGENTS.

The Board of Trustees may from time to time elect such other Officers and appoint such committees, employees or other agents as the business of the Corporation may require, including one or more Assistant Secretaries, and one or more Assistant Treasurers, each of whom shall hold office for such period, having such authority, and perform such duties as are provided in these By-Laws, or as the Members of the Board of Trustees may from time to time determine. The Members may delegate to the Corporation, to the Board of Trustees or to any Officer or committee of the Corporation the power to elect subordinate or other Officers and to retain or appoint employees or other agents, or committees thereof, and to prescribe the authority and duties of such subordinate or other Officers, committees, employees or other agents.

Section 5.04 RESIGNATIONS.^{vi}

Any Officer or agent may resign at any time by giving written notice to the Board of Trustees, or to the President or the Secretary of the Corporation who shall inform the Session. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5.05 REMOVAL.^{vii}

Any Officer, committee member, employee or other agent of the Corporation may be removed, either for or without cause, by the members or other authority which elected or appointed such Officer, committee, employee or other agent whenever in the judgment of such authority the best interest of the Corporation will be served thereby, but such removal shall be without prejudice to the contract rights of any person so removed.

Formatted: Font color: Red

Corporation Bylaws

Section 5.06 VACANCIES.

A vacancy in any office because of death, resignation, removal, disqualification, or any other cause, shall be filled by the Board of Trustees or by the authority to which the power to fill such office has been delegated pursuant to Section 5.03 of this Article, as the case may be, and if the office is one for which these By-Laws prescribe a term, shall be filled for the unexpired portion of the term.

Section 5.07 GENERAL POWERS.

All Officers of the Corporation, as between themselves and the Corporation, shall respectively have such authority and perform such duties in the management of the property and affairs of the Corporation as may be determined by resolutions of the Members, or, in the absence of controlling provisions in resolutions of the Members, as may be provided by resolution or order of the Board of Trustees or as may be provided in the By-Laws.

Section 5.08 THE CHAIRPERSON AND VICE CHAIRPERSON OF THE BOARD.

The Chairperson of the Board or in the absence thereof, the Vice Chairperson of the Board, shall preside at all meetings of the Board of Trustees, and shall perform such other duties as may from time to time be requested of such officer by the Board of Trustees.

Section 5.09 THE PRESIDENT.

The President shall be the chief executive officer of the Corporation and shall have general supervision over the activities and operations of the Corporation, subject however, to the control of the Board of Trustees. The President shall sign, execute, and acknowledge, in the name of the Corporation, deeds, mortgages, bonds, contracts or other instruments, authorized by the Board of Trustees, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Trustees, or by these By-Laws, to some other Officer or agent of the Corporation; and, in general, shall perform all duties incident to the office of President, and such other duties as from time to time may be assigned to the President by the Board of Trustees.

Section 5.10 THE VICE PRESIDENT.

The Vice President shall perform the duties of the President in the absence of the President and such other duties as may from time to time be assigned to him or her by the Board of Trustees or by the President.

Section 5.11 THE SECRETARY.

The Secretary or an Assistant Secretary shall attend all meetings of the Board of Trustees and shall record all the votes of the Trustees and the minutes of the meetings of the Board of Trustees and of committees of the Board in a book or books to be kept for that purpose; shall see that notices are given and records and reports properly kept and filed by the Corporation as

As amended and adopted through March 13, 2016

Corporation Bylaws

required by law; shall be the custodian of the seal of the Corporation and see that it is affixed to all documents to be executed on behalf of the Corporation under its seal; and, in general, shall perform all duties incident to the office of Secretary, and such other duties as may from time to time be assigned to the Secretary by the Board of Trustees or the President.

Section 5.12 THE TREASURER.

The Treasurer or an Assistant Treasurer shall have or provide for the custody of the funds or other property of the Corporation and shall keep a separate book account of the same to the credit of such officer as Treasurer; shall collect and receive or provide for the collection and receipt of monies earned by or in any manner due to or received by the Corporation; shall deposit all funds in the custody of such officer as Treasurer in such banks or other places of deposit as the Board of Trustees may from time to time designate; shall, whenever so required by the Board of Trustees, render an account showing all transactions as Treasurer, and the financial condition of the Corporation; and, in general, shall discharge such other duties as may from time to time be assigned to the Treasurer by the Board of Trustees or the President.

Section 5.13 OFFICERS' BONDS.

Any Officer shall give a bond for the faithful discharge of the duties of the office held by such Officer in such sum, if any, and with such surety or sureties as the Board of Trustees shall require.

Section 5.14 SALARIES.

The salaries of the Officers elected by the members shall be fixed from time to time by the Members, or by the Board of Trustees or such Officer as may be designated by resolution of the Members. The salaries or other compensation of any other Officers, employees and other agents shall be fixed from time to time by the authority to which the power to elect such Officers or to retain or appoint such employees or other agents has been delegated pursuant to Section 5.03 of this Article. No Officer shall be prevented from receiving such salary or other compensation by reason of the fact that he is also a Trustee of the Corporation.

ARTICLE VI. INDEMNIFICATION OF TRUSTEES, OFFICERS, ETC.^{viii}

Section 6.01 INDEMNIFICATION.

The Corporation shall indemnify any person made a party, or threatened to be made a party, to any threatened, pending, or completed action, suit, or proceedings:

- a. Third Party Actions. Whether civil, criminal, administrative, or investigative, other than one by or in the right of the Corporation to procure a judgment in its favor, brought to impose a liability or penalty on such person for an act alleged to have been committed by such person in his capacity of Trustee, director, officer, employee, or

As amended and adopted through March 13, 2016

Corporation Bylaws

agent of the Corporation, or of any other corporation, partnership, joint venture, trust or other enterprise which he served as such at the request of the Corporation, against judgments, fines, amounts paid in settlement, and reasonable expenses, including attorney's fees through appeal, actually and necessarily incurred as a result of such action, suit, or proceedings, or any appeal therein, if such person acted in good faith and in the reasonable belief that such action was in the best interests of the Corporation, and in criminal actions or proceedings, without reasonable ground for belief that such action was unlawful. The termination of any such action, suit, or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not in itself create a presumption that any such person did not act in good faith in the reasonable belief that such action was in the best interests of the Corporation or that he had reasonable grounds for belief that such action was unlawful.

- b. **Derivative Actions.** By or in the right of the Corporation to procure a judgment in its favor by reason of his being or having been a Trustee, director, officer, employee, or agent of the Corporation, or of any other corporation, partnership, joint venture, trust, or other enterprise which he served as such at the request of the Corporation, against the reasonable expenses, including attorneys' fees through appeal, actually and necessarily incurred by him in connection with the defense or settlement of such action, or in connection with an appeal therein, if such person acted in good faith and in the reasonable belief that such action was in the best interest of the Corporation. Such person shall not be entitled to indemnification in relation to matters as to which such person has been adjudged to have been guilty to negligence or misconduct in the performance of his duty to the Corporation unless, and only to the extent that, the Court, administrative agency, or investigative body before which such action, suit, or proceeding is held shall determine upon application that, despite the adjudication of liability but in view of all circumstances of the case, such person is fairly and reasonably entitled to indemnification for such expenses which such tribunal shall deem proper.
- c. **Mandatory Indemnification.** To the extent that a Trustee, director, officer, employee, or agent of a corporation has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in Paragraph (a) or (b), or in any defense of any claim, issue, or matter therein, he shall be indemnified against the reasonable expenses, including attorneys' fees through appeal, actually and necessarily incurred by him in connection therewith.
- d. **Procedure for Indemnification.** If a determination is made that indemnification of the Trustee, director, officer, employee or agent is proper in the circumstances because such person has met the applicable standard of conduct set forth in paragraph (a) or (b), unless indemnification is ordered by the tribunal before which such action, suit, or proceeding is held. Such determination shall be made either by the Board of

Corporation Bylaws

Trustees by a majority vote of a quorum consisting of Trustees who were not parties to such action, suit or proceeding, or by the members who were not parties to such action, suit, or proceeding.

Section 6.02 EXPENSES.

The Corporation shall pay expenses incurred in defending any action, suit, or proceeding in advance of the final disposition of such action, suit, or proceeding as authorized in the manner provided in paragraph (3) of Section 6.01 above upon receipt of an undertaking by or on behalf of the Trustee, director, officer, employee, or agent to repay such amount unless it shall ultimately be determined that he is entitled to be indemnified by the Corporation as authorized in this section.

Section 6.03 INSURANCE.

The Corporation may purchase and maintain insurance on behalf of any person who is or was a Trustee, director, officer, employee, or agent of the Corporation or any other corporation, partnership, joint venture, trust, or other enterprise against liability asserted against him in any such capacity or arising out of his status as such, whether or not the Corporation would have the power to indemnify him against such liability under the provisions of Section 6.01 above.

Section 6.04 SCOPE OF ARTICLE.

The Corporation shall indemnify any person, if the requirements of Sections 6.01 and 6.02 are met, without affecting any other rights to which those indemnified may be entitled under any 'By-Laws, agreement, vote of members or disinterested Trustees, or otherwise, both as to action in such person's official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a Trustee, director, officer, employee, or agent of the Corporation and shall inure to the benefit of the heirs, executors, and administrators of such a person. Each person who shall act as a representative of the Corporation shall be deemed to be doing so in reliance upon such rights of indemnification as are provided in this section.

ARTICLE VII. INVESTMENTS^{ix}

Section 7.01 TERMS OF RECEIPT OF TRUST PROPERTY BY THE CORPORATION.

All property received by this Corporation in a fiduciary capacity shall be received either pursuant to a distribution from the estate of a decedent or pursuant to a trust agreement duly executed by the settlor and by this Corporation acting by its proper officers and shall be received only when the Corporation has either a beneficial, contingent or remainder interest in such property or when the beneficial interest of such property is owned by any other religious or charitable institution, non-profit corporation or association.

As amended and adopted through March 13, 2016

Corporation Bylaws

Section 7.02 ADMINISTRATION.

Unless otherwise specifically directed in the instrument by which any property, real or personal, is given, granted, conveyed, transferred, bequeathed, devised, assigned to or otherwise vested in the Corporation, including but not limited to its capacity as fiduciary or otherwise, the appropriate committee is authorized to invest and reinvest the property thus received or the proceeds of any property thus received and to retain property thus received and investments heretofore or hereafter made if done in the exercise of that degree of judgment and care, under the circumstances then prevailing, which men of prudence, discretion and intelligence exercise in the management of their own affairs, not in regard to speculation, but in regard to the permanent disposition of their funds, considering the probable income to be derived therefrom as well as the probable safety of their capital. The appropriate committee may employ such investment advisors and consultants as it desires to assist in its making investment, reinvestments and retention of investments.

No loans may be made to any Trustee of the Corporation.

Section 7.03 CERTAIN UNRESTRICTED FUNDS.

With respect to investment of property and funds free of any standard of investment or over which the Corporation has power of appropriation, the appropriate committee may invest and reinvest such property and funds in such manner as the Corporation or any body formed by the Presbytery thereto authorized may suggest or require, without reference to the standard provided by Section 7.02 of this Article.

Section 7.04 RESTRICTED FUNDS.

Where the terms of the gift or the instrument by which property or funds are received by the Corporation specify or limit the type of investments to be made with such property or funds, the investment or reinvestment of such property or funds, the investment or reinvestment of such property or funds shall be made in the discretion of the appropriate committee in accordance with the terms provided or limited in the instrument by which such property or funds are received.

Section 7.05 CUSTODIANS AND NOMINEE REGISTRATION.

All investments and securities owned by the Corporation shall be held in the custody of a bank, or a trust company or other depositories as the Board of Trustees or the appropriate committee may approve or designate. Investments and securities owned by the Corporation may be held in the name of a nominee which may be the nominee of a bank, or a trust company or other depository, provided the bank or trust company or other depository in the name of whose nominee investments and securities of the Corporation are held first gives a bond or letter to the Corporation whereby it assumes full responsibility for the safe custody of the investments and securities and agrees to indemnify the Corporation and its Trustees and Officers and employees against any loss or claims by reason of such nominee registration or default or infidelity of such

As amended and adopted through March 13, 2016

Corporation Bylaws

nominee, and if all such investments and securities shall be so designated upon the records of the bank, or trust company or other custodian that the ownership of the same in the Corporation shall clearly appear at all times.

ARTICLE VIII. SESSION^x

Formatted: Font color: Red

Section 8.01 SESSION.

The Session consists of the Pastor or Co-Pastors, the Associate Pastors (if any) and the Elders in Active Service. It has the responsibility and power as defined by the Presbyterian Church (U.S.A.) Book of Order (~~Book of Order G-10.0100~~). The congregation shall elect from its members fourteen⁹ Elders to serve on the Session in two classes (~~eight~~ **seven** Elders to a class). The classes are defined by the year a two-year term ends. No Elder shall be elected for a term of more than two years, nor shall an Elder serve for consecutive terms, either full or partial, aggregating more than six **five** years.

Formatted: Underline, Strikethrough

Formatted: Strikethrough

ARTICLE IX. MISCELLANEOUS

Section 9.01 CORPORATE SEAL.

The Corporation shall have a corporate seal with the words “TEMPLE TERRACE PRESBYTERIAN CHURCH, INC., A Florida Not-For-Profit Corporation.”

Section 9.02 CHECKS.

All checks notes, bills of exchange or other orders in writing shall be signed by such person or persons as the Board of Trustees may from time to time designate.

Section 9.03 CONTRACTS.

Except as otherwise provided in these By-Laws, the Board of Trustees may authorize any Officer, Officers, agent or agents, to enter into any contract or to execute or deliver any instrument on behalf of the Corporation, and such authority may be general or confined to specific instances.

Section 9.04 DEPOSITS.

All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Board of Trustees may approve or designate, and all such funds shall be withdrawn only upon check signed by, or bearing the authorized facsimile signature of such one or more Officers or employees as the Board of Trustees shall from time to time determine. The name of accounts to which such deposits are made, and the name of the Corporation on checks drawn on against such accounts

⁹ Amended ??? from “sixteen”.

Corporation Bylaws

may be "Temple Terrace Presbyterian Church, and may include such other words including the name of the Corporation and an appropriate designation to identify by purpose or otherwise.

Section 9.05 ANNUAL REPORT OF TRUSTEES.

The Board of Trustees shall direct the President and Treasurer to present at a regular meeting of the Board in every year a report, verified by such officers, showing in appropriate detail the following:

- a. The assets and liability, including the trust funds, of the Corporation as of the end of the fiscal year immediately preceding the date of the report.
- b. The principal changes in assets and liabilities, including trust funds, during ~~during~~ the year immediately preceding the date of the report.
- c. The revenue or receipts of the Corporation, both unrestricted and restricted to particular purposes for the year immediately ~~preceding~~~~preceding~~ the date of report, including separate data with respect to each trust fund held by or for the Corporation.
- d. The expenses or disbursements of the Corporation, for both general and restricted purposes during the year immediately preceding the date of the report, including separate report, including separate data with respect to each trust fund held by or for the Corporation.

Formatted: Strikethrough

The annual report shall be filed with the minutes of the meeting of the Board.

Section 9.06 AMENDMENT OF BY-LAWS.

These By-Laws may be amended or repealed, or new By-Laws may be adopted by the action of at least two-thirds (2/3) of the Corporation Members present and voting at any duly-held regular or special meeting of the Members at which a quorum is present, provided however, that the Presbytery, or its respective lawful successor or successors, must approve any such amendment in writing before it becomes effective.

APPROVED by the Members of the Corporation on this ~~23 day of March, 1986.~~

Formatted: Strikethrough

I, ~~Susan Colquett~~ Jennifer Rendahl, Secretary of the Corporation, hereby certify that the foregoing are the true and correct By-Laws adopted by the Member of the Corporation on the day above stated.

Formatted: Strikethrough

TEMPLE TERRACE PRESBYTERIAN CHURCH, INC.

Vicki Remig

Formatted: Strikethrough

Secretary

As amended and adopted through March 13, 2016

Corporation Bylaws

- i PREAMBLE – Recommend correcting the name of the presbytery to Presbytery of Tampa Bay and allowing for successor corporations.
 - ii Article I. OFFICES AND FISCAL YEAR – Recommend adding a section stating that these by-laws are subordinate to the latest revisions of the Book of Order.
There is nothing in this document that conflicts with the Book of order and Section 3.03 states all powers of the Trustees are subject to the will of the Session.
 - iii Section 2.02 MEETINGS – Recommend citing the latest revision of Roberts Rules of Order Newly Revised as the authority for parliamentary procedure-covered in 3.06
 - iv Section 3.09 TELEPHONE – Recommend deleting quorum requirements so usual requirements apply. Recommend adding authorization for voting by email, Skype or other electronic means.
 - v Section 4.02 QUORUM AND MANNER OF ACTING. – Should only incorporate Sections 3.04 through 3.10. This Section should be amended to also include the Session, its committees, and committees of the congregation (e.g. Endowment). These By-Laws only deal with corporation (Trustee matters) and have no impact on the Session and church committees.
 - vi Section 5.04 RESIGNATIONS – Recommend resignations be delivered to the Board, Session, Committee or moderator or secretary thereof for which the Officer or agent is a member. Only deals with Trustees
 - vii Section 5.05 REMOVAL – May need a separate procedure for removing Session members. Recommend adding statement on excessive unexcused absences. This section only deals with Trustees
 - viii Article VI. INDEMNIFICATION – Since the Board of Trustees is subordinate to the Session, does this clause also cover the Session and its committees? The By-Laws are indemnifying officers of the Corporation only who are required to sign in the name of the corporation. This protects the individual not the Corporation.
 - ix Article VII. INVESTMENTS – This section may need references to show subordination to the property clause of the PCUSA. Covered in 3.03
 - x Article VIII. SESSION – Referenced section of the Book of Order was substantially amended and renumbered. Recommend deleting particular citation and specifying quorum, notice, officers, powers, ... removed the notation and just stated the Book of Order. It is not necessary to restate the Book of Order which may change from time to time in our By-Laws.
- Section 8.01 changed to reflect classes of seven and the maximum term reduced from six to 5 years as the six years was a carryover from the years where a term was three years.

**Report of the East Regional Commission
To the Presbytery of Tampa Bay
May 5, 2018**

Motions for Presbytery

None.

Actions Taken by the Commission

None.

Items for Information

The East Region of the Presbytery met March 8, 2018 7-9:00PM in Lakeland hosted by Beacon Hill Fellowship and Pastor Tim Sizemore.

In addition to updates from Coach and Coordinator Patrice Hatley and Stated Clerk Dave Baker, the various commissions and local churches, Rev. Dr. Cheryl Duke was introduced and welcomed as a new member of the presbytery to be installed to the office of pastor of FPC Dade City on April 29, 2018 at 4:00PM.

Reporting from our Covenant Partners ~

Cedarkirk: Matt Schick extended a personal invitation to the Shepherd's Sabbath, April 2-4; gave an update on the Capital Campaign; shared the joys and significance of spiritual experiences of summer campers. Matt brought cookies (!) along with the summer camp materials for each congregation.

Beth-El: Rev. Kathy Dain shared stories from the lives of the families that Beth-El serves underscoring the life changing experiences of the young people the mission sends to Cedarkirk each summer. This year she anticipates sending 40-50 campers at a cost of \$17,000.

The special interest was the presentation by Kathy Broyard of the Florida Presbyterian Disaster Assistance Network (FLAPDAN), "Disaster Preparedness". Kathy gave background information explaining the workings of FLAPDAN and her role as coordinator in general and the response to Hurricane Irma in particular. Small groups were formed to discuss congregational preparedness for natural and unnatural disasters, namely an impending tropical storm and gun violence during a worship service. We received a hand-out containing resources for disaster preparedness and response.

**Report of the Central Regional Commission
To the Presbytery of Tampa Bay
May 5, 2018**

Motions for Presbytery

None.

Actions Taken by the Commission

Candidate Kenny Hubbell was examined for ordination. Kenny's examination was sustained and he was approved to be ordained into a validated position as Chaplain of Youth at Palma Ceia Presbyterian Church, Tampa.

Items for Information

The Central Regional Commission met on March 1, 2018 at The Presbyterian Church of Seffner.

**Report of the West Regional Commission
To the Presbytery of Tampa Bay
May 5, 2018**

Motions for Presbytery

None.

Actions Taken by the Commission

None.

Items for Information

The West Regional Commission met on Saturday March 3, 2018. The meeting opened with prayer at 9:05am. Regional Convener Libby Shannon declared a quorum to be present, and the agenda was moved, seconded and passed. Libby then introduced pastor Bruce Mulder to give a few words of welcome from the host church, Presbyterian Church of Palm Harbor.

The business of the day was a presentation, Bible Study and case studies to prepare congregations for natural and human caused disasters. The presentation was led by Kathy Broyard of FLAPDAN and Teaching Elder Sally Campbell Evans.

The COM introduced a Minister new to the Presbytery, Catherine Japhet.

Andy Walton reported on "Sermons of Service" on behalf of the CCV.

Beth-EI, Cedarkirk, the Moderator and the Coach Coordinator each gave reports.

The Stated Clerk reported on the website and led a first reading of the Presbytery Manual of Operations.

**REPORT TO THE PRESBYTERY OF TAMPA BAY
COMMISSION ON MINISTRY REPORT
Presbytery of Tampa Bay
For the May 5, 2018 Stated Meeting**

Motions for Presbytery

None

Actions of Full Commission

Approved minutes of June 8, 2017 COM. Received reports of Regional COMs.

Elected Kitty Rawson as COM Secretary.

Approved a 2% increase to the minimum effective salary for Pastors to \$43,945.

Approved minimum effective salary for CCE as 85% of pastor minimum.

Motion made and seconded to approve minimum effective salary for CLP as 90% of pastor minimum. After discussion, the motion failed.

Approved minimum effective salary for CLP as 85% of pastor minimum.

Approved to link Minimum for CCE and CLP as 85 % of past minimum.

Approved motion to correct previous minutes to place James Welch on the Inactive Roll with provision that he may not circulate his PIF until he completes boundary training and has a conversation with the Central COM.

Approved a change to the COM Manual Part III, Page 1-1 first bullet point to read “ A pulpit supply list is maintained by the COM. Members of the Presbytery of Tampa Bay may request to be placed on the Pulpit Supply List. Members of other presbyteries or other denominations must be interviewed and approved by the COM and shall be given a background check and Executive Presbyter check.”

Approved motion to reconcile conflicts between the bylaws and COM manual policy on approval/ recommendation to Presbytery for retirements.

Approved to validate the ministry of Chaplain to Youth at Palma Ceia Presbyterian Church such that ordination would be appropriate. Session is required to vote on whether to call Kenny Hubbell to the position which will have a position description.

Approved the 2018 F-1 with updated pastor minimum salary, change CRE to Commissioned Pastor and include minimum salary for CP and CCE as 85% of pastor minimum.

Approved the minutes of November 16, 2017 as corrected.

Approved revisions to COM Manual to become Appendix B in Part III -9.

Approved various changes in status for Ministers for Office of General Assembly records:

Actions of the West Region Team

Approved the minutes of the West Region COM meetings of September 6, 2017, October 9, 2017, November 1, 2017, December 6, 2017,

Approved the appointment of the Rev. Samuel Picard, to be the moderator of Northwest Presbyterian Church, St. Petersburg effective October 9, 2017 (10.09.17)

Approved the Installation Commission for the Rev. Dr. Dawn Conti to serve as the pastor of the First Presbyterian Church, St. Petersburg, Florida to be held on December 3, 2017 at 3:30 p.m. The Commission to consist of the moderator, the Rev. Libby Shannon, the Rev. Dr. Mike Loudon, the Rev Alisun Donovan, Elder James "Robin" Lyle, First Presbyterian Church, St. Petersburg and Elder Loretha Cleveland, Maximo Presbyterian Church. (10.09.17)

Approved the call and presbytery membership of the Rev. John Allen Scott, Jr. to serve as the full-time pastor of Christ Presbyterian Church in Largo effective November 12, 2017 (10.09.17)

Approved the following terms of call for the Rev. Scott: Cash Salary: \$22,000, Housing: \$26,000, Medical: \$11,760.00, Pension: \$5,760.00, Continuing Education: \$1,200.00, Auto/Professional \$2,400.00, Social Security: \$3,672.00, Moving Expenses: up to \$4,000.00, Study Leave 2 weeks, Vacation 4 weeks, for a total cost to the church of \$72,792.00. (10.09.17)

Approved the F-3 form – Dissolution of a Call - for the Rev. George "Chip" Tolleson and the Northwest Presbyterian Church of St. Petersburg effective July 31, 2017 with two months severance until September 30, 2017 (10.09.17)

Approved the Honorable Retirement of the Rev. Kathy Horne effective January 1, 2018. (11.01.17)

Approved receiving the Rev. Charles H. Rumpel HR as a member at large from the Presbytery of Saint Augustine. (11.01.17)

Approved the Rev. Charles H. Rumpel be added to the Pulpit Supply List. (11.01.17)

Approved Honorable Retirement for Edward Charles Hart from the Inactive List effective January 1, 2018. (11.01.17)

Approved the transfer of the Rev. William Browne to the Presbytery of Peace River. (11.01.17)

Approved the appointment of the Rev. Kaaren Nesmith as moderator for Church on the Bayou, Tarpon Springs, effective January 1, 2018 (12.06.17)

Approved the transfer of the Rev. Robert Lee Bellinger from the Presbytery of Tampa Bay to the Presbytery of Florida, ECO. (12.06.17)

Approved the appointment of the Rev. Chet Okopski as moderator for the annual congregational meeting of the Church on the Bayou, Tarpon Springs, on February 4, 2018 because the Rev. Kaaren Nesmith was not available. (01.03.18)

Approved the F-3 form, confirming the dissolution of the call of the Rev. Katherine T. Horne as pastor of the Church on the Bayou, Tarpon Springs, effective December 31, 2017, pending the signature of the clerk of session. (01.03.18)

Approved the abolishment of the pastoral position of the Church on the Bayou, Tarpon Springs, effective January 1, 2018 (01.03.18)

Approved the waiver of vacancy dues to the Board of Pensions for the Church on the Bayou, Tarpon Springs effective January 1, 2018 as the congregation has voted not to call another pastor due to budget constraints. (01.03.18)

Voted to receive the exit interview for the Rev. Katherine T. Horne from the Church on the Bayou, Tarpon Springs, done by the Rev. Tom Harp HR and the Rev. Clem Street HR. (01.03.18)

Approved form F-1 with the following terms of call for the Rev. Joe Reggin serving as full-time stated supply at St. Mark's Presbyterian Church, Hudson. Cash Salary: \$35,000, Housing: \$20,000, Medical: \$13,750, Pension: \$6,600, Continuing Education: \$1,200.00, Auto/Professional \$5,000, Social Security: \$4,208, Study Leave 2 weeks, Vacation 4 weeks, for a total cost to the church of \$86,201. The call also included an Intellectual Property Agreement previously approved by COM. (01.03.18)

Actions of the Central Region

Approved F-1 for Rev. Carl Lammers at Chapel in the Pines. Carl and CITP may adjust salary and housing. (12.07.17)

Approved F-1 for Rev. Meghann Pabst. Her position is changing to full time with additional responsibilities, amending her title to Assistant Director and Chaplain. (12.07.17)

Approved MIF for new associate pastor position at Forest Hills with comments: Narrative for question 3 – "How will this position help you reach your vision and mission goals?" – raised questions. Is this position primarily for youth (elementary through high school age children) or will it be divided between mission and outreach, and where does college and career fit into this? If this position has a wider application as further indicated by the tasks under Narrative 5, then the appropriate title would be Associate Pastor (Other) and more likely to reach a wider audience. (12.07.17)

Actions of the Eastern Region

Approved Eastern Region minutes of September 5, 2017, October 3, 2017, October 31, 2017 and November 6, 2017 and December 5, 2017

Approved the call of Rev. Cheryl Duke for Designated Pastor of Dade City as the way be clear pending full negotiations with PNC and COM approval of terms of call. (11.06.17)

Approved the terms of call for Rev. Dr. Cheryl Duke as full-time pastor of First Presbyterian Church of Dade City for a 3-year designated term effective January 1, 2018: Cash Salary: \$25,000, Housing: \$25,000, Medical: \$12,500, Pension/Disability: \$6,000, Continuing Education: \$1,200, Auto/Professional \$600, Social Security: \$3,825, Total Annual Cost to church \$74,125; Moving Expenses: up to \$10,000, Study Leave 2 weeks, Vacation 5 weeks. (12.06.17)

Approved the transfer of Rev. Dr. Cheryl Duke from Mackinac Presbytery to the Presbytery of Tampa Bay as the way be clear. (12.06.17)

Approved Rev. Gary Carson to moderate a congregational meeting of First Presbyterian Church of Dade City on Sunday, December 10, 2017. (12.06.17)

Approved a name change for North Lakeland Presbyterian Church to (DBA) Hope Community Church of North Lakeland. (12.06.17)

Approved Rev. Fred Halde as moderator for First Presbyterian Church of Lake Hamilton and with support from a Parish Counselor, Rev. Dr. Paul Suich, Rev. Halde to help facilitate seeking solutions to issues challenging the Session ability to be in ministry together. (12.06.17)

Approved Rev. Fred Halde to moderate a congregational meeting for McLeod Presbyterian Church. (12.06.17)

Approved the amended agenda. (01.02.18)

Approved the trained elders, Keith Damkjer, Sandra Ellington, Deborah Foley, Debra Herrington, Ann Marshall, Adam Norman, and Julie Stone, of First Presbyterian Church, Lakeland to extend the Lord's Supper to the homebound of the congregation on the same day as the sacrament is shared in worship. (01.02.18)

Approved the First Presbyterian, Winter Haven MIF for Associate Pastor. (01.02.18)

Approved the McLeod Presbyterian MIF for Stated Supply Pastor with the recommendation that Jack Taylor be substituted for Dick Huggins as a reference. (01.02.18)

Approved having PIFs sent directly to McLeod. (01.02.18)

Report of the Commission on Preparation for Ministry
 To the Presbytery of Tampa Bay
 May 5, 2018

Motions for Presbytery

None

Actions Taken by CPM

MOTION: That Adam Balic (Tims Memorial) be certified ready to be placed by COM as a Commissioned Ruling Elder in the Presbytery of Tampa Bay. ³⁻¹⁵⁻²⁰¹⁸

MOTION: That Brian Morgan (First, Lakeland) be received as an inquirer. ³⁻¹⁵⁻²⁰¹⁸

MOTION: That we cancel the May meeting due to absences of Deb (chair) and Sue (secretary) (and potentially others). We will move the candidates who were to meet with us in May to the June meeting. ³⁻¹⁵⁻²⁰¹⁸

MOTION: That a gift of \$250 be sent to Ashley Parsons as a one-time donation toward her medical care. ⁴⁻¹⁹⁻²⁰¹⁸

Items for Information

Since Vocational Assessments are essentially psychological evaluations, a conversation took place regarding what we really need as a result of these assessments. In June, we will review sample reports from a variety of sources to determine the changes we might make in this area of our oversight.

Those under care of CPM as of April 2018 are:

Candidates:

Stephanie Dion (St. Andrews, Dunedin – at Princeton)

Bruce McVey (First, Brandon – at Union)

Kitti Ginn (St. Andrews, Dunedin – graduated from Dubuque)

Becky Bryan (Christ, Largo – at Austin)

Andrew Rametta (Palma Ceia – graduated from Columbia).

Will Wellman (Palma Ceia – graduated from Princeton)

Jeff Davis (Trinity, Clearwater – at Dubuque)

Inquirers:

Ashley Parsons (Palma Ceia – at Dubuque)

Leah Higginbotham (First, Lakeland – at Asbury)

Eileen Jewell (Palma Ceia – graduated from McCormick)

Malissa Garcia (PC of Palm Harbor – at Dubuque)

Becky Higman (First, St. Petersburg – at Dubuque)

Brian Morgan (First, Lakeland – at Asbury)

Others who have expressed interest in coming under care (aka “In the Wings”)

Rosalie Bradford (Peace Memorial, Clearwater)

Members of CPM:

East region – Kathy Vousden (regional chair), Paul Suich (CPM vice moderator), Jack Taylor, Jo Ahearn (2 vacancies)

Central region – Deb Belusa (CPM moderator), Karen Weber, Reg Dickey (regional chair), Jenny Sumner Carswell, Ann Whiteside, Celie Wilhite

West region – Bob Scott (regional chair), Sue Moore (secretary), Carol White, Miguel Santamaria, George Meese, Bruce Mulder



Cedarkirk

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

CAMP & CONFERENCE CENTER

Cedarkirk Capital Campaign Update

Cedarkirk is in the midst of a \$4 million capital campaign that focuses on improving the accessibility of our buildings and expanding our facilities so that we may better minister to those we serve. We are delighted to report that we have raised over 1.2 million dollars! Our goal this year is to reach 2.5 million by the end of 2018. Reaching this milestone will enable Cedarkirk to break ground on the new dining hall portion of this effort. This ministry has been a blessing in the lives of so many children, youth, and adults for the past 47 years and we are grateful for your history of support and partnership in sharing God's love. Throughout this year, we will be visiting churches and sharing with our covenant partners about this exciting opportunity. Please consider inviting a Cedarkirk staff member to come and share at your church. This could be in the form of a Minute for Mission, week-night program, or special event. This is a special opportunity to share in strengthening this unique ministry and securing Cedarkirk's sustainability for years to come. We have a wide variety of resources available on our website including videos, bulletin inserts, and more. Please let us know what you need from us to ensure everyone is aware of this once in a lifetime opportunity! For information, please contact John Reiter at john@cedarkirk.org or Julie Poulin at campaign@cedarkirk.org.

Stated Meeting - May 2018

Summer is Coming!

It is hard to believe, but camp is just around the corner. Our summer staff will soon be preparing for an exciting summer of ministry and life-changing service. This summer's theme, is BEYOND BELIEF and will encourage campers to ask, "What if God is bigger than you ever imagined?" This theme invites campers to ask the big questions about God and explore how God can be seen in the vastness of creation, the power of community, and even their own hearts. This summer's curriculum will help us better understand the magnitude of God's grace and the ways in which each of us is guided and empowered to participate in God's vision for the world. Please help us by spreading the word about the opportunities available this summer and encouraging your children and youth to attend. While some camp sessions are full, many still have openings. We are also looking for a few more volunteer worship leaders and nurses for the week-long sessions. If you have any questions, please contact the camp office at (813) 685-4224, camps@cedarkirk.org, or visit www.cedarkirk.org.

Fall Events for All Ages! - Camp Isn't Just for Kids!

As we look ahead to the fall, we are delighted to be offering programs designed for God's children of all ages. On Labor Day weekend, we will host our annual Family Retreat, which is a great opportunity to enjoy all that camp has to offer as a family. We all know how hard it is to hear God in the midst of our busyness, surrounded by all the noise that is in our lives. We hope you can take a moment in October to join us for our Silent Retreat and be open to listening for God's voice in your life. Finally, on October 30th, we will host our annual Older Adult Retreat complete with a dynamic speaker, engaging program, and tasty lunch. Please visit www.cedarkirk.org for more info.

UPCOMING EVENTS

Open House - <i>Come and check out Cedarkirk! A free afternoon of fun and relaxation.</i>	May 12
Summer Camp - <i>Week-long, residential camp programs for children, youth, and adults.</i>	June 3 - July 27
Traveling Day - <i>Day camp experiences in partnership with local churches.</i>	June 3 - Aug. 3
Challenge to Change - <i>A unique mission-trip program designed for a variety of groups.</i>	Year-round
Family Retreat - <i>Come and enjoy a family retreat experience like no other!</i>	Aug. 31 - Sept. 2
Falltastic - <i>24 hours of camp fun for your Sunday School class!</i>	Sept. 21 - 22
Silent Retreat - <i>A guided retreat designed for people seeking space to listen to God.</i>	Oct. 14-16
Senior Adult Retreat - <i>A special day event complete with dynamic speaker & tasty lunch!</i>	Oct. 30
Fusion Youth Retreat - <i>A Cedarkirk event for middle and high school youth!</i>	Nov. 9-11 & Nov. 30-Dec. 2
Christmas Retreat - <i>A little bit of summer camp at Christmas time!</i>	Dec. 21st - 23rd

Beth-El

Farmworker Ministry, Inc.

Good things are happening at Beth-El!

Over the last year, the mission has worked diligently to expand the level of services offered at the mission. We have expanded our outreach with direct delivery of vital resources to farmworkers at their workplace and homes. We have added fresh produce as a weekly staple to the 600 to 700 families served weekly through our Tuesday pantry, and we have welcomed a new pastor to lead the new worshiping community of Nuevo Camino.



On April 22nd, members from Peace River Presbytery, the Presbytery of Tampa Bay and Grace Presbytery of the Cumberland Church gathered in worship to commission the Rev. Tamara Leonard Lara as pastor of Nuevo Camino at Beth-El. As Tampa Presbytery Moderator, the Rev. Libby Shannon aptly noted, we are embarking on a “new way”, a joyous way in our journey in Christ. Nuevo Camino is an intentional ministry that seeks to bridge spiritual and cultural understandings between first and second generation farmworking families. The members of Nuevo Camino are meeting regularly with an advisory committee

from our three presbytery covenant partners as they learn more about Reformed theology and Presbyterian polity. Please contact pastor Tamara at pastor@beth-el.org if you are interested in aiding and supporting the congregation in this journey.

We are very happy to report that after months of delays, Hillsborough County has finally approved our plans to repurpose our existing modular buildings into a Health & Wellness center for the poor. The first phase: The Beth-El Dental Clinic will open this summer. The clinic has three dental operatories for patient care led by volunteer dental professionals. We are still seeking professional and non-professional volunteers to help operate the clinic. If you would like to learn more on how you can help, please email me at kathy@beth-el.org.

Volunteers are the mainstay of our ministry. There are regular opportunities to volunteer at the mission almost every day of the week. In addition to helping prepare and distribute food, there are also a number of opportunities to provide support as a counselor or mentor in our Community Assistance and Step Up for Success programs. To learn more, please contact Javier Izaguirre at javier@beth-el.org



Wimauma is changing. Many of the local farms are being sold to developers. Within the next 10 years it is estimated that over one thousand new homes priced over \$200,000 will be built in our area. The disparity between rich and poor will grow even more. Beth-El is prepared to meet this challenge head on by continuing enrichment programs that address both the critical and long-term needs of our farm working community. More than ever, our partnerships with area congregations are even more critical.

Beth-El Current Operations



We are currently in a discernment process to see if there are additional ways in which we can support farmworkers in outlying areas. There are a number of regions within our presbytery with high concentrations of farmworkers with little or no resources to offer support. Beth-El would like to partner with these churches through monthly deliveries of goods and products that farmworkers need the most. These items might include: clothing, hygiene and paper products, baby diapers and formula. In essence, this mobile pantry would mirror the services Beth-El provides locally through the Tuesday food distribution and local farm outreach. Your church would provide the volunteers and location while Beth-El would provide the resources, training and experience to insure a successful operation. This is a new endeavor, one that reminds me of the hymn: "Called as Partners in Christ's Service". Please call or email me to learn more, and as always thank-you for your continued support.

Dios le bendiga,

Kathy

Rev. Kathleen (Kathy) Dain
Executive Director



**Beth-El Farmworker
Ministry**
**Cedarkirk Scholarship
Fund**



Help Change a Life
Sponsor a Child to Summer Camp

Many children of farmworking families follow their parents into the fields when school is not in session. So, for those children, and all the children of our community, Beth-El sponsors kids to go to Cedarkirk camp for a week of fun and adventure. The total cost to send one child is \$400. Your donation in any amount will give the child of a farmworker a once in a lifetime opportunity.

Address: _____
 City/State/ Zip: _____
 Phone: _____ Email: _____

Yes, I would like to sponsor a child to attend Cedarkirk. \$ _____
 Please accept my donation to be used where most needed. \$ _____

*Please make checks payable to Beth-El Farmworker Ministry,- PO Box 860 Wimauma FL 33598.
 Phone: 813-633-1548 Email: info@beth-el.org www.beth-el.org*

Beth-El

Farmworker Ministry, Inc.



MAY 2018

SUN	MON	TUES	WED	THUR	FRI	SAT
29	30	01	02	03	04	05
Worship Service 11 am		Food Pantry Distribution Day	Groceries packing day	Groceries packing day	Mobile Food Pantry	
06	07	08	09	10	11	12
Worship Service 11 am	Produce packing day!	Food Pantry Distribution Day	Worship Service 7 pm	Groceries packing day	Sorting & Packing for Farm Deliveries	Mission Smiles Dental Clinic
13	14	15	16	17	18	19
Worship Service 11 am	Rice & Beans packing day!	Food Pantry Distribution Day	Groceries packing day	Groceries packing day	Produce packing day!	
20	21	22	23	24	25	26
Worship Service 11 am	Produce packing day!	Food Pantry Distribution Day	Worship Service 7 pm	Groceries packing day	Sorting & Packing for Farm Deliveries	
27	28	29	30	31	01	02
Worship Service 11 am	Rice & Beans packing day!	Food Pantry Distribution Day	Groceries packing day	Groceries packing day		
03	04	05	06	07	08	09

Join us this Spring
to learn how families are
experiencing hope & healing
through **Thornwell's
Building Families Program
in Tampa & much more**
on **2nd Tuesdays** at
8 am, 12 pm or 6 pm
at a **Panera Bread**
location in Tampa!



Please join us as
“the I HAD NO IDEA! tour”
travels around Florida.
Click here for dates & times.
Don't see one near you?
Contact us about bringing the
tour to your neighborhood!

thornwell.org
407-900-5743



Tuesday, May 8 – 13256 N. Dale Mabry
Tuesday, June 12 – 11860 Bruce B Downs Blvd.

**Please RSVP to Jean Homrighausen by Monday noon
prior to the date so that she may expect you!**

407-900-5743 or jean.homrighausen@thornwell.org

Noelina, Family Specialist at Forest Hills PC



Stephanie, Family Specialist at Hyde Park PC



Testimonials from Building Families Clients in Tampa Bay:

“We didn't have family dynamics so we sought Building Families out to set a foundation the right way.” -E Family

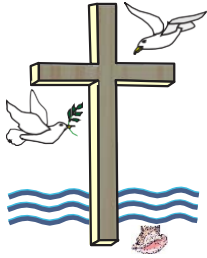
“We did not realize we were focused on all the wrong things leaving us frustrated all the time. It was not until we started the program that we realized that parenting was more about recognizing our children's strengths and putting it to the family's advantage than being overly controlling.” -K Family

“Our family was uncontrollable, crazy, unpredictable, and chaotic until Building Families came along. It only took a few weeks to see a positive difference.” - M Family

“There is now a feeling of shared mission and goals within the family. Tools acquired (from Building Families) helped us to wrap our heads around what seemed to have been problems in the past so instead of banging our heads, we are moving forward.” - W Family

We hope you will join us!

**Would you like to host a Thornwell tour with a mission project?
Contact Jean to schedule one for your church group!**



Presbyterian Women in the Presbytery of Tampa Bay



MODERATOR'S REPORT
ELLEN STOUP
PRESBYERY MEETING – ECKERD COLLEGE
NOVEMBER 9, 2017

Recent events:

We has our Annual Gathering on Saturday, February 17, 2018 at First Presbyterian Church, Crystal River. During our business meeting, Libby Shannon installed our new officers. After lunch Libby led a workshop on how to choose a Bible study. We also had a couple of craft workshops and a workshop on team building. About 60 women were in attendance.

Upcoming events:

2018 Churchwide Gathering
Arise, shine, your light has come!
August 1 – 5, 2018
Louisville, KY

**Report of the Commission on Church Vitality
To the Presbytery of Tampa Bay
May 5, 2018**

Motions for Presbytery

The Commission on Church Vitality (CCV) moves their Manual for approval (consent).

The Commission on Church Vitality has spent a considerable amount of time re-thinking and re-framing the parameters of its work. The CCV portion of the presbytery manual reflects that work. We decided that we would use the Great Ends of the Church as a basis upon which we might focus and develop our work with congregations, groups, and the Presbytery as a whole.

Actions Taken

CCV has provided funding for a hunger program in Port Richey, for building changes making it possible for the disabled to have better access in Zephyr Hills, supported the Telling Stories Conference, planned and hosted by Eckerd College and Palma Ceia Presbyterian Church.

One new area that CCV is committed to fostering and supporting is the creation of networks. To that end, one network is beginning to get started — a Small Church Network. CCV will not necessarily start these networks, but will be open to helping networks develop when a small group of people sees a need or expresses a desire to be connected in ways that will further mission, ministry, leadership development, congregational health....

Items for Information

CCV commended a new practice: Sermons of Sabbath. The concept is that when there is a fifth Sunday in the month, congregations will use that fifth Sunday for an alternative approach to worship. After gathering for a simple service, the congregation disperses to serve in whatever ways it may feel called. A number of churches in the presbytery engaged in Sermons of Service on April 29th. The next month with five Sundays is July! So, there is time to plan!

CCV administers funds for mission projects, education projects, evangelism projects — for endeavors that seek to fulfill the Great Ends of the Church. We continue to work on application forms to help gain access to those funds. It will be our expectation that entities that receive funds will demonstrate accountability. We expect that accountability to be an opportunity to rejoice together in growing mission, ministry, and discipleship.

Requests for funding for building issues will, henceforth, be directed to the trustees who may then consult with CCV.

COMMISSION ON CHURCH VITALITY MANUAL

Mission Statement: The Presbytery identifies and strengthens Presbyterian leaders so that every congregation makes new and mature disciples of Jesus Christ.

BYLAWS 4.3. The Commission on Church Vitality shall be a standing commission (G-3.0109b) charged with creating opportunities and serving as a resource for evangelism, mission, and education within the Presbytery.

RESPONSIBILITIES: The Commission on Church Vitality shall:

- i. Create opportunities and networks to enhance relationships for mission, ministry, and education,
- ii. Create and support continuous learning communities and encourage each TE and RE to participate, and
- iii. Develop a coaching network of skilled Presbytery leaders to practice a coach approach to ministry.

Among the responsibilities of each of Regional Commission on Church Vitality are the following:

- i. Create opportunities and networks to enhance relationships for mission, ministry, and education,
- ii. Create and support continuous learning communities and encourage each TE and RE to participate, and
- iii. Assist churches revitalization efforts,
- iv. Fulfill the responsibility for planting new churches and new worshipping communities,
- v. Propose strategy for establishing and sustaining new worshipping communities within the regions of the Presbytery,
- vi. Help churches to develop and implement effective programs of evangelism, church growth and new member integration, and
- vii. Solicit and share best practices for evangelism, mission and education within the regions and Presbytery.

God's people are always called to a deeper discipleship, to seeking to be Jesus, the Body of Christ, in and for the world. The Commission on Church Vitality, therefore, commends the great ends of the church to our presbytery.

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 maintenance of divine worship;
 the preservation of the truth;
 the promotion of social righteousness; and
 the exhibition of the Kingdom of Heaven to the world

We commend these Great Ends of the Church and invite reflection on them.

1. The proclamation of the gospel for the salvation of humankind.
 How is your ministry doing?
 How do you know?
 Who is your humankind?
 Who isn't?
2. The shelter, nurture, and spiritual fellowship of the children of God.
 How is your ministry doing?
 How do you know?
 What does this mean in your context?
3. The maintenance of divine worship.
 How is your ministry doing?
 How do you know?
 What is divine worship?
 How do you understand maintenance?
4. The preservation of the truth.
 How is your ministry doing?
 How do you know?
 Who is responsible for determining truth?
 How do you judge?
5. The promotion of social righteousness.
 How is your ministry doing?
 How do you know?
 How are you making the world more equitable?
 What difference is your ministry making?

6. The exhibition of the Kingdom of Heaven to the world.

How is your ministry doing?

How do you know?

Are you living and exhibiting God's realm?

Who do others say that you are?

The focus of the Commission on Church Vitality is on working with churches and groups in the areas of education, mission and evangelism.

1. To that end, the commission shall meet at least 11 times per year. Quarterly, the commission will have a face to face meeting. Other meetings will be virtual. Regional commissions may meet as needed.
 - a. The commission shall keep minutes of its meetings
 - b. Members of the commission shall recuse themselves from discussions regarding funds related to their particular congregation/organization.
 - c. Members of the commission shall be engaged in connecting with presbytery ministries and churches, developing an awareness of the health and vitality of organizations and congregations within the bounds of the presbytery.
 - d. The Commission shall seek to develop a cooperative approach to ministry vitality, working with the Commission on Ministry and the Trustees as the appropriate.
2. The commission shall encourage the development of networks focused on particular interests, concerns and gifts. It is not the expectation of CCV that its members will necessarily be part of these networks. But, CCV shall strive to encourage the development of such networks.

These networks should be related to the CCV's responsibility for education, mission, and evangelism. Possible networks are:

 - 1) Small Church Network
 - 2) Chaplain Network
 - 3) Transitional Pastors Network
 - 4) Music Outreach Ministry Network
 - 5) Shared Mission Interest Network
 - a) Children's advocacy

- b) Hunger Relief
 - c) Refugee/Immigration
 - d) Housing Insecurity
 - e) Global/International
 - f) Human Trafficking
 - 6) Christian Education Network
3. The commission shall seek out those with particular skills that would be available to churches and ministries to help in a coaching capacity.
4. The CCV will oversee the distribution of the Presbytery's funds that are available for mission, education, church revitalization/redevelopment, and New Worshiping Communities. When applicable, some funds will be distributed in consultation with the Presbytery's Board of Trustees.
- a. Ministries, churches, or groups of churches, may apply for funds using application forms developed by CCV.
 - b. The CCV's focus will be on funding that supports ministry vitality and equips ministry vitality.
 - c. The CCV will ask fund recipients to be fully accountable for the funds distributed. The form of accountability will vary depending upon the particular funds and their use.

Addenda:

The denomination, in its Pilot Toolkit for Vital Congregations, lists 7 marks of Vital

Congregations: They are:

1. Lifelong Discipleship Formation
2. Intentional Authentic Evangelism
3. Outward Incarnational Focus
4. Empowering Servant Leadership
5. Spirit-Inspired Worship
6. Caring Relationships
7. Ecclesial Health

Marks of healthy churches: This chart summarizes different ways that healthy churches are defined.

10 Healthy Missional Markers 222.covchurch.org/vitality/healthy-missional-markers/	Five Practices of Fruitful Congregations Robert Schnase	Natural Church Development	Practicing Congregations Diana Butler Bass
Centrality of the Word of God	The practice of radical hospitality	Empowering leadership	Community
Life transforming walk with Jesus	The practice of passionate worship	Gift-based ministry	Love, Spirit, "With Us"

Intentional evangelism	The practice of intentional faith development	Passionate spirituality	Compassion, pilgrims, friends
Transforming communities through active compassion, mercy, and justice ministries	The practice of risk-taking mission and service	Effective structures	Shared mentoring, teaching
Global perspective and engagement	The practice of extravagant generosity	Inspiring worship service	Formation in Christian practices
Compelling Christian community		Holistic small groups	Communal task, lived, experiential
Heartfelt worship		Need-oriented evangelism	Extroverted, expressive, spirituality
Sacrificial and generous living and giving		Loving relationships	Reflexive, reflective risk
Culture of Godly leadership			Fluid, dynamic, journey
Fruitful organizational structures			Process, wisdom, flexible
			Connected, medium-to-high tension with culture
			Encounter, movement, way of life

Church Redevelopment Grant Application Purpose: To provide resources for struggling churches in order to redevelop their ministries.

Process for Church Redevelopment

1. The session should vote to enter into the Redevelopment Process. It is our hope that the whole session is on board and excited to start a redevelopment process. Upon an affirmative vote:
2. Fill out the forms below (on page 2) and send to David Bonnema at bonnema@palmaceia.org. Once the Commission on Church Vitality has received the forms, we will:
3. Assign a coach to work with the pastor and session. A coach will assist the session and pastor in assessing strategic capital projects, a staffing plan and mission/vision steps that will enhance the church's mission. The pastor/session will commit to working with the coach for one year.
4. Assign a financial partner to go over the churches finances and help budget for the future, in partnership with a liaison from the COM and trustees. In addition, we will recommend that:
5. Recommend that the church enter into a formal process to determine its mission and vision.
6. Recommend that the church fill out the Presbytery Foundation's Financial Assessment Tool. assessment.presbyterianfoundation.org Once the above steps are completed, the pastor, coach and session will
7. Create a request for funding that will be presented to the CCV. If you would like to proceed, please fill out the information sheet.

Church Information Sheet

Church Name: Pastor Name:

Cell #:

Date of Session Approval:

Clerk of Session Signature:

Pastor Signature:

Questions for Session

Why do you consider your church to be in a stage of redevelopment?

If awarded a grant, how would you hope to use the grant money?

What is your church's mission and vision? (be specific)

Grant applications can be sent to _____

Imagination Grant Application for Ministry

Name: _____ Telephone: _____
 Email: _____ Address: _____ Primary
 Contact Person: _____ Phone: _____ Email: _____
 Alternate Contact Person: _____ Phone: _____
 Email: _____
 Session or governing body endorsement date: _____

1. What is the basic demographic of your ministry? For churches, please include membership trends and attendance trends for the past five years.

2. Please provide a year end budget report from the previous year. This should include all assets and liabilities.

3. Do you perceive your church as “growing,” “in plateau” or “in decline”? Why?

4. Does your church have a vision/mission statement? How does your project advance that statement?

5. What is the nature of the project for which the funding will be used?

a. New Development (Creating new initiatives with new vision and mission emphasis)

b. Renewal (Expanding on an existing mission and vision)

c. Mission

d. Education

6. Who (in the community or the congregation) is the project going to impact the most? In what way?

7. If this project is an expansion, what is the perceived necessity of the expansion?

8. If this project is a new initiative, what preparation has been done to validate the need for the initiative?

Please attach a budget for this project that includes your congregation's contributions to this project and what you would like to receive from the CCV. Substantial funding will need to be approved by the full CCV Commission which meets quarterly. Please include how you expect to evaluate and measure the effectiveness of your request. If the request is granted, CCV will provide a mutually agreed upon evaluation protocol with due dates.



Pastors and lay leaders need support as they promote a culture where women thrive as equals beside men, so CBE is developing a training program to equip pastors and churches to:

- Teach a theology of gender mutuality
- Combat sexism
- Address domestic violence and abuse
- Support victims
- Develop women's leadership

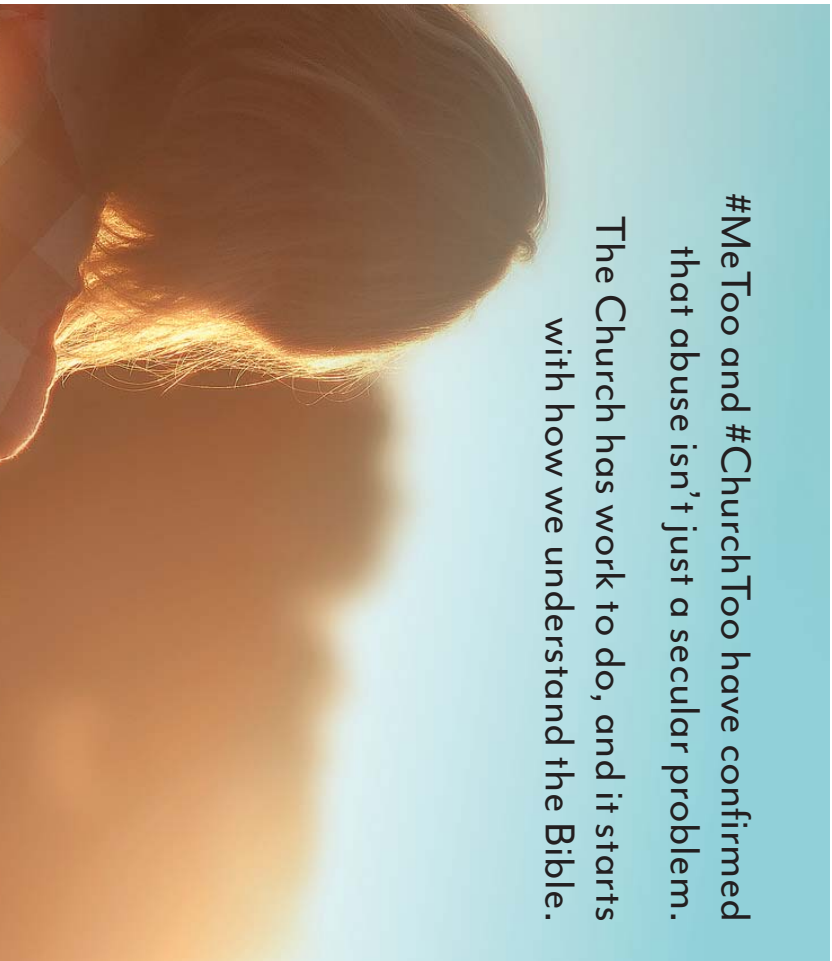
You can help by donating securely online at

cbe.today/stopabuse

Founded in 1988, CBE International (Christians for Biblical Equality) advances the gospel by equipping Christians to use their God-given talents in leadership and service, regardless of gender, ethnicity, or class. With supporters and ministry partners from over 100 denominations and 65 countries, CBE engages Christians globally with conferences, adult and youth curricula, multi-media resources, and award-winning publications and blog.

cbeinternational.org

cbe@cbeinternational.org | 612-872-6898



#MeToo and #ChurchToo have confirmed that abuse isn't just a secular problem. The Church has work to do, and it starts with how we understand the Bible.

What can churches do to stop abuse and help survivors heal? It's not enough to refer victims to shelters and call the police. Abuse is about power. Sadly, we often misunderstand the Bible, thinking it says men must lead while women submit. In truth, the Bible calls for communities where women and men serve and lead as equals. Only then will we see true change.

To help, visit **cbe.today/stopabuse**

cbeinternational.org | cbe@cbeinternational.org | 612-872-6898

**Report of the Committee on Nominations and Representation
To the Presbytery of Tampa Bay
May 5, 2018**

The Committee on Nominations and Representation nominates the following persons for election to the positions indicated. As much as possible, the Committee worked hard to address the need for parity among the members of the Committees/Commissions of the Presbytery to reflect a balance of Elders and Clergy, in addition to reflecting the gifts and skills necessary for ministry, and to be mindful to address the diversity of the Presbytery. Also, it can be noted that the Committee on Nominations and Representation has given attention to representation for and from the regions of the Presbytery. Nominations from the floor are in order, but require the prior agreement of the persons who are being nominated. Please note that certain terms apply and are noted: for example 2020-1 means class of 2020 serving first term. Please also note the following abbreviation key:

Racial/Ethnic:

- W for people who identify as Caucasian
- H for people who identify as Hispanic or Latin
- B for people who identify as African American or Black
- A for people who identify as Asian or with their country/language of heritage

Gender:

- M for Male identity and F for Female identity

Ordination status:

- C for clergy who identify themselves ordained as ministers of word and sacrament or teaching elders
- E for those persons who are ordained as ruling elders

COMMISSION ON MINISTRY (COM)

Robert Fort, EMW, East Region, 2020-1

COMMISSION ON CHURCH VITALITY (CCV)

Tim Sizemore, CMW, East Region, 2019-1

COMMISSION ON PREPARATION FOR MINISTRY (CPM)

Sally Speer, EFW, Central Region, 2019-1

PRESBYTERIAN CAMPS & CONFERENCES (PCC) CEDARKIRK BOARD

Wendi Baker, EFW, East Region, 2020-1

Jeanie Stephen, EFW, West Region, 2020-1

Lynn Pabst, EFW, Central Region, 2020-1

PRESBYTERIAN HOMES AND HOUSING FOUNDATION BOARD

Scott Boggs, EMW, West Region

VILLA INTERNATIONAL

Norma Johnson, EFW, Central Region

**Report of the Coordinating Team, Part 1
To the Presbytery of Tampa Bay
May 5, 2018**

As directed by the Presbytery's bylaws, and in light of the Presbytery's decision not to pursue the original plan to split into three separate presbyteries along regional lines, the Coordinating Team (CT) has been reviewing our mission and ministry. Input to this review has included the feedback received following Regional and full Presbytery gatherings, informal conversations across the Presbytery, and prayer and dialog within the CT. We incorporated our own observations along with those that have been shared with us.

The Coordinating Team continues to believe the Presbytery's mission and ministry is sound and affirms our mission statement: "The Presbytery identifies and strengthens Presbyterian leaders so that every congregation makes new and mature disciples of Jesus Christ." We also affirm healthy practices which contribute to the strengthening of leaders through building relationships and connection with each other. We believe it is through these relationships that we learn, exchange ideas, share experiences and explore new ways of being the church together. We lift each other in prayer and hold each other as able.

However, our current geographic orientation for doing business might not be the best way to achieve our shared goals. We still believe the encouragement of relationships and connections, whether with nearby colleagues in ministry or those across the Presbytery, is essential to our shared ministry. We notice that there are emerging areas of common interest and desires to interact with others. We would like to see more support of naturally occurring networks in which any church leader may contribute to and become a part of. Therefore:

The CT proposes that the Presbytery change the Regional Commissions into Regional Networks that are not business oriented, but interest oriented. We observed that the early 'come one, come all' approach we used when we started this transformation journey with Regions is the approach that actually encourages and nurtures more people, and includes more people, not limiting participation to only designated commissioners. The CT therefore moves that we shift from our current practice of alternating 2 Stated Meetings of the Presbytery and 2 rounds of Regional Commission Meetings to become 4 Presbytery gatherings per year, rotating the regional host venues.

While we acknowledge the geographic organizing construct is helpful in certain ways, it also seems unwieldy and at times unnatural when applied in some of our work. The work of the Commission on Ministry requires rapid response and well-equipped members willing to serve. COM does well with a regional commission orientation. However, the breadth of responsibility of the Commission on Church Vitality (support for Mission, Education and New Worshipping Communities) contributes to the need to bring the whole CCV together much more frequently than at the local level. The Commission on Preparation for Ministry, The Trustees and Committee on Nominations and Representation do not function at the regional level, either.

The CT continues to advocate for representation across the Presbytery in positions elected to lead and serve, supported by the nurture and equipping of diverse leadership from within all of our communities of ministry.

**Report of the Coordinating Team, Part 2
To the Presbytery of Tampa Bay
May 5, 2018 Stated Meeting**

Motions for Presbytery

1. That the Presbytery set its Stated Meeting for Thursday August 23rd, 2018 at First Presbyterian Church of Brandon. (consent)
2. That the Presbytery approve the Presbytery Manual of Administrative Operations.

Actions Taken by the Committee

1. Approved minutes for the November 9th, 2017 Stated Meeting of Presbytery as corrected.
2. Approved Gennie Stevens and Lynn Pabst for recess appointments to the Board of Cedarkirk.
3. Approved the Trustees to make an interest free loan of \$50,000 to Lake Seminole Presbyterian Church to repair damage to their roof caused by Hurricane Irma while issues of clarity in distribution of funds are sorted out between the Trustees and CCV.
4. Approved Wendi Baker be appointed in recess to the Cedarkirk Board.
5. Approved a shared grant for a Minister member.
6. Approved some movement of funds related to office technology expenses.
7. Approved 4 weeks of paid paternity leave for the Stated Clerk, to begin with the birth of his son, sometime in June. Also approved Rev. Robert Shaw (Presbyterian Church of Temple Terrace) to serve as a Temporary Clerk during this time.
8. Approved the offering of the May 5th Presbytery meeting to go to Christians for Biblical Equality (CBE), a group dedicated to Christian equality.
9. Approved the docket for the May 5th Stated Presbytery meeting.

Items for Information

1. The Coach/Coordinator purchased a book for each member, "Strengthening the Soul of Your Leadership" by Ruth Barton. The CT read and discussed this book during one of its meetings.

Presbytery Manual Information

Thanks to everyone who has offered feedback on the Presbytery Manual during the first readings and in the subsequent weeks. Special thanks to Presbytery Moderator Libby Shannon and former Moderator Marsh Rydberg, who gave line by line commentary.

The creation of a Presbytery Manual of Operations is detailed in the bylaws, with particular policies and procedures mandated to be included (see below). The purpose of the Manual is to make certain that the workings of the Presbytery are not hidden or difficult for any member to find, understand or engage. Everyone is using the same set of rules, but it's not only about building trust in the system. These materials are also meant to train and equip upcoming leaders in how business is done in our presbytery.

Here's the section of our Bylaws relating to the Manual:

2.7 Presbytery Manual of Operations

- a. The Coordinating Team shall make recommendations to the Presbytery for the creation of and changes to the Presbytery Manual of Operations.*
- b. The Presbytery Manual of Operations includes policies regarding:

 - i. Personnel and responsibilities of staff*
 - ii. Gracious Communion and Dismissal*
 - iii. Selection of General Assembly Commissioners*
 - iv. Presbytery meeting policies, such as rules governing presentation of General Assembly Overtures and motions to Presbytery*
 - v. Committee and Commission structure, policies and responsibilities not already covered in these Bylaws, including those of each Regional Commission*
 - vi. Regional Commission membership exceptions*
 - vii. A Membership Chart of Churches in the Presbytery by Region*
 - viii. References to all official handbooks and manuals maintained by Presbytery Committees and Commissions.*
 - ix. Other policies as set by action of the Presbytery.**
- c. The Coordinating Team shall review the Presbytery Manual of Operations at least once every 2 years, and shall be made available to members of Presbytery on the Presbytery website. This review shall include arbitration of any conflicts found between the official handbooks and manuals maintained by Presbytery Committees and Commissions.*
- d. Changes to the Presbytery Manual of Operations shall become effective on approval by the Presbytery.*
- e. The current approved version of the Presbytery Manual for Operations shall be available to members of the Presbytery on the website.*

Summary of Changes:

The vast majority of material in the Manual is not new, but is the collected wisdom and action of many committees and commissions and meetings of Presbytery. However, those sections that are new will become Presbytery policy once the Manual is approved, so commissioners are encouraged to especially review the following sections of the Manual (page numbers below refer to the numbers of the Manual in the bottom left, not the numbers of the Packet in the upper right):

- Presbytery Meeting Policies
 - Page 19
 - Reinstated some policies from our old Standing Rules and added a couple of new ones
- Updated Sexual Misconduct Policy
 - Page 35
 - Added “vulnerable adult” to the list of misconduct reported automatically to civil authorities
- Child and Youth Protection Policy
 - Pages 37-39
- Committee and Commission Policies
 - Pages 40-42



Presbytery of Tampa Bay

MANUAL OF OPERATIONS

FOR THE PRESBYTERY OF TAMPA BAY

Table of Contents

INTRODUCTION TO THE PRESBYTERY OF TAMPA BAY.....	3
ORGANIZATIONAL STRUCTURE.....	4
PERSONNEL POLICIES	8
GRACIOUS COMMUNION AND DISMISSAL.....	9
GENERAL ASSEMBLY COMMISSIONER SELECTION POLICY.....	14
PRESBYTERY MEETING POLICIES.....	19
OTHER PRESBYTERY POLICIES.....	20
Policy For Use Of Funds From Sale Of Church Property.....	21
Presbytery of Tampa Bay Investment Policy.....	23
Use of Funds from Investments, approved November 9, 2017.....	26
Redress for Teaching and Ruling Elder Imbalance for 2018.....	27
Presbytery Student/Clergy Education Indebtedness Policy.....	31
Clergy Sexual Misconduct Policy.....	32
Presbytery of Tampa Bay Child, Youth and Vulnerable Adult Protection Policy.....	37
COMMITTEE AND COMMISSION STRUCTURE AND POLICIES.....	40
REGIONAL COMMISSION MEMBERSHIP EXCEPTIONS.....	43
CHURCH MEMBERSHIP CHART	44
OFFICIAL HANDBOOKS AND MANUALS OF PRESBYTERY COMMITTEES AND COMMISSIONS.....	45
PARTNER ORGANIZATION COVENANTS	46
Beth-El Farm Worker Ministry Covenant; updated December 18, 2014.....	46
Cedarkirk Camp and Conference Center Covenant; updated 2014.....	46
Presbyterian Homes and Housing Foundation Covenant; updated 2011.....	46

Introduction to the Presbytery of Tampa Bay

Transformation Team

Like many presbyteries, the Presbytery of Tampa Bay has gone through an extensive visioning process which has resulted in a new structure and way of doing the work of Christ as a presbytery. The Transformation Team which was tasked with coming up with this new way forward for the Presbytery gave its report at the May 9, 2013 Stated Meeting of the Presbytery, where it was approved. Their report can be found at this link:

http://presbyteryoftampabay.com/pdf/PresbyteryOfTampaBayResource_1381616528.pdf

As part of this report, the Presbytery also agreed on a new mission statement, some common values, and a more relational, bottom up model of doing its work.

Mission Statement:

To identify and strengthen leaders so that every congregation makes new and mature disciples for Jesus Christ.

This mission helps us to keep our focus on leadership development and outreach. Practically, this means that there is usually a component of training at Presbytery meetings, but also that there are intentional relational opportunities for us to get to know other leaders, particularly at Regional Commission meetings.

Core Values

The core values we adopted during the transformation are to be relentlessly congregational, meaningfully connected, faithfully constitutional and unapologetically Christ-Centered.

We want to focus on helping our congregations succeed, and our Teaching and Ruling Elders to know and lean on one another, while keeping our processes and meetings distinctively Presbyterian. We do this while focusing not on ourselves but on our Leader, Christ.

Regional Commissions

We also might be a little different than other Presbyteries in the way we do regional models. Many Presbyteries are organized by regions, but in our relational model there are two required meetings a year that function as additional Presbytery meetings which we call Regional Commission Meetings. The purpose and plan behind these meetings is to get to know each other better, and engage in common mission. Each meeting is convened by past, present or future Moderator of the Presbytery, and attendance at these meetings is required for both commissioners appointed by each session and by Teaching Elders.

Additionally, the majority of the powers of Presbytery have been delegated to the Commissions of the Presbytery (Commission on Ministry, Commission on Preparation, etc.) who often do their work in small regional subgroups.

Organizational Structure

The Presbytery of Tampa Bay, like many other presbyteries, is organized into a series of committees and commissions to accomplish the work of the Church in our area.

The core committees and commissions of the Presbytery and their descriptions are as follows; exact responsibilities and areas of authority are found in the Presbytery Bylaws:

<http://presbyteryoftampabay.com/Info/PresbyteryTampaBayBylaws11-09-17.pdf>

Committees and Commissions

Commission on Ministry (COM)

The Commission on Ministry is the primary body responsible for making decisions about relationships between pastors and churches, whether a particular pastor may become a member of the Presbytery, etc. It does its work primarily in regions.

Up to date membership and information on the COM, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/com/>

Commission on Preparation for Ministry (CPM)

The Commission on Preparation is the primary body responsible for those seeking to become clergy, also known as Inquirers and Candidates. The CPM is representative of our regions, but generally meets as one body.

Up to date membership and information on the CPM, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/cpm/>

Commission on Church Vitality (CCV)

The CCV offer various kinds of expert advice, resources and material support for our churches, including significant funding for grants. The CCV does its work both regionally and as one body.

Up to date membership and information on the CCV, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/ccv/>

Nominating and Representation Committee (NRC)

The NRC is responsible for nominating Ministers and Elders to most committees and commissions (excluding ACs, investigating committees, and the NRC itself). The NRC meets as a single body, not regionally.

Up to date membership and information on the NRC, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/nrc/>

Board of Trustees (Trustees)

The Trustees handle the legal side of presbytery business, implementing decisions of the main body, but also approving requests from churches for things like leasing their sanctuary, selling property, etc. The Trustees do their work as a single body, not regionally. The chair of the Trustees also acts as the President of the legal corporation.

Up to date membership and information on the Trustees, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/bot/>

Permanent Judicial Commission (PJC)

The PJC only meets when there has been a judicial complaint in the Presbytery. These complaints may be remedial (related to process or polity) or disciplinary (related to objectional behavior) in nature.

Up to date membership and information on the PJC, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/pjc/>

Administrative Commissions (ACs)

G-3.0109b gives the Presbytery the power to create Administrative Commissions with authority delegated to certain tasks. These commissions are created for a variety of reasons, and are typically dismissed once their task is over. Membership of ACs is posted to the Presbytery website within 30 days of their creation.

Bills and Overtures Committee

The Bills and Overtures Committee is made up of the Presbytery's Commissioners to the previous General Assembly. They are tasked with making recommendations to the Presbytery on overtures from their General Assembly, overtures to the upcoming General Assembly, and other motions at the request of the Coordinating Team.

Up to date membership and information on the Bills and Overtures Committee, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/bills-and-overtures/>

Coordinating Team (CT)

As the leadership group of the Presbytery, the Coordinating Team is made up of the chairs of the CCV, COM, CPM, NRC and Trustees, as well as the Moderator and Vice Moderator. The outgoing Presbytery Moderator acts as the chair of the CT (and convener for their Region), while the Treasurer, Stated Clerk, and Presbytery Coach and Coordinator all serve as ex officio members of the Team. They are responsible for planning Presbytery meetings, recommending a budget, and for the overall leadership of the Presbytery.

Up to date membership and information on the CT, including the contact information of the current chair, can be found at this link:

<http://presbyteryoftampabay.com/committees/ct/>

Regional Leadership Teams

The Regional Leadership teams are chaired by their conveners and comprised of representatives of the COM, CPM and CCV, as well as 2 at large members of the Regional Commission and the Stated Clerk or the Stated Clerk's appointee. Their responsibility is to plan Regional Commission meetings.

Presbytery Leadership*Moderator*

The Moderator serves a one year term and is the convener of their region's Regional Commission. They are responsible for moderating Presbytery meetings and appointing Administrative Commissions. They are an ex-officio member of the NRC, and member of the CT.

Vice Moderator

The Vice Moderator serves a one year term and is the convener of their region's Regional Commission. They are responsible for fulfilling the duties of the Moderator should the Moderator be unable to perform them and are a member of the CT.

Chair of Coordinating Team

The Chair of the CT serves a one year term and is the convener of their region's Regional Commission. They are responsible for moderating meetings of the Coordinating Team.

Presbytery Coach and Coordinator

The Coach Coordinator serves a five year term and is nominated by a broadly representative search committee of the Presbytery. They serve ex-officio on the CT and Trustees and act as Presbytery head of staff.

Stated Clerk

The Stated Clerk serves a three year term and is nominated by a broadly representative search committee of the Presbytery. They serve ex-officio on the CT and Trustees and are responsible for giving the Presbytery counsel on matters of polity.

Treasurer

The Treasurer serves a three year term and is nominated by a broadly representative search committee of the Presbytery. They serve ex-officio on the CT and Trustees and are responsible for giving the Presbytery financial counsel.

Up to date information on the Presbytery leadership can be found at this link:

<http://presbyteryoftampabay.com/presbytery-officers/>

Regional Structure

In 2013, the Presbytery voted to reorganize its membership and work into three regions based on geography, the West, Central and East Regions. Each region meets twice a year to do business, fellowship, and worship. These regions are each led by a Regional Coordinating Team and a regional convener, who is either the current Moderator of Presbytery, Vice Moderator, or Coordinating Team Chair (immediate past Moderator).

Please refer to the church membership chart as well as these web links for specific membership information:

<http://presbyteryoftampabay.com/committees/west-region-coordinating-team/>

<http://presbyteryoftampabay.com/committees/central-region-coordinating-team/>

<http://presbyteryoftampabay.com/committees/east-region-coordinating-team/>

Personnel Policies

Presbytery of Tampa Bay Personnel Manual; updated 2007:

<http://presbyteryoftampabay.com/Info/PersonnelManual2007-02-05.pdf>

Gracious Communion and Dismissal

The following Gracious Communion and Dismissal policy was originally passed by the Presbytery on May 24, 2012, then amended by the Presbytery on February 28, 2015.

GRACIOUS COMMUNION PROCESS

Constructive Engagement & Communal Discernment*

(*Subtitle from the Theological Task Force on Peace, Unity, and Purity of the Church (2006))

At the February 25, 2012 Stated Meeting of the Presbytery of Tampa Bay the following motion was approved: “That a committee, representing the theological diversity of our Presbytery, be named by the moderator to write a gracious dismissal process. And that this gracious dismissal process be presented to the presbytery at its next meeting in May.” The Moderator named the following presbyters to serve on the committee which held its first meeting on April 19th: Ruling Elders Ellie Threlkel (First PC/Winter Haven), David McNabb (Palma Ceia PC/Tampa), Sue Moore (Trinity PC/Clearwater); Teaching Elders: Ken Shick (Hyde Park PC/Tampa), Jean Cooley (Westminster PC/Lakeland) and Carl vom Eigen (Church on the Bayou PC/Tarpon Springs). Nancy Kahaian, Transitional Presbyter, serves as staff to the committee.

The committee presents the following statement of our gracious communion as we formulate a new mission design and practice as a presbytery and how it relates a process for gracious dismissal where reconciliation cannot be achieved. We have been guided by Ephesians 4:15-16, “...by speaking the truth with love, let’s grow in every way into Christ, who is the head. The whole body grows from him as it is joined and held together by all the supporting ligaments. The body makes itself grow in that it builds itself up with love as each one does their part.” (CEB)

I. Who We Are Together – Guiding Principles

The following quotations from The Form of Government set the context for our life together.

The congregation is the church engaged in the mission of God in its particular context. The triune God gives to the congregation all the gifts of the gospel necessary to being the Church. The congregation is the basic form of the church, but it is not of itself a sufficient form of the church. Thus congregations are bound together in communion with one another, united in relationships of accountability and responsibility, contributing their strengths to the benefit of the whole, and are called, collectively, the church. (G-1.0101)

The polity of the Presbyterian Church (U.S.A.) presupposes the fellowship of women, men, and children united in covenant relationship with one another and with God through Jesus Christ. The organization rests on the fellowship and is not designed to work without trust and love. (G-1.0102)

The following quotations from the *Theological Task Force on Peace, Unity, and Purity of the Church* provide an understanding of how we serve together through the means of Constructive Engagement and Communal Discernment.

Presbyterian polity is an expression of deep theological convictions about the church's . . .

- **Unity:** Christ is not divided. We give witness to our oneness under Christ, the head of the church, by good-faith participation in a disciplined and ordered life together.
- **Purity:** Truth, holiness, and righteousness matter as pathways to discipleship, in both the life of the church as a body and the lives of its members. Ultimately, the church cannot simply agree to disagree on important matters of faith and practice. Church polity must provide ways for serious disagreements to be resolved. But resolution by merely technical or legal means will not endure because it does not address the conflict of convictions that gave rise to the disagreement in the first place. Only a resolution with theological integrity can be sustained.
- **Peace:** the pursuit of truth takes place in a community where differing voices are not only respectfully engaged but also honored as full partners in our common pursuit of God's will for the church.

For decisions that have a significant impact on the life of the church, particularly those that are complex and potentially divisive, time is needed for corporate study of Scripture, gathering of information, prayerful reflections, mutual questioning, careful listening, and collective weighing of options. For clearer discernment of the mind of Christ, and for the sake of the unity of the church, all voices should be heard, including those who may be affected by the potential outcome of a decision.

Adversarial debate tends to set positions in opposition to one another and to mask the needs, values, interests, and concerns that underlie those positions. Participants in a debate are tempted to defend their positions at all costs and to resist attentiveness to other views, mutual submission in love, and the leading of the Holy Spirit through collaborative exploration.

II. How We Relate and Communicate During Times of Conflict

The Tampa Bay Presbytery recognizes and honors its responsibility to the sessions of its member churches in that the:

“Presbytery, being composed of the teaching elders and commissioners elected by the session of congregations within its district, has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community. In order to accomplish this responsibility, the presbytery has the authority to: . . . “Counsel with a session concerning reported difficulties within a congregation, including:

(1) advising the session as to appropriate actions to be taken to resolve the reported difficulties, (2) offering to help as a mediator, and (3) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the Rules of Discipline. (G3.0303)

* and has the responsibility to work with each church, session and teaching elder (pastor) toward “promoting the peace and harmony of congregations and inquiring into the sources of congregational discord” (G-3.0301c) when discord is identified.

Likewise, each session, pastor and congregation recognizes that:

“The session shall have responsibility for governing the congregation and guiding its witness to the

sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love, and witness. As it leads and guides the witness of the congregation, the session shall keep before it the marks of the Church (F-1.0302), the notes by which Presbyterian and Reformed congregations have identified themselves throughout history (F-1.0303) and the six Great Ends of the Church (F-1.0304).” (G3.0201, paragraph 2)

and that:

“Sessions have a particular responsibility to participate in the life of the whole church through participation in other councils. It is of particular importance that the sessions:

- welcome representatives of the presbytery on the occasions of their visits;
- propose to the presbytery, or through it to the synod and General Assembly, such measures as may be of common concern to the mission of the church; (G-3.0302)

III. How We Enact Constructive Engagement and Communal Discernment

This process is meant to provide guidelines for a gracious, decent and orderly way for interaction between the Presbytery and a member church congregation that is considering withdrawal from the denomination. Our gracious, decent and orderly expectations exist among all partners in the process.

The Presbytery of Tampa Bay affirms the basic principle that the Presbyterian Church (U.S.A.) strives to be a church modeled on the body of Christ as described in 1 Corinthians 12: a church made up of many different parts, all of which are “necessary for its mission to the world, for its building up, and for its service to God...” (Book of Order, G-1.0202).

The Presbytery further affirms that freedom of conscience with respect to the interpretation of Scripture is to be maintained provided that teaching and ruling elders and other church officers adhere to the essential of the Reformed faith and polity as expressed in The Book of Confessions and the “Form of Government” (Book of Order G-2.0105).

In the history of our denomination there have been times of great turmoil and disagreement. Some of these disagreements have been so divisive and irreconcilable as to create schisms and separations in this part of the body of Christ. Our church polity provides broad guidance for managing relationships between and among our congregations. Drawing upon this guidance, the Presbytery of Tampa Bay has developed the following process for response to and reconciliation with congregations that may be considering withdrawing from the Presbyterian Church (U.S.A.).

The goal of this Presbytery will always be reconciliation and continued relationship for all congregations within the Presbytery. The following process outlines the steps we will use as the Presbytery of Tampa Bay to respond to situations where our congregations, and their elected leaders, find themselves in divergence from the Presbyterian Church (U.S.A.) polity or in conflict with their ordination vow to be governed by our church’s polity and to abide by its discipline.

A. Discernment Steps

When the Coach and Coordinator, Stated Clerk, or member of the Committee on Ministry becomes aware of discussions in the session of a member church regarding the possibility of withdrawing from the Presbyterian Church (U.S.A.), the Coach and Coordinator will immediately schedule a

meeting with that session, to be attended by the Coach and Coordinator, Stated Clerk, and a member of the Committee On Ministry (COM). The primary purpose of this meeting is to ascertain the level, seriousness, and stage of the movement to withdraw. Another purpose of such a meeting is to listen to the viewpoints of the ruling elders and moderator of that session.

At this meeting, the Presbytery representatives should include the following points:

- A session does not have the authority to call a congregational meeting for a vote on whether to withdraw from the Presbyterian Church (U.S.A.) G-1.0503
- If any pastor has decided to surrender his/her ordination in the Presbyterian Church (U.S.A.), such pastor may not continue to serve that church. W-4.4003 (e)
- While a presbytery has broad discretionary authority under the Book of Order to determine property rights [within the context of determining the mission of Jesus Christ in the world (G-4.0201) and in its district (G-3.0303a) to dismiss a particular congregation within its geographic region (G-3.0301a)], the presbytery must fulfill its fiduciary duty under the Trust Clause (G-4.0203) to consider the interest of the Presbyterian Church (U.S.A.) as a beneficiary of the property.
- If the congregation in question exercised the so-called property option at the time of the reunion in 1983, the initial discussion should include a review of the implications of this choice.
- The Coach-Coordinator will promptly report to the Moderator with appropriate recommendations. The recommendations could range from no further action to a visitation team to an Administrative Commission.

B. Coordinating Team – Action Steps for Reconciliation

After receiving a report from the Coach and Coordinator, Stated Clerk, and COM member concerning their meeting with the session involved, the Moderator will ordinarily appoint an Administrative Commission (G-3.0109[b]) to work with the member church and its session concerning future steps and a path forward. Such an Administrative Commission will ordinarily include, at a minimum, one member of the Coordinating Team and one member of the Committee on Ministry. That session will be requested to create a commission, composed of a broad representation of the congregation, to work with the Administrative Commission to undertake a process of discernment to ascertain the will of the whole congregation.

No “town meetings” or congregational forums scheduled for this purpose shall be considered congregational meetings, and no formal votes shall be entertained or taken at such meetings in a discernment process.

If an Administrative Commission has been appointed, it may bring recommendations to the Coordinating Team for further action.

If one or more recommendations fall under the provisions of G-3.0301(a), the Moderator of the Presbytery may call a special meeting of the Presbytery to consider such recommendation(s). Any dismissal of the member church involved shall only be to a permanent presbytery or similar entity of another Reformed body.

C. Property Process

If any such Administrative Commission discerns that the member church involved prefers to be dismissed with property to another Reformed body and the Administrative Commission is prepared to support that preference, the commission shall immediately begin negotiations with the session of that church regarding the process and conditions of such dismissal with property. A primary guiding principle of a negotiation process will be the fulfillment of the fiduciary duty of the Presbytery under the Trust Clause (G-4.0203) to consider the interest of the Presbyterian Church (U.S.A.) as a beneficiary of the property, seeking all the while to create outcomes fair to all parties in the process. Upon conclusion of such negotiations, the commission shall report to the Presbytery with recommendations on the request for such dismissal.

Finally, that the Presbytery be asked to dismiss the committee, whose members believe that they have completed the assigned task.

General Assembly Commissioner Selection Policy

The following procedure was approved at the May 18, 2017 Stated Meeting of Presbytery.

NOMINATION PROCEDURE FOR COMMISSIONERS AND ALTERNATES TO GENERAL ASSEMBLY AND YOUNG ADULT ADVISORY DELEGATES

Teaching elder and ruling elder commissioners and alternates to meetings of the General Assembly (GA) shall be nominated to achieve the goal of full participation as outlined in paragraph F-1.0403 of the Book of Order.

The Stated Clerk shall maintain lists of teaching elders who have served as GA commissioners and congregations whose ruling elders have served as GA commissioners.

The Committee on Nominations and Representation shall nominate three (3) teaching elders and three (3) ruling elders as principal commissioners, and three (3) teaching elders and three (3) ruling elders as alternate commissioners through the application process. The Committee shall also nominate one Young Adult Advisory Delegate (YAAD) and one alternate. When making its nominations, it shall seek to identify those who will best serve the needs of the GA and the Presbytery of Tampa Bay, taking into consideration the applications received and eligibility. The Committee will give priority to ruling elders from churches that have not provided a ruling elder commissioner to any of the previous five General Assemblies and to teaching elders who have not been a commissioner to any of the previous five General Assemblies. It will give consideration to congregation size and representation from the several Regions of the Presbytery. The Committee will also seek to nominate for balanced representation of ages, gender, racial/ethnic and theological understanding. When presenting its nominees to the Presbytery, the Committee shall provide brief biographical information of those being nominated in addition to the application form submitted by the commissioner nominee.

ELIGIBILITY TO SERVE

Teaching Elders

All teaching elders on the active, honorably retired, validated ministry, and member-at-large rosters of the Presbytery of Tampa Bay are eligible for nomination. Requirements include:

1. Enrolled in the Presbytery of Tampa Bay for at least three years prior to GA meeting.
2. Attended at least four of the Presbytery or Regional Presbytery stated meetings during the two calendar years prior to the meeting of an election year (currently even numbered years of GA).
3. Must be a member of the Presbytery at time of GA, and not actively engaged in a search that might lead to a departure from the Presbytery within 1 year after serving as a GA commissioner.

Ruling Elders

To be eligible, the session of the congregation from which a ruling elder is nominated ordinarily shall have sent commissioners to at least four of the Presbytery or Regional Presbytery stated meetings during the two calendar years prior to the meeting of an election year (currently even numbered years of GA). Additionally:

1. Shall be recommended by her/his session.
2. Not moving from the Presbytery at time of GA.

Young Adult Advisory Delegate

The nominees shall be active members of one of the churches of our Presbytery between the ages of 17 and 23 on the date the GA convenes. The nominee shall be recommended by the Session of her/his church and invited by the session to submit an application to the Committee on Nominations and Representation.

APPLICATION PROCESS

Applications shall be available on the website of the Presbytery. Applications may be submitted at any time, but the *deadline for submission is September 15, 2017* for the 223rd General Assembly to be held in St. Louis, MO from June 16-23, 2018. The Presbytery of Tampa Bay is scheduled to elect GA Commissioners at its Stated Meeting November, 2017.

The application includes the following information:

- 1) An agreement that the applicant is willing and able to report back to the Presbytery concerning the actions and experience of the GA. It is expected that all commissioners to the GA will report to the Presbytery through a variety of means during and following the GA.
- 2) A statement that the applicant understands and is willing to accept the rigors of participating fully in the work of the GA. Commissioners are required to read over 1,000 pages of online reports and overtures in advance. Long hours in committee meetings and plenary sessions, and considerable travel between the hotel and committee meeting rooms, plenary site, exhibit/eating areas and worship sites is to be expected.
- 3) Information as to whether the applicant has previously attended the GA as an elected commissioner from any Presbytery, or as a visitor.
- 4) A statement of the applicant's experience within the local church.
- 5) A description of the applicant's activities and service within the structures of the Presbytery and other Presbyterian Church (USA) governing bodies.
- 6) A brief paragraph describing the applicant's understanding of the nature and work of the GA.
- 7) A single page (500 word max.) with biographical information and a response to the statement, "Why I would make a good commissioner to GA."
- 8) A one page endorsement (500 word max.) from a teaching or ruling elder attesting to the applicant's involvement in the church as outlined in the application.
- 9) A statement as to the applicant's willingness to attend the GA as an alternate.
- 10) A recommendation from the session of the applicant's church, signed by the Clerk of Session.

TO BE CONSIDERED FOR NOMINATION AS A COMMISSIONER TO THE GENERAL ASSEMBLY:

1. Download an application from www.presbyteryoftampabay.org
2. Complete the application and biographical statement
3. Obtain an endorsement from a teaching or ruling elder
4. Have the Clerk of Session of your church sign the application
5. Return a completed application and all attachments
6. Retain a copy of your completed application and send the original to:

Presbytery of Tampa Bay
 Attn: Chair Committee on Nominations and Representation
 455 Scotland St #1,
 Dunedin, FL 34698
 OR by email to:
 PTB.GAApp@gmail.com

**PRESBYTERY OF TAMPA BAY
APPLICATION FOR GENERAL ASSEMBLY COMMISSIONER NOMINATION AND
YOUNG ADULT ADVISORY DELEGATE**

It is important that you also read the NOMINATION PROCEDURE FOR COMMISSIONERS AND ALTERNATES TO GENERAL ASSEMBLY AND YOUNG ADULT ADVISORY DELEGATES.

Name: _____

Church: _____

Phone: _____ Email: _____

Ruling Elder, Teaching Elder or Young Adult: _____ Date of Ordination: _____

Teaching Elders – Date entered this Presbytery: _____

Ruling Elders and Young Adult – Date you became a member of your church: _____

Please indicate if and when you have served previously as an elected Commissioner to General Assembly: _____

Please indicate if and when you have been a visitor to General Assembly: _____

Please be advised that participation in the General Assembly requires reading over 1,000 pages of online reports and overtures in advance, long hours in committee meetings and plenary sessions, and considerable travel between the hotel and committee meeting rooms, plenary site, exhibit/eating areas and worship sites.

Please respond either below or on attachments as necessary.

Local Church Experience:

Service to the Presbyterian Church (USA): (Presbytery, Synod, GA, PCUSA entities):

What is your understanding of the nature and work of the General Assembly?

Are you willing and able to report back to the Presbytery concerning the actions and experiences of the GA and to serve on the Bills and Overtures Committee for the Presbytery of Tampa Bay for 2 years?

Please attach a brief biographical statement and a response to this statement: “Why I would make a good commissioner to the General Assembly.” (*statement and response to be a maximum of 500 words*)

Please attach a statement of endorsement from a Teaching or Ruling Elder that attests to your:
(*endorsement to be a maximum of 500 words*)

- love for Christ and the Gospel, spiritual maturity
- involvement in the Presbytery of Tampa Bay
- commitment to the Presbyterian Church (USA)
- involvement in the local congregation

By submitting this form, I am expressing my willingness and ability to be available to represent the Presbytery of Tampa Bay at the General Assembly. If elected as an alternate, I will plan to keep myself available for these dates in case I am needed.

Applicant's Signature

Session approval is needed.

This commissioner nominee has received endorsement of the Session of

Church

Clerk of Session

Date of Session Approval

Presbytery Meeting Policies

The Presbytery bylaws put forth the following polices regarding Presbytery meetings:

1. Stated Meetings: The Presbytery shall hold a minimum of two stated meetings annually with the dates to be determined by the Coordinating Team and approved by the Presbytery (G-3.0304).
 - a. These meetings shall ordinarily alternate with Regional Commission meetings.
2. Special Meetings: A special meeting of the Presbytery may be called by the Coordinating Team with no less than ten days' notice given to each TE and RE member of the Presbytery and each Clerk of Session setting forth the date, time, place of the meeting, and the specific business for which the meeting is called.

Special rules not contained in the Presbytery bylaws are as follows:

1. Committee and Commission reports at Presbytery shall conform to the rules established by the Coordinating Team.
2. All recommendations for action by the Presbytery shall come to the Presbytery in written form, usually to the Stated Clerk.
3. Reports and other documents for distribution at the Presbytery meeting should be given to the Stated Clerk no later than three days prior to the release of the Presbytery packet. The packet is emailed out on the Thursday at least one week prior to the meeting.
4. The Moderator shall appoint a Resolutions Committee at each stated meeting of the Presbytery, which shall ordinarily make its report during the meal or at the end of the meeting.
5. The Vice Moderator shall select, and the Moderator appoint, tellers to hand out materials and assist with any division of the house required during the meeting.
6. At all meetings, new business must be placed in the hands of the Stated Clerk no later than two hours before the docketed time to adjourn. Items of new business presented later than this shall be dealt with at the next stated meeting.

Other Presbytery Policies

The Presbytery from time to time approves various policies to guide its work and mission. No past meeting of Presbytery can permanently bind the actions of a future Presbytery, but absent further Presbytery action, these policies are currently in effect. Please note that many Presbytery policies related to clergy are found in the COM Manual linked at the end of this document.

Policies found in this section include:

1. Use of Funds from Church Sales Policy, approved November 19, 2015
2. Investment Policy, approved November 17, 2016
3. Use of Funds from Investments, approved November 9, 2017
4. Redress of Ministers of the Word and Sacrament and Ruling Elders, updated November 9, 2017
5. Presbytery Indebtedness Policy, approved May 18, 2017
6. Sexual Misconduct Policy, updated May 5, 2018
7. Child, Youth and Vulnerable Adult Protection Policy, approved May 5, 2018

POLICY FOR USE OF FUNDS FROM SALE OF CHURCH PROPERTY

When a church closes its doors and gives up its charter, the property of that church is typically transferred to the Presbytery. Under the presumption that this property does not constitute a viable site for a PCUSA congregation, the Presbytery after gathering all assets should proceed as follows:

1. The Presbytery should place the property for sale. On the books of the Presbytery a restricted fund titled 'Churches in Transition' will be created. Under this heading, a sub fund will be created for each church property that is for sale and shall be titled in the name of the church for sale.

The sub fund in the name of the church will be used to accumulate all activities of the closed church property until it is sold. This will include all receipts by the Presbytery from the rent or use of the property, as well as any cash balances. It will also include payment of current liens and liabilities, as well as ongoing costs of maintaining the church until sold, such as utility bills, landscape maintenance, etc.

Upon final sale of the property, sale proceeds will be posted to the sub account and the residual amount, positive or negative, will be closed out into the 'Churches in Transition' fund.

2. The 'Churches in Transition' fund will be used sequentially as follows:
 - a. An investment committee will analyze on an ongoing basis the assets of this fund as well as obligations of the Presbytery as a whole. This does not contemplate normal operating expenses of the Presbytery office.

A certain amount will be reserved to provide for these obligations. Currently these are identified as two specific categories. First is the potential net obligation of a church that has closed and is being sold as described in # 1 above. Secondly, the Presbytery is guarantor on certain Presbyterian Investment Loan Program (PILP) loans for various churches, which is a potential obligation. The decision on the amount necessary to provide for this potential obligation shall be made annually by the Investment Committee.

- b. The Commission on Church Vitality (CCV) shall provide grants or awards for new church development, church redevelopment and covenant partners in a measured approach which is goal focused. Those requesting funds should provide CCV with a proposed plan outlining their needs. In developing and considering such proposals, it is important in this context for our Churches and the Presbytery not to confuse "capital" with buildings and equipment. Although the "capital" generated by the sale of a closed church is typically a building and other tangible assets, the true capital of a church is the congregation. This policy recognizes there are many types of expenditures that can strengthen a congregation and it does not place limits on CCV decisions. The CCV may approve proposals up to a total of \$35,000 per worshipping congregation; after which,

proposals shall be recommended by CCV and forwarded to the Coordinating Team for approval.

The Coordinating Team will advise the investment committee of possible funds needed in the upcoming year so that proper liquidity can be maintained with the monies of the 'Churches in Transition' fund.

- c. Although the intent of this policy is to directly expand the Presbytery through new church development and redevelopment, i.e. keeping capital as capital, exceptions to this policy can be made to cover extraordinary events affecting the overall Presbytery. It is contemplated that these requests would be made initially to the Coordinating Team, and if approved by them presented for an approval/disapproval vote at a stated meeting of Presbytery.

Presbytery of Tampa Bay Investment Policy

Approved November 17, 2016

I. Investment Statement

The investment objective of the Presbytery of Tampa Bay (Presbytery) is to achieve reasonable growth of financial assets while maintaining prudent levels of risk throughout diverse economic and market conditions. The long-term goal is to achieve a total return on assets that exceeds inflation and maintains sufficient liquidity that will enable the Presbytery to grow its mission and meet its obligations.

II. Responsibilities

- a. The Board of Trustees (Trustees) is charged with the management of financial resources, cash, investments and property of the Presbytery. All of the responsibilities of this Policy shall reside with the Trustees, who shall form an Investment Committee.
- b. Considering the initiatives and obligations of Presbytery, the Investment Committee is responsible for choosing an Investment Advisor(s), monitoring investment results and reporting investment performance to the Trustees.
- c. While adhering to its investment objective, the Investment Committee shall strive to adhere to General Assembly guidelines prohibiting investments in companies involved in military-related activities, handguns, landmines, gaming, alcohol, and tobacco.
- d. The Investment Committee shall employ one or more Investment Manager(s) or other Advisor(s) to attain the objectives of this Policy. The Investment Manager(s)/Advisor(s) shall have a minimum of five years business history, manage assets of other similar types of tax-exempt organizations, and shall be a Registered Investment Advisor(s) if they are not a Bank or Trust Company, or a non-profit organization authorized by law to provide investment management services to other non-profit organizations.
- e. Investments shall be made with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of a plan of like character and with like aims.
- f. The Investment Committee and the Investment Manager(s) shall jointly ensure that the portfolio is managed in compliance with the Florida Uniform Prudent Management of Institutional Funds Act (FUPMIFA).
- g. The Investment Manager(s)/Advisor(s) shall be given investment discretion consistent with the investment objectives and guidelines provided herein regarding the purchase and

sale of investment assets. The Investment Committee acknowledges that while the Investment Manager(s)/Advisor(s) expect to meet these objectives, there is no guarantee they can be achieved. The Investment Committee may, from time to time, provide investment suggestions and/or guidelines for the Investment Manager(s)/Advisor(s) regarding investment decisions.

- h. The Investment Committee shall report to the Trustees at least annually.

III. Investment Objectives

The following are the objectives for the total account over a market cycle or five years, whichever is shorter:

- a. To seek to maintain the purchasing power of the account while managing for the total return and achieve performance results that are better than or equal to agreed upon benchmarks.
- b. To achieve a risk as measured by the standard deviation of the account that is lower than or equal to agreed upon benchmarks.
- c. The Investment Manager(s)/Advisor(s) shall provide a comparison of portfolio performance against the agreed to comparable investment benchmarks contained in this policy to the Investment Committee on a regular basis.
- d. To achieve a total rate of return after fees which exceeds the inflation rate, as measured by the Consumer Price Index (CPI-U, U.S., All Items), by at least 3 percentage points.

IV. Advisor(s) Review and Evaluation

- a. The Investment Manager(s)/Advisor(s) shall provide a monthly performance summary report to the Presbytery's Treasurer, who will include portfolio performance results in periodic accounting reports.
- b. The Investment Committee shall meet with the Investment Manager(s)/Advisor(s) for a portfolio review, at least once a year, or more often if desired by the Committee.
 - i. During this annual review of the prior year's performance the Investment Manager(s)/Advisor(s) shall provide the annual report for submission to Presbytery that compares performance to the criteria and benchmarks specified by this Policy. This meeting may take place in person or by conference call.
- c. This policy shall be reviewed at least annually to assure that it remains valid and relevant.
- d. The Investment Committee reserves the right to retain or replace an Investment Manager(s)/Advisor(s) for any reason.

- e. Should the Investment Manager(s)/Advisor(s) at any time feel that compliance with any provision of this policy is not in the best interest of the Account, the Investment Manager(s)/Advisor(s) shall so inform the Investment Committee Chair who shall inform the rest of the Committee, which shall promptly address the concern.
- f. Should an emergency situation arise which significantly threatens the Account on an immediate basis and only in that situation, the Investment Committee is authorized to grant the Investment Manager(s)/Advisor(s) permission to deviate from this policy.

V. Conflicts of Interest

All investments and investment decisions should be made in such a manner as to avoid any conflicts of interest known or reasonably knowable by the decision maker. No member of the Presbytery Staff, its Officers or Elected Leadership or their families shall be in a position to benefit financially from any of these transactions.

VII. Asset Allocation

	Minimum	Target	Maximum
Cash Held by the Presbytery	\$150,000	\$200,000	\$250,000
Asset Class as a Percent of Invested Assets			
Domestic Equity	30%	38%	46%
International & Emerging Market Equity	14	20	26
Fixed Income (excluding cash)	18	23	28
Alternative Assets	5	19	28

Use of Funds from Investments

The Board of Trustees moved that the Presbytery authorize up to 2% of the average balance (as of June 30th each year) of the last three years of invested funds, to be placed into the next calendar year's operating expenses (per capita) budget. This motion passed.

Redress for Teaching and Ruling Elder Imbalance for 2018

G-3.0301 states that *“The presbytery shall adopt and communicate to the sessions a plan for determining how many ruling elders each session should elect as commissioners to presbytery, with a goal of numerical parity of ministers of the Word and Sacrament and ruling elders.”*

The goal of G-3.0301 is for there to be an equal number of elders and clergy at any given Presbytery, as one of the fundamental concepts of our polity is shared authority between clergy and elders. If either group is under or over represented, we’re a little less Presbyterian. This has been very difficult to assure in the past due to our disproportionate number of Honorably Retired members creating unrealistic numbers of elder commissioners requested of our churches.

However, our bylaws include a solution to this problem. Our Honorably Retired clergy (80 people) are counted by the average of their actual attendance over the past two years (19 in 2015 and 17 in 2016 per meeting on average). This gives us 18 HRs and 109 other clergy, for a total of 127. This is down from 189, so it should provide us with a more accurate basis on which to request commissioners from our churches.

The proposed rebalance of clergy and elder commissioners to future meetings of the Presbytery of Tampa Bay, with 127 clergy on our roll (for the purposes of balancing; 189 is the real total), distributes elder commissioners according to the following criteria:

- (a) First, assigning elder commissioners to churches according to the *Book of Order* under G-3.0301 and the formula found in old G-11.0101, which provides for one elder commissioner from each church whose active membership is 500, with an additional elder commissioner for every 500 communicant members or fraction thereof above that first 500 (up to a limit of five additional elder commissioners), for a total assignment of 76 elder commissioners;
- (b) Second, assigning one extra elder commissioner, for a total of 7, to those churches employing two or more pastors, co-pastors, associate pastors or validated ministers;
- (c) Third, in accord with G 3.0103 and the old G-9.0104a, assigning one extra elder, for a total of 8, to strengthen the representation of each of our most diverse racial-ethnic congregations (Brandon, Springwater; Clearwater, Reconciler; Pinellas Park, Korean; St. Petersburg, Lakeview; St. Petersburg, Trinity; Tampa, First Hispanic; Tampa, Korean; and Tampa, St. John).
- (d) Fourth, elder members of Council, including officers of council and Presbytery staff, former elder Presbytery Moderators, elder members of the Permanent Judicial Commission, elder commissioners to the previous General Assembly, and elders serving on Regional Leadership Teams, estimated to average 20;
- (e) Fifth, Commissioned Pastors (Formerly CREs), currently 3;
- (f) Sixth, Certified Christian Educators who are Ruling Elders in accordance with G-2:1103b, for a total of 5;
- (g) Seventh, given that a common demarcation between small and medium sized churches is 120 members, and that churches under this number often have a hard time finding more than

one commissioner, each church between 120 and 499 that does not already have 2 commissioners would be allotted an additional commissioner, for a total of 20.

This brings our total number of elder commissioners to 131, compared to a total number of Teaching Elder commissioners of 127, which is fairly close to parity.

The list of churches and the elders assigned follows below.

Church	City	2016	A	B	C	D	E/F	G	Total
First	Auburndale	97	1						1
McLeod Memorial	Bartow	106	1						1
First	Brandon	401	1					1	2
PC Bloomingdale	Brandon	61	1						1
Springwater	Brandon	49	1		1				2
First	Brooksville	44	1						1
Church of the Reconciler	Clearwater	35	1		1				2
Hope	Clearwater	163	1					1	2
Northwood	Clearwater	1057	3	1					4
Peace Memorial	Clearwater	231	1					1	2
Trinity	Clearwater	197	1	1					2
First	Crystal River	96	1						1
First	Dade City	66	1						1
First	Dunedin	323	1					1	2
St Andrews	Dunedin	642	2	1					3
First	Ft Meade	28	1						1
Gulfport	Gulfport	28	1						1
St Marks	Hudson	185	1					1	2
First	Inverness	461	1					1	2
First	Lake Alfred	31	1						1
Lake Hamilton	Lake Hamilton	37	1						1
Chapel in the Grove	Lakeland	103	1						1
First	Lakeland	1485	3	1					4
Hope Community	Lakeland	185	1					1	2
PC in the Highlands	Lakeland	115	1						1
Beacon Hill Fellowship	Lakeland		1						1
Christ	Largo	101	1						1
Tims Memorial	Lutz	160	1					1	2
Trinity PC Seven Springs	New Port Richey	345	1					1	2
Palm Harbor	Palm Harbor	319	1					1	2
Good Samaritan	Pinellas Park	43	1						1
Korean	Pinellas Park	119	1		1				2
First	Port Richey	64	1						1
First	Safety Harbor	33	1						1
Seffner	Seffner	139	1					1	2
Lake Seminole	Seminole	90	1						1
Grace	Spring Hill	366	1					1	2
First	St Petersburg	536	2	1					3
Lakeview	St Petersburg	46	1		1				2

Church	City	2016	A	B	c	D	e/f	I	Total
Maximo	St Petersburg	167	1					1	2
Northeast	St Petersburg	210	1					1	2
Northwest	St Petersburg	45	1						1
Trinity	St Petersburg	62	1		1				2
Woodlawn	St Petersburg	65	1						1
St Andrew	Sun City Center	353	1					1	2
Bayshore	Tampa	39	1						1
Bel Mar	Tampa	52	1						1
Chapel in the Pines	Tampa	40	1						1
First	Tampa	552	2						2
First Hispanic	Tampa	77	1		1				2
Forest Hills	Tampa	359	1					1	2
Hyde Park	Tampa	252	1					1	2
Korean	Tampa	130	1		1				2
Palma Ceia	Tampa	2926	5	1					6
St Andrew	Tampa	73	1						1
St John	Tampa	39	1		1				2
Village	Tampa	205	1					1	2
Church on the Bayou	Tarpon Springs	53	1						1
Temple Terrace	Temple Terrace	165	1					1	2
First	Winter Haven	1052	3	1					4
Hope	Winter Haven	355	1					1	2
Parsons Memorial	Yankeetown	28	1						1
First	Zephyrhills	93	1						1
At Large						20	8		28
Totals:			76	7	8	10	8	20	131

Presbytery Student/Clergy Education Indebtedness Policy

When Presbytery of Tampa Bay is the Presbytery of care

Because the Presbytery, the sponsoring congregation, the Commission on Preparation for Ministry (CPM), and other PC(USA) institutions provide financial support to persons exploring their call to ministries of the church, and because indebtedness resulting from educational expenses can impose significant burdens, it is imperative that all parties do their best to manage financial resources with optimum stewardship.

- 1) Before being admitted into Inquirer status, persons seeking our care shall consult with a designee of the presbytery's CPM, who will counsel them regarding likely levels of seminary indebtedness, likely employment prospects in the several ministries of the PC(USA), and likely salary ranges (for example, the current median income for the denomination reported by the Board of Pensions, and the minimum effective salary established by the Presbytery).
- 2) Once under care, Inquirers should meet with a Board of Pensions regional representative or a Presbyterian Foundation representative early during their studies, in order to assess net worth, and to make a plan for financing the cost of seminary. Once completed, a copy of this plan will be placed in the CPM chairperson's confidential file.
- 3) Inquirers should, during their inquiry year(s) or as specified by their seminary, participate in a "Fiscal Fitness" workshop (or equivalent) sponsored by the Board of Pensions or the Presbyterian Foundation of the PC(USA). Inquirers may request from CPM up to one-third their travel and accommodations costs. If funding permits, CPM may grant support on a need basis. Note that some aid, such as the Board of Pensions Assistance Grants, requires participation in these workshops *before applications will be accepted* (see #1 below, following a call).
- 4) The CPM will work with each inquirer and candidate towards using his or her available assets to pay for the cost of seminary tuition and room and board rather than incurring indebtedness. If indebtedness cannot be avoided, the CPM will continue to seek sources to assist with seminary debt repayment, and to endorse applications for aid, as appropriate.
- 5) The CPM will provide a current list of known options for pursuing grants and interest-free loans and funding that may be available through the Financial Aid for Studies Office of the Presbyterian Church (USA).
- 6) The CPM will be an advocate with the congregation of which the candidate is a member, and with other congregations of the presbytery as appropriate, in order to generate financial support for the candidate in the form of grants or interest-free scholarships.

When Presbytery of Tampa Bay is the Presbytery of Call.

- 1) Any minister serving a first call following graduation from seminary, who comes with any educational indebtedness, shall be required to show evidence of having attended a financial planning workshop such as a Fiscal Fitness workshop sponsored by the Board of Pensions, or other financial planning workshop. If the minister has not attended such a workshop, he/she shall be required to do so within twelve months of start-up. The cost of registration fee, accommodation and travel for such a workshop will be considered legitimate reimbursable expense from study leave allowance.
- 2) The Commission on Ministry (COM) shall encourage calling congregations to use further educational debt reduction as a point in negotiating salary with a prospective pastor who is a recent seminary graduate.

CLERGY SEXUAL MISCONDUCT POLICY

INTRODUCTION

In an effort to further the peace, unity and purity of the church through the prevention and remediation of sexual misconduct within the church, Tampa Bay Presbytery has the following policy. In preparing the document, attention was given to setting and providing for enforcement of standards of ethical behavior consistent with Reformed tradition and secular law. Requirements and protections guaranteed under the Form of Government and the Rules of Discipline were particularly noted. This policy document should help in assuring consistency of practice and action within the Presbytery, provide an information base for educating both minister members of Presbytery lay persons, and serve as a model for local congregations in their development of personnel policies.

PART I

PURPOSE: To define ministerial sexual misconduct and to outline procedures for reporting such misconduct to the Presbytery.

A. Definition of Sexual Misconduct

Sexual misconduct is the comprehensive term used in this policy to include sexual abuse of children or adults, rape or sexual assault, and sexual harassment. Sexual misconduct is an abuse of authority and power. It breaches Christian ethical principles by misusing a trust relationship to gain advantage over another for personal gratification in an abusive, exploitative, and unjust manner. Categories of sexual misconduct are described below.

1. Sexual abuse occurs whenever a person in a position of trust engages in a sexual act or sexual contact with another person to whom he or she owes a professional responsibility. Such abuse includes, but is not limited to, the following:
 - a) Sexual acts or sexual contact with a minor.
 - b) Sexual acts or sexual contact involving inducement, threat, coercion, force, violence, or intimidation of another person.
 - c) Sexual acts or sexual contact between ministers, laity, or staff to whom they are not married and with whom they have a professional relationship. Such relationships are not acceptable even when consensual, and regardless of whether pastoral care is involved. The inherent imbalance of power between ministers and lay people or staff undermines the validity of such consent.
 - d) Sexual acts outside the bounds of marriage.
 - e) Sexual acts or sexual contact with a person who is incapable of appraising the nature of the conduct or is physically incapable of declining such activity.
 - f) Sexual acts or sexual contact arising from the administration of a drug or intoxicant which substantially impairs the reasoning or judgment of another.
 - g) Ministers are always responsible for considering the impact of their words and actions, and refrain from actions that create the appearance of an inappropriate relationship.

2. Child sexual abuse includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult or of a third person. The behavior may or may not involve touching and includes the display or use of sexually suggestive materials, objects, or pictures. Child sexual abuse between an adult and a child is always considered forced whether or not consented to by the child. Child sexual abuse is a crime in all states and must be reported to civil authorities and to the Stated Clerk of the Presbytery.
3. Rape or sexual assault is a crime in every state and should be reported to civil authorities and to the Stated Clerk of the Presbytery.
4. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually offensive nature when any of the following circumstances prevail:
 - a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or their continued status in an institution.
 - b) Submission to or rejection of such conduct by an individual is the basis for employment decisions affecting that individual.
 - c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive working environment.

Sexual harassment can consist of a single intense or severe act or multiple persistent or pervasive acts. Sexual harassment may include, but is not limited to the following:

- sexually oriented jokes or humor;
- sexually demeaning comments;
- verbal suggestions of sexual involvement or sexual activity;
- questions or comments about sexual behavior;
- unwelcome or inappropriate physical contact;
- graphic or degrading comments about an individual's physical appearance;
- expressed or implied sexual advances or propositions;
- display or use of sexually suggestive materials, objects or pictures;
- repeated requests for social engagements after an individual refuses.

B. Policy on Sexual Misconduct

1. Sexual misconduct is never permissible. It is a violation of the principles set forth in Scripture as well as of ministerial, pastoral, employment, and professional relationships. Sexual misconduct by a minister violates the ordination vows of the Presbyterian Church (USA).
2. All ministers, those serving in pastoral capacities in the Presbytery, and Certified Church Educators shall be required to attend a seminar offered by the Presbytery on the issues of sexual misconduct biennially and to sign a statement agreeing to comply with the policy. Failure to comply may result in investigation and discipline.

3. Whereas this policy addresses sexual misconduct by ministers, each congregation and organization in the Presbytery is responsible for developing a policy for church professionals, officers, members, non-member employees, and volunteers that is consistent with this document.

PART II

RESPONSIBILITIES AND ROLES OF THE PRESBYTERY IN POLICY IMPLEMENTATION

A. Availability of Policy and Procedures

1. All ministers shall be given copies of the policy and are required to sign an acknowledgment of receipt and agreement to comply.
2. Those being examined for membership in Presbytery shall be furnished with a copy of this policy prior to the Commission on Ministry (COM) examination. They must sign the policy and be required to sign an acknowledgement of receipt and agreement to comply prior to being received.
3. This document shall also be available to all Sessions and church members and to the public.
4. Presbytery employees shall receive this document as a supplement to the employee handbook.

B. Management of Allegations of Sexual Misconduct by Ministers

Resource Documents

The *Book of Order* requires all councils to adopt and implement a sexual misconduct policy (see G-3.0106). The responsibilities, structures, and procedures for responding to allegations of sexual misconduct are mandated in part by the *Book of Order*, such as the role of an Investigating Commission (see G-3.0307 and D-10.0200).

Liability and Insurance

The Presbytery and its congregations shall periodically obtain from their insurance agents, confirmation that their liability insurance policy covers sexual misconduct liability for their programs and activities.

Record Keeping

Presbytery of Tampa Bay will include in every employee's personnel file, including files for ministers, the application for employment, any employment questionnaires, reference responses, and other documents related to this policy including a signed receipt for receiving the sexual misconduct policy and agreement to comply.

C. Pre-Employment Screening for Prospective Incoming Clergy

1. Reference Checks

Pre-employment screening includes specific questions related to previous complaints of sexual misconduct. The Presbytery reviews Sexual Misconduct Information of the Presbyterian Church (USA) Personal information Form when interviewing persons seeking ministerial calls.

The Presbytery Coach and Coordinator is responsible for making reference checks through the appropriate Presbytery Executive, or other authorized persons to ascertain whether incoming clergy have any history of sexual misconduct. The Presbytery Coach and Coordinator reports to the COM either that there was no reported sexual misconduct, or that the Commission should inquire into reported sexual misconduct. A written record of conversations and correspondence with references will be kept in the minister's/employee's personnel file.

The person within the Presbytery authorized to give a reference is obligated to give truthful information regarding complaints, inquiries, and administrative or disciplinary action related to sexual misconduct by the applicant.

Applicants shall be given an opportunity to correct or respond to information regarding sexual misconduct obtained from a reference check.

2. Background Checks

Pre-employment screening for prospective incoming clergy also includes a mandatory National Criminal History Background Check, requested and paid for by Presbytery. This should take place prior to the candidate being examined by the COM.

D. Maintenance of a Sexual Misconduct Response Team

The Response Team is responsible for providing ongoing education and resources, and for coordinating professional care for all involved. The Response Team will not investigate an allegation or in any way usurp the role of the Investigating Commission appointed by the Stated Clerk in consultation with the Presbytery Moderator and Chair of the Coordinating Team.

PART III

POLICY ON RESPONSE TO ALLEGATIONS OF SEXUAL MISCONDUCT BY MINISTERS

1. Known or suspected sexual misconduct by a minister shall be reported to the Presbytery of Tampa Bay Stated Clerk per D-10.0103.
2. In addition to the above, known or suspected sexual misconduct involving children, youth or vulnerable adults shall be reported to civil authorities.
3. A written complaint to the Stated Clerk alleging sexual misconduct by a minister member of the Presbytery subjects that minister to the provisions of D-10.0106:

When a written statement of an alleged offense of sexual abuse toward any person has been received against a teaching elder, the stated clerk receiving the allegation shall immediately communicate the allegation to the permanent judicial commission. The moderator of the permanent judicial commission shall within three days designate two members, who may be from the roster of former members of the permanent judicial commission, to determine whether the accused shall be placed on a paid administrative leave during the resolution of the matter. The cost of such shall be borne by the employing entity whenever possible or be shared by the presbytery as necessary. While administrative leave is in effect, a teaching elder may not perform any pastoral, administrative, educational, or supervisory duties, and may not officiate at any functions such as Baptism, funerals, or weddings.

APPENDIX – GLOSSARY OF TERMS

ACCUSED - The person against whom a claim of sexual misconduct is being made.

ACCUSER - The person claiming knowledge of sexual misconduct by a person covered by this policy or a person claiming to have been the subject of sexual misconduct by a person covered under this policy.

ADMINISTRATIVE LEAVE - The temporary removal from office of an accused individual, during which period the person is entitled to personal compensation but not Continuing Education or professional benefits.

ADVOCATE - A person trained by the Response Team in the issues of sexual misconduct and qualified to provide support and emotional and physical presence, to the alleged victim(s) and their family, the accused, family members of the accused, or the congregation involved in a sexual misconduct case. The advocate also provides clarification of the investigative process of the church and the judicial process of the church to the person(s) with whom he or she works. The role of an advocate is not to speak for the party for whom he or she is advocating but to inform that party of his or her rights within the investigative process. The advocate shall not give advice regarding civil remedies. When requested by the party for whom she or he is advocating, the advocate may accompany that person to meetings of Presbytery entities when that party is testifying.

CHILD SEXUAL ABUSE - Includes but is not limited to any contact or interaction between a person under 18 years of age (a minor) and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. Such behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not consented to by the child.

CONFIDENTIALITY - The withholding of information from all those except those who need to know as determined by the Sexual Misconduct Response Team.

MANDATED REPORTER- A person who is required to report any and all suspected incidents of child abuse, including child sexual abuse, that come to their attention. State laws vary from defining mandated reporters as "all persons having knowledge" to specifying a very limited list of professions whose members are required to report child abuse.

RESPONSE - The action taken by the governing body or entity when an accusation of sexual misconduct is received. The intent of this policy is to assure a swift and pastoral response for all persons affected by accusations of sexual misconduct.

SEXUAL MISCONDUCT - A misuse of authority and power which breaches Christian ethical principles by misusing a trust relationship to gain advantage of another for sexual pleasure in an abusive, exploitative and unjust manner. Even if someone else initiates or invites sexual content in the relationship, it is always the responsibility of the member or officer of the Presbytery to maintain the professional role.

SEXUAL MISCONDUCT RESPONSE TEAM- The body constituted by Presbytery to facilitate and oversee the process of providing guidance, support, and pastoral care to individuals and groups affected by allegations of sexual misconduct.

Presbytery of Tampa Bay Child, Youth and Vulnerable Adult Protection Policy

The members of the Presbytery of Tampa Bay believe that we are called by God to create a safe haven for all of the children, youth and vulnerable adults in our care: nurturing, protecting, and empowering them through faith and trust. This commitment includes taking appropriate steps to reduce the risk to children and youth in our care. The following policy is established to minimize the risk of any of our children, youth and vulnerable adults being subjected to sexual, physical, or mental abuse. These policies and procedures are also intended to respect the rights and afford due process to persons accused of improper conduct.

In establishing policies and procedures that provide safeguards against child or youth abuse at Presbytery events requiring childcare, four critical areas must be addressed:

- Screening and selection of volunteers and staff
- Supervision of volunteers and staff
- Reporting allegations
- Response to allegations

For Presbytery events where youth and children or vulnerable adults are directly interacting with Presbytery volunteers or staff, the following rules apply:

SCREENING AND SELECTION OF CHILD CARE WORKERS

§§ The Presbytery will not allow a Presbytery event involving children or youth or where child care is offered to be held at a church or ministry partner unless the host organization has a Child and Youth Protection Policy in place.

§§ The screening, selection and supervision process of child care workers will be handled by the host organization, under the conditions of their Child and Youth Protection Policy.

SCREENING AND SELECTION OF ADULTS LEADING PROGRAMS FOR CHILDREN AND YOUTH

§§ If these adults have not been through a screening process at their own church, they need to provide the personal and confidential information necessary to perform criminal background and reference checks on each individual.

§§ If these adults have been through a screening process at their own organization, they must present verification of that fact to the host organization if not already on file.

SUPERVISION OF ADULTS LEADING PROGRAMS FOR CHILDREN AND YOUTH

§§ “Two adult rule”: As often as possible, there should be at least two adults in each small group of children, youth or vulnerable adults. As much as is possible, adults are to make sure that an adult is not left alone one on one with a child or youth.

REPORTING ALLEGATIONS

§§ All adults working with children, youth or vulnerable adults at Presbytery events or meeting should be made aware of the incident reporting procedure by the organizers/planning committee of the event. Allegations are to be reported to the civil authorities as appropriate, and to the designated contact person at the host church, who will then report the allegation to the Director of the event, or report directly to the designated Presbytery staff person in the case of a Presbytery meeting.

§§ The Director of the event is to notify immediately the designated Presbytery staff person for the event, the Stated Clerk, the host pastor, and the Child Protective Services.

§§ Any accusation made after the event is over should be directed to the Response Team (see below) through the office of Stated Clerk.

RESPONSE TO ALLEGATIONS

§§ A Response Team composed minimally of the Stated Clerk, Moderator of the Coordinating Team and Chair of the Commission on Ministry will be convened by the Stated Clerk.

§§ The Response Team should immediately contact the Presbytery’s legal counsel and insurance company.

§§ The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The Presbytery’s counsel will represent the Presbytery but not their individual interests.

§§ The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.

§§ If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s Sexual Misconduct Policy.

CONSEQUENCES

§§ Any person accused of misconduct, whether a staff member, employee, member, or volunteer, will immediately be reassigned to responsibilities without direct child contact. If investigation supports the accusations, the accused person will be suspended from participation in all children’s and youth

activities and programs of the Presbytery, and from participation with vulnerable adults. Such suspension shall continue during any investigation by the church and/or law enforcement or child protection agencies.

§§ Any person found to have committed misconduct shall be prohibited from future participation in children's and youth/vulnerable adults activities and programs of the Presbytery. If the person is a staff member or employee of the Presbytery, such conduct may also result in termination of employment.

COMMUNICATION WITH LAW ENFORCEMENT AND NEWS MEDIA:

All leaders, employees, and volunteers of the Presbytery will cooperate fully with law enforcement or governmental agencies investigating allegations of injury, abuse, or molestation.

The Presbytery Coach and Coordinator or his/her designee will be the designated spokesperson to handle all inquiries from the news media.

COMMUNICATION TO THE PRESBYTERY:

The Presbytery Coach and Coordinator or his/her designee should consult with legal advisors and the Coordinating Team and may prepare a brief and factual statement of the 'incident' without giving unnecessary details, placing blame, interfering with the victim's privacy, or violating any confidentiality concerns.

Committee and Commission Structure and Policies

Below are membership guidelines that the bylaws allow each committee or commission to set independently as well as policies of specific commissions.

Commission on Ministry (COM)

Meetings:

In order to better balance the work of each region based on its number of churches, there membership of the COM shall consist of 9 members from the West Region, 9 members from the Central Region, and 6 members from the East Region.

COM as a whole meets Quarterly: February, May, September, November - 2nd Thursday - 9:30am
Palma Ceia PC, Tampa.

East Region COM usually meets monthly 1st Tuesday @ FPC, Lakeland - 5:30pm

Central Region COM usually meets monthly 1st Thursday @ Forest Hills - 9:30am

West Region COM usually meets monthly 1st Wednesday @ Trinity, Clearwater - 10:00am

Policies:

Regional Commission Chairs are elected by the COM as a whole each year.

Commission on Preparation for Ministry (CPM)

Meetings:

The CPM membership shall be drawn equally from all regions.

CPM usually meets the third Thursday each month 9:30am - 12:00pm at FPC, Brandon

Commission on Church Vitality (CCV)

Meetings:

The CCV membership shall be drawn equally from all regions.

There are 11 meetings annually, 4 in person (quarterly), 5 by video conference, and 2 are flexible.

Nominating and Representation Committee (NRC)

Meetings:

The NRC membership shall be drawn equally from all regions.

Usually meets monthly on Monday afternoons at 1:30pm, locations vary

Policies:

The Nominating and Representation Committee (NRC) is responsible for recruiting and nominating candidates to serve on committees and commissions of the Presbytery. In identifying candidates for positions, the committee seeks to assure the representation of the “rich diversity” of our Presbytery and the PC(U.S.A.) in terms of age, gender, racial and ethnic background. The Committee endeavors, as well, to assure proper representation from the three regions of the Presbytery, while balancing representation in numbers of Elders and Ministers of Word and Sacrament.

In accordance with Roberts Rules of Order and this Operations Manual, when the NRC has determined to put an individual forward at a Presbytery meeting to fill a vacant position, and that Presbytery meeting is more than one month away, CT may appoint this person to fill the position on the committee or commission on a temporary basis by a simple majority vote. The future nominee serving on the committee shall have all rights and responsibilities of any other member, but must step down if not duly elected at the next Presbytery meeting. The nominee's temporary appointment may also be withdrawn by the action of the CT.

Board of Trustees (Trustees)

Meetings:

Usually meets 2:00pm to 4:00pm at Palma Ceia PC, Tampa the 4th Wednesday of each month.

Permanent Judicial Commission (PJC)

Meetings:

The PJC meets only as needs arise, or for training.

Administrative Commissions (ACs)

Meetings:

Administrative Commissions are appointed for a particular purpose, and are given a specific set of powers delegated to them by the Presbytery. If any are currently appointed, their membership will be found on the Presbytery website within 30 days of their appointment. ACs set their own meeting schedules.

*Coordinating Team (CT)*Meetings:

The CT membership is elected annually by the Presbytery and is comprised of the chairs of the COM, CPM, CCV, NRC, and Trustees, along with the Moderator of Presbytery, Vice Moderator and Chair of the Coordinating Team (ordinarily immediate past Moderator). The Treasurer, Stated Clerk and Coach Coordinator also serve on the CT *ex officio*.

CT usually meets monthly on the second Thursday 1:30pm - 3:00pm, Palma Ceia PC, Tampa

Policies:

The CT may make recess appointments and changes to any committee or commission's membership, but these changes must be approved by the Presbytery at its next meeting.

Regional Commission Membership Exceptions

At this time, all Regional Commission membership policies are identical to the Presbytery commissioner redress found above in this document.



THE PRESBYTERY OF TAMPA BAY

CHART OF THE REGIONAL COMMISSIONS

EAST REGIONAL COMMISSION

Auburndale	First
Bartow	McLeod
Dade City	First
Fort Meade	First
Lake Alfred	First
Lake Hamilton	Lake Hamilton
Lakeland	Chapel in the Grove
Lakeland	First
Lakeland	Highlands
Lakeland	Hope Community
Lakeland	Beacon Hill
Winter Haven	First
Winter Haven	Hope

CENTRAL REGION COMMISSION

Brandon	Bloomington
Brandon	First
Brandon	Springwater
Lutz	Tims Memorial
Seffner	Seffner
Sun City Ctr	St. Andrew
Tampa	Bayshore
Tampa	Bel-Mar
Tampa	Chapel in The Pines
Tampa	First
Tampa	First Hispanic
Tampa	Forest Hills
Tampa	Hyde Park
Tampa	Korean
Tampa	Palma Ceia
Tampa	St. Andrew
Tampa	St. John
Tampa	Village
Temple Terr	Temple Terrace
Yankeetown	Parsons Memorial
Zephyrhills	First

WEST REGION COMMISSION

Brooksville	First
Clearwater	Hope/Highland
Clearwater	Northwood
Clearwater	Peace Memorial
Clearwater	Reconciler
Clearwater	Trinity
Crystal River	First
Dunedin	First
Dunedin	St. Andrew
Gulfport	Gulfport
Hudson	St. Mark's
Inverness	First
Largo	Christ
NPRichey	Seven Springs
Palm Harbor	Palm Harbor
Pinellas Park	Good Samaritan
Pinellas Park	Korean
Port Richey	First
Safety Harbor	First
St. Pete	First
St. Pete	Lakeview
St. Pete	Maximo
St. Pete	Northeast
St. Pete	Northwest
St. Pete	Trinity
St. Pete	Woodlawn
Seminole	Lake Seminole
Spring Hill	Grace
Tarpon Spgs	Church on the Bayou

Official Handbooks and Manuals of Presbytery Committees and Commissions

Bylaws

Revised November 9, 2017:

<http://presbyteryoftampabay.com/Info/PresbyteryTampaBayBylaws11-09-17.pdf>

Corporate Bylaws

Revised November 9, 2017:

<http://presbyteryoftampabay.com/Info/CorporateBylaws11-09-17.pdf>

Commission on Church Vitality (CCV) Manual

Approved May 5, 2018:

<http://presbyteryoftampabay.com/Info/CCVManual.pdf>

Commission on Ministry (COM) Manual

Revised November 17, 2016:

<http://presbyteryoftampabay.com/Info/COMManual2017.pdf>

Commission on Preparation for Ministry (CPM) Manual

Revised November 9, 2017:

<http://presbyteryoftampabay.com/Info/2017-2019CPMHandbook.pdf>

Commissioned Pastor (formerly Commissioned Ruling Elders, or CRE) Guide

Approved July 23, 2015:

[http://presbyteryoftampabay.com/Info/CommissionedPastor\(CRE\)Program.pdf](http://presbyteryoftampabay.com/Info/CommissionedPastor(CRE)Program.pdf)

Board of Trustees Administrative Commission Checklist

Approved March 28, 2018:

<http://presbyteryoftampabay.com/Info/AdministrativeCommissionChecklist-updated3-20-18.pdf>

Partner Organization Covenants

Beth-El Farm Worker Ministry Covenant; updated December 18, 2014

The Beth-El Farm Worker Ministry Covenant may be found at this link:

<http://presbyteryoftampabay.com/Info/Beth-El-Covenant-2014.pdf>

Cedarkirk Camp and Conference Center Covenant; updated 2014

The Cedarkirk Camp and Conference Center Covenant may be found at this link:

<http://presbyteryoftampabay.com/Info/Cedarkirk-Covenant-2014.pdf>

Presbyterian Homes and Housing Foundation Covenant; updated 2011

The Presbyterian Homes and Housing Foundation Covenant with the Presbytery may be found at this link:

<http://presbyteryoftampabay.com/Info/PHH-Covenant-2011.pdf>

Trustee's Report to Presbytery

May 5, 2018

1. Motions for Consideration

The Trustees will make decisions regarding approval of any property loans to congregations. These loans may be converted, in full or in part, to grants based on conditions set by the Commission on Church Vitality.

2. Actions Taken

- a. Property Transfers
 - i. Quit Claim Deed signed and sent to Korean Presbyterian Church, Pinellas Park
 - ii. Accepted ownership of Westminster Presbyterian Church, St. Petersburg
- b. Annual Audit
 - i. Received a clean audit. The auditor highlighted that the Presbytery has solid internal controls and is financially strong.
- c. Loans (Coordinating Team)
 - i. Approved \$50,000 to Lake Seminole for roof repairs. (no interest)
- d. Investments
 - i. Majority of funds are invested with Texas Presbyterian Foundation (TPF) in accordance with Investment Policy. A smaller portfolio is invested with Presbyterian Investment and Loan Program, and PCUSA Foundation.
 - ii. March 31, 2018 investment account balances: PCUSA Foundation= \$124,979.23; Presbyterian Investment Loan Program=\$432,846.62; Texas Presbyterian Foundation(TPF)= \$3,096,436.71, for a total portfolio of \$3,654,262.56.
 - iii. At TPF our time weighted return of 16.8% from inception on 1/1/17 to 3/31/18 compares favorably to the composite index return of 11.0%.

3. Items for Information

- a. Corporate By-Laws Revised
- b. Administrative checklist for the sale or dismissal of properties approved
- c. Supported various congregations through property discussions
- d. Had an initial discussion with the Insurance Board
- e. Had a joint meeting task force with CCV regarding motion above.



Main Office:
13007 W. Linebaugh Avenue
Tampa, FL 33626

Telephone: 727-799-9533
Fax: 727-799-3826

600 Mulberry Avenue
Suite 3211
Celebration, FL 34747

Telephone: 407-276-5335

11 Avenue de la Mer
Suite 1507
Palm Coast, FL 32137

Telephone: 386-264-6951

Fontana CPAs, P.A.

Independent Auditors' Report

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

We have audited the accompanying statement of financial position of Presbytery of Tampa Bay, Inc. ("the Organization") as of December 31, 2017, and the related statements of activities and cash flows for the year then ended. The prior year summarized comparative information has been derived from Presbytery of Tampa Bay, Inc.'s 2016 financial statements and, in our report dated April 26, 2017, we expressed an unqualified opinion on those financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Presbytery of Tampa Bay, Inc. as of December 31, 2017, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

FONTANA CPAs

A handwritten signature in black ink that reads "Fontana CPAs" in a cursive, stylized font.

March 28, 2018

Presbytery of Tampa Bay				
YTD Detail - All Restricted Accts				
January to March 2018				
	Beginning	Restricted	Restricted	Ending
Accounts	Balance	Revenue	Expenses	Balance
Temporary Restricted				
Admin/Finance Temp Restricted				
6105 - In & Out	0.00	372.33	1,327.33	(955.00)
6107 - L Evans/PC Fnd/ TO Presby Towers	0.00	42.33	42.33	0.00
Total Admin/Finance Temp Restricted	0.00	414.66	1,369.66	(955.00)
Honduras Partnership				
6400 - H. General Fund	30,234.03	1,576.76	3,525.00	28,285.79
6407 - H. Youth Programs	1,000.00	0.00	1,000.00	0.00
6426 - H. Scholarships / Children	12,555.44	1,637.50	6,000.00	8,192.94
6428 - H. Scholarships / University	0.00	1,000.00	1,000.00	0.00
6450 - H. Travel/Lodging (from 3 cents)	2,774.69	221.08	0.00	2,995.77
Total Honduras Partnership	46,564.16	4,435.34	11,525.00	39,474.50
Board Designated Unrestricted				
Operating surplus:				
6189 - Per Capita Funds Surplus	69,482.19	0.00	0.00	69,482.19
6198 - Mission Funds Surplus	18,040.70	0.00	0.00	18,040.70
Property funds:				
6186 - Keystone Presbyterian Church	422,016.88	0.00	0.00	422,016.88
6195 - Garden Crest PC Accounting	2,173,906.89	0.00	0.00	2,173,906.89
6196 - Faith Seminole (for CCV)	100,660.00	0.00	0.00	100,660.00
6199 - Sale of Churches	115,803.44	0.00	25,000.00	90,803.44
6206 - Sale of Kelly Rd Property	(21,044.47)	19,681.15	0.00	(1,363.32)
6213 - Pasadena PC	132,800.00	0.00	0.00	132,800.00
6350 - CCV COMMON Fund (sale of churches)	622,823.52	0.00	25,000.00	597,823.52
6549 - MOF COMMON Fund (sale of churches)	141,900.41	0.00	10,000.00	131,900.41
6182 - FPC Port Richey	(150,000.00)	0.00	0.00	(150,000.00)
6214 - Lake Seminole PC Loan	0.00	0.00	50,000.00	(50,000.00)
6215 - Church of the Reconciler Loan	0.00	0.00	1,500.00	(1,500.00)
6216 - FPC Zephyrhills Loan	0.00	0.00	10,000.00	(10,000.00)
Other:				
6175 - Chapel Flwshp Funds USF/UCF	19,297.07	0.00	0.00	19,297.07
6181 - FPC Bartow Per Capita	14,933.52	0.00	0.00	14,933.52
6187 - FPC Hains City	66,444.51	0.00	0.00	66,444.51
6197 - Pastoral Care	2,737.86	0.00	0.00	2,737.86
6200 - Nuture & Education COMMON Fund	48.19	0.00	0.00	48.19
6203 - Candidate/Inquirer Scholarships	1,701.73	250.00	0.00	1,951.73
6208 - Triennium/Youth Connection	1,414.66	0.00	0.00	1,414.66
6210 - Coaching & Education	1,671.79	0.00	328.86	1,342.93
6504 - Disaster Asst (Presby) Temp Rest.	10,816.92	675.00	0.00	11,491.92
6507 - Justice & P-Making/Events-Projects	10,214.17	88.10	0.00	10,302.27
6513 - Beth El Disaster Assistance	5,156.68	0.00	0.00	5,156.68
6514 - Nuevo Camino Beth El	7,500.00	0.00	7,500.00	0.00
6516 - FPC Plant City	15,264.58	0.00	0.00	15,264.58
6577 - New Church Development	11,154.74	0.00	0.00	11,154.74
6582 - Unrealized Gain/ Loss on Investment	404,223.92	0.00	0.00	404,223.92
Total Board Designated Unrestricted	4,198,969.90	20,694.25	129,328.86	4,090,335.29
Total Temporary Restricted	4,245,534.06	25,544.25	142,223.52	4,128,854.79

Presbytery of Tampa Bay									
Analysis of Revenues & Expenses - Detail									
January to March 2018									
Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	% YTD Actual (This Year)	MTD Actual (This Year)	Annual Budget Remaining (This Year)	
MISSION INCOME									
Shared Mission									
7000 - Basic Shared Mission- PTB	\$121,140.53	\$24,266.67	20%	\$145,000.00	\$21,737.51	15%	\$16,529.17	\$123,262.49	
7005 - Basic Shared Mission-GA	\$20,145.66	\$145.66	1%	\$250.00	\$0.00	0%	\$0.00	\$250.00	
7010 - Basic Shared Mission-Synod	\$2,290.00	\$0.00	0%	\$4,000.00	\$0.00	0%	\$0.00	\$4,000.00	
Total Shared Mission	\$143,576.19	\$24,412.33	17%	\$149,250.00	\$21,737.51	15%	\$16,529.17	\$127,512.49	
Designated Mission									
7105 - Designated Mission-GA	\$19,797.39	\$2,645.65	13%	\$20,000.00	\$2,499.98	12%	\$1,833.32	\$17,500.02	
7110 - Designated Mission Giving-SSA	\$5,367.82	\$297.26	6%	\$1,000.00	\$88.10	9%	\$87.27	\$911.90	
7120 - Beth-El Farmworker-3 Cents	\$11,504.86	\$3,363.99	29%	\$13,000.00	\$1,539.25	12%	\$620.68	\$11,460.75	
7121 - Beth-El Designated Giving	\$16,202.27	\$2,134.01	13%	\$15,000.00	\$1,594.42	11%	\$645.02	\$13,405.58	
7125 - Cedar Kirk-Designated Giving	\$19,106.10	\$1,588.01	8%	\$12,500.00	\$1,420.50	11%	\$75.00	\$11,079.50	
7135 - Disaster Assist to GA	\$32,677.27	\$0.00	0%	\$7,000.00	\$4,735.00	68%	\$0.00	\$2,265.00	
7140 - Thornwell-Designated Giving	\$2,458.60	\$0.00	0%	\$500.00	\$348.00	70%	\$0.00	\$152.00	
Total Designated Mission	\$107,114.31	\$10,028.92	9%	\$69,000.00	\$12,225.25	18%	\$3,461.29	\$56,774.75	
Investment Income									
7300 - Interest on Investments 1/2	\$4,476.92	\$1,230.73	27%	\$0.00	\$1,045.00		\$1,041.88	(\$1,045.00)	
7310 - Earnings on Endowments 1/2	\$9,075.50	\$622.31	7%	\$0.00	\$1,301.86		\$0.00	(\$1,301.86)	
Total Investment Income	\$13,552.42	\$1,853.04	14%	\$0.00	\$2,346.86		\$1,041.88	(\$2,346.86)	
Special Offering Income PCUSA									
7350 - Christmas Joy, GA	\$17,633.33	\$8,696.43	49%	\$25,000.00	\$15,817.72	63%	\$1,832.00	\$9,182.28	
7360 - OGHs, GA	\$33,853.52	\$607.00	2%	\$30,000.00	\$1,372.00	5%	\$0.00	\$28,628.00	
7365 - Peacemaking, GA	\$5,309.67	\$1,188.68	22%	\$4,000.00	\$362.30	9%	\$348.96	\$3,647.70	
7370 - Pentecost, GA	\$9,219.82	\$273.40	3%	\$8,000.00	\$0.00	0%	\$0.00	\$8,000.00	
Total Special Offering Income PCUSA	\$66,016.34	\$10,765.51	16%	\$67,000.00	\$17,542.02	26%	\$2,180.96	\$49,457.98	
Miscellaneous Income									
7461 - Prior Year Surplus	\$0.00	\$0.00		\$3,000.00	\$0.00	0%	\$0.00	\$3,000.00	
Total Miscellaneous Income	\$0.00	\$0.00		\$3,000.00	\$0.00	0%	\$0.00	\$3,000.00	
Total MISSION INCOME	\$330,259.26	\$47,059.80	14%	\$288,250.00	\$53,851.64	19%	\$23,213.30	\$234,398.36	
MISSION EXPENSE									

CCV-Comm Church Vitality & Reg										
8000 - ECDG/CCV Administrative Exp	\$0.00	\$0.00								
8001 - Regional COM East	\$3,100.00	\$0.00	0%	\$10,000.00	\$0.00	0%	\$0.00	\$0.00	\$0.00	\$10,000.00
8002 - Regional COM Central	\$3,360.16	\$3,000.00	89%	\$10,000.00	\$0.00	0%	\$0.00	\$0.00	\$0.00	\$10,000.00
8003 - Regional COM West	\$11,000.00	\$11,000.00	100%	\$10,000.00	\$10,000.00	100%	\$0.00	\$0.00	\$0.00	\$0.00
8005 - Redevelopment Projects	\$0.00	\$0.00	0%	\$10,000.00	\$0.00	0%	\$0.00	\$0.00	\$0.00	\$10,000.00
8006 - Conferences	\$847.14	\$0.00	0%	\$800.00	\$0.00	0%	\$0.00	\$0.00	\$0.00	\$800.00
8041 - FLPDAN	\$10,000.00	\$2,500.00	25%	\$10,000.00	\$2,500.00	25%	\$2,500.00	\$2,500.00	\$2,500.00	\$7,500.00
Total CCV-Comm Church Vitality & Reg	\$28,307.30	\$16,500.00	58%	\$51,000.00	\$12,623.50	25%	\$2,500.00	\$2,500.00	\$2,500.00	\$38,376.50
Beth El Farmworkers Ministry										
8200 - Beth El- PTB Shared Mission	\$47,000.00	\$11,750.00	25%	\$47,000.00	\$11,750.00	25%	\$11,750.00	\$11,750.00	\$11,750.00	\$35,250.00
8205 - Beth El 3 Cents Allocation	\$11,504.86	\$3,255.99	28%	\$13,000.00	\$1,539.25	12%	\$1,539.25	\$820.68	\$820.68	\$11,460.75
8210 - Beth El Designated Giving	\$16,202.27	\$2,134.01	13%	\$15,000.00	\$1,594.42	11%	\$1,594.42	\$645.02	\$645.02	\$13,405.58
Total Beth El Farmworkers Ministry	\$74,707.13	\$17,140.00	23%	\$75,000.00	\$14,883.67	20%	\$14,883.67	\$13,215.70	\$13,215.70	\$60,116.33
Cedar Kirk Camp										
8250 - Cedar Kirk - PTB Shared Mission	\$47,000.00	\$11,750.00	25%	\$47,000.00	\$11,750.00	25%	\$11,750.00	\$11,750.00	\$11,750.00	\$35,250.00
8255 - Cedar Kirk Designated Giving	\$19,106.10	\$1,588.01	8%	\$12,500.00	\$1,420.50	11%	\$1,420.50	\$75.00	\$75.00	\$11,079.50
Total Cedar Kirk Camp	\$66,106.10	\$13,338.01	20%	\$59,500.00	\$13,170.50	22%	\$13,170.50	\$11,825.00	\$11,825.00	\$46,329.50
Transitional Mission Programs										
8300 - Transitional Administration	\$0.00	\$22.47		\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00
Total Transitional Mission Programs	\$0.00	\$22.47		\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00
Synod of South Atlantic										
8500 - Synod Basic Shared Mission	\$3,290.00	\$0.00	0%	\$4,000.00	\$0.00	0%	\$0.00	\$0.00	\$0.00	\$4,000.00
8505 - Synod / Missionhsite	\$2,982.00	\$2,982.00	100%	\$3,000.00	\$2,982.00	99%	\$2,982.00	\$0.00	\$0.00	\$18.00
8510 - Designated Mission	\$5,367.83	\$297.26	6%	\$1,000.00	\$88.10	9%	\$88.10	\$87.27	\$87.27	\$911.90
8515 - Thornwell Home	\$2,458.60	\$0.00	0%	\$500.00	\$348.00	70%	\$348.00	\$0.00	\$0.00	\$152.00
Total Synod of South Atlantic	\$14,098.43	\$3,279.26	23%	\$8,500.00	\$3,418.10	40%	\$3,418.10	\$87.27	\$87.27	\$5,081.90
General Assembly PCUSA										
8555 - Basic Shard Mission	\$20,145.66	\$145.66	1%	\$250.00	\$0.00	0%	\$0.00	\$0.00	\$0.00	\$250.00
8560 - Designated Mission	\$118,491.06	\$13,411.16	11%	\$94,000.00	\$24,777.00	26%	\$24,777.00	\$4,014.28	\$4,014.28	\$69,223.00
Total General Assembly PCUSA	\$138,636.72	\$13,556.82	10%	\$94,250.00	\$24,777.00	26%	\$24,777.00	\$4,014.28	\$4,014.28	\$69,473.00
Presbytery of Tampa Bay										
8570 - Mission Surplus to Restricted	\$2,007.38	\$0.00	0%	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00
Total Presbytery of Tampa Bay	\$2,007.38	\$0.00	0%	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00
Total MISSION EXPENSE	\$323,863.06	\$63,836.56	20%	\$288,250.00	\$68,872.77	24%	\$15,021.13	\$31,642.25	\$31,642.25	\$219,377.23
Net Total	\$6,396.20	(\$16,776.76)		\$0.00	(\$15,021.13)		(\$8,428.95)	\$15,021.13	\$15,021.13	\$15,021.13

Presbytery of Tampa Bay										
Analysis of Revenues & Expenses - Detail										
January to March 2018										
Accounts	Total Actual (Last Year)	YTD Actual (Last Year)	% YTD Actual (Last Year)	Annual Budget (This Year)	YTD Actual (This Year)	% YTD Actual (This Year)	MTD Actual (This Year)	Annual Budget Remaining (This Year)		
PER CAPITA INCOME										
7500 - Per Capita - Presbytery	\$336,635.44	\$143,635.80	43%	\$274,456.00	\$82,586.54	30%	\$65,763.10	\$191,869.46		
7505 - Per Capita - General Assembly	\$64,306.66	\$17,457.83	27%	\$75,000.00	\$15,419.79	21%	\$11,529.46	\$59,580.21		
7510 - Per Capita -Synod of SA	\$16,303.20	\$5,859.85	36%	\$24,232.00	\$5,229.79	22%	\$4,542.21	\$19,002.21		
7520 - Interest on Investments 1/2	\$4,476.94	\$1,203.05	27%	\$0.00	\$1,041.93		\$1,038.82	(\$1,041.93)		
7525 - Earnings on Endowments 1/2	\$9,075.47	\$622.30	7%	\$35,539.00	\$1,301.85	4%	\$0.00	\$34,237.15		
Total PER CAPITA INCOME	\$430,797.71	\$168,778.83	39%	\$409,227.00	\$105,579.90	26%	\$82,873.59	\$303,647.10		
PER CAPITA EXPENSE										
Presbytery Meetings										
9005 - Presbytery Meetings	\$ 3,410.38	\$ 773.26	23%	\$5,000.00	\$624.09	12%	\$157.32	\$4,375.91		
Total Presbytery Meetings	\$3,410.38	\$773.26	23%	\$5,000.00	\$624.09	12%	\$157.32	\$4,375.91		
Administration and Office Exp										
9100 - Legal Counsel	\$0.00	\$0.00		\$3,000.00	\$0.00	0%	\$0.00	\$3,000.00		
9105 - Audit Fees	\$11,700.00	\$11,000.00	94%	\$12,000.00	\$11,995.00	100%	\$9,995.00	\$5.00		
9108 - Insurance	(\$15,519.92)	(\$18,928.90)	122%	\$5,000.00	\$894.90	18%	\$39.97	\$4,105.10		
9120 - IT Contracts & Costs	\$7,088.93	\$1,016.04	14%	\$5,000.00	\$3,914.47	78%	\$2,182.42	\$1,085.53		
9125 - Equipment Repair & Maintenance	\$ 5,463.60	\$ 1,365.90		\$3,700.00	\$974.70	\$ 0.26	\$974.70	\$2,725.30		
9133 - Operating Expenses	705.91	315.98	45%	\$2,000.00	\$217.09	11%	\$89.66	\$1,782.91		
9135 - Office Supplies	3584.54	876.39	24%	\$3,500.00	\$1,428.21	41%	\$732.84	\$2,071.79		
9150 - Phone/Internet	1581.55	7.79	0%	\$2,000.00	\$0.00	0%	\$0.00	\$2,000.00		
9155 - Utilities	\$215.38	\$52.85	25%	\$500.00	\$51.91	10%	\$51.91	\$448.09		
9170 - Bookkeeper Contract	\$11,623.25	\$3,160.38	27%	\$13,390.00	\$3,881.78	29%	\$1,506.91	\$9,508.22		
9180 - Rent	\$9,000.00	\$2,250.00	25%	\$9,000.00	\$2,250.00	25%	\$750.00	\$6,750.00		
Total Administration and Office Exp	\$35,443.24	\$1,116.43	3%	\$59,090.00	\$25,608.06	43%	\$15,511.33	\$33,481.94		
Committee on Ministry										
9200 - Committee on Ministry	\$ 2,936.18	\$ 477.46	\$ 0.16	\$5,000.00	\$809.23	\$ 0.16	\$571.73	\$4,190.77		
Total Committee on Ministry	\$2,936.18	\$477.46	16%	\$5,000.00	\$809.23	16%	\$571.73	\$4,190.77		
Presbytery Coordinating Team										
9220 - Coordinating Team Administration	752.96	\$0.00		\$3,850.00	571.82	15%	\$61.93	3278.18		
9225 - Permanent Judicial Commission	\$0.00	\$0.00		\$500.00	\$0.00	0%	\$0.00	\$500.00		

9245 - Sexual Misconduct Response	\$0.00	\$0.00	\$500.00	\$0.00	0%	\$0.00	\$0.00	\$500.00
Total Presbytery Coordinating Team	\$752.96	\$0.00	\$4,850.00	\$571.82	0%	\$61.93		\$4,278.18
Preparation for Ministry Comm.								
9275 - Committee on Preparation for Ministry	1769.17	\$100.00	\$2,337.00	82.32	4%	\$0.00		\$2,337.00
Total Preparation for Ministry Comm.	\$1,769.17	\$100.00	\$2,337.00	\$82.32	6%	\$82.32		\$2,254.68
Personnel Budget								
Coordinator-Coach								
9901 - Coach/Coord Salary	\$90,180.00	\$22,545.00	\$92,885.00	\$23,221.26	25%	\$7,740.42		\$69,663.74
9902 - Coach/Coord FICA	\$6,898.80	\$1,724.70	\$7,106.00	\$1,776.42	25%	\$592.14		\$5,329.58
9904 - Coach/Coord Auto & Prof	\$6,657.89	\$1,370.69	\$12,000.00	\$3,567.07	21%	\$1,237.95		\$8,432.93
9906 - Coach/Coord Cont Ed	\$1,720.32	\$720.32	\$2,000.00	\$0.00	42%	\$0.00		\$2,000.00
Total Coordinator-Coach	\$105,457.01	\$26,360.71	\$113,991.00	\$28,564.75	25%	\$9,570.51		\$85,426.25
Stated Clerk								
9925 - Stated Clerk Salary	\$40,000.08	\$10,000.02	\$41,200.00	\$10,300.02	25%	\$3,433.34		\$30,899.98
9926 - Stated Clerk SECA	\$4,657.68	\$1,164.42	\$4,760.00	\$1,228.02	25%	\$409.34		\$3,531.98
9927 - Stated Clerk Auto	\$3,100.08	\$775.02	\$2,000.00	\$499.98	25%	\$166.66		\$1,500.02
9930 - Stated Clerk, Clergy Housing	\$20,884.32	\$5,221.08	\$21,012.00	\$5,253.00	25%	\$1,751.00		\$15,759.00
9935 - Stated Clerk Pension & Med	\$21,952.60	\$5,634.60	\$23,018.00	\$5,939.52	26%	\$1,979.84		\$17,078.48
9940 - Stated Clerk-Continuing Education	\$0.00	\$50.00	\$2,200.00	\$119.59	0%	\$0.00		\$2,080.41
9945 - Stated Clerk Professional Expenses	\$2,606.70	\$0.00	\$1,100.00	\$0.00	0%	\$0.00		\$1,100.00
Total Stated Clerk	\$93,201.46	\$22,845.14	\$95,290.00	\$23,340.13	25%	\$7,859.77		\$71,949.87
Support Staff								
9950 - Support Staff, Salaries	\$21,489.10	\$5,273.07	\$22,700.00	\$5,784.90	25%	\$1,945.83		\$16,915.10
9960 - Support Staff, FICA/Medicare	\$1,643.83	\$403.36	\$1,737.00	\$442.56	25%	\$148.86		\$1,294.44
Total Support Staff	\$23,132.93	\$5,676.43	\$24,437.00	\$6,227.46	25%	\$2,094.69		\$18,209.54
Total Personnel Budget	\$221,791.40	\$54,882.28	\$233,718.00	\$58,132.34	25%	\$19,524.97		\$175,585.66
Per Capita Forwarded								
9975 - Per Capita, G A	\$64,306.66	\$17,457.83	\$75,000.00	\$15,419.79	21%	\$11,529.46		\$59,580.21
9980 - Per Capita, Synod	\$26,303.25	\$5,785.60	\$24,232.00	\$5,229.79	22%	\$4,542.21		\$19,002.21
9985 - Presbytery Surplus to Restricted	\$67,688.28	\$0.00	\$0.00	\$0.00	0%	\$0.00		\$0.00
Total Per Capita Forwarded	\$158,298.19	\$23,243.43	\$99,232.00	\$20,649.58	15%	\$16,071.67		\$78,582.42
Total PER CAPITA EXPENSE	\$424,401.52	\$80,592.86	\$409,227.00	\$106,477.44	19%	\$51,837.02		\$302,749.56
Net Total	\$6,396.19	\$88,185.97	\$0.00	(\$897.54)	26%	\$31,036.57		\$897.54

**Stated Clerk and Director of Communications
Report to Presbytery for
May 5, 2018 Stated Meeting**

Motions:

1. That all requests for excused absences be granted for today's meeting. (consent)

Items for Information:

1. The Annual Statistical Reports have been completed by our Clerks of Session. Thanks to those who completed the report!
 - a. Churches can view their statistics online at:
church-trends.pcusa.org
2. Session minutes review season is underway. Clerks who have not yet completed the review are invited to attend the June 2nd make up review at 10am at Forest Hills Presbyterian Church.
3. There will be a social and question/answer session I'm calling a "BBQ&A" at Picnic Island Park in Tampa on May 19th from 10am to 2pm at shelter 613. This even is for current or former Clerks of Session or those interested in the job. Please RSVP to statedclerk@ppty.com if you'd like to come. Food will be potluck and from the grill.

Website Update:

The new website is finally up and running, but we've been working the bugs out of the login side of the site. Ministers, Clerks of Session, Church Admins and Elders Serving Presbytery Committees will receive a login to access extra features. If you aren't in one of these categories but would still like access to one or more of these features, please email the Stated Clerk at statedclerk@ppty.com.

1. Social Features

Enter and correct your own data, including a bio or video that other logged in members of Presbytery will see when they click on your name in the directory.

2. Website Forums

We already have moved the eNews onto the website's forum, but logging in will allow Presbyters to share resources and news directly with one another. When logged in, there are several discussion areas to choose from; private areas for various groups as well as news and general discussion.

3. Find Your Completed Presbytery Forms Online

Forms such as the F1, Session Minutes Review, etc., will be available to churches and/or clergy from their account page:

Welcome David! [Edit Your Account Info](#) [View Your Account Info](#)

This page has information tailored to you. if you see something that's wrong, please contact statedclerk@pbty.com

News

Global Announcement

test	10-07-2017
------	------------

Recent Post

Upcoming Events

Summer 2017 Regional Commissions

06/19/2017

Please remember to elect commissioners for the upcoming regional gatherings:

Forms

F1 2017	01-03-2017
---------	------------

[VIEW MORE](#)

Your Info

4. Committee Pages

Finally, in support of the work of our Committees and Commissions, each group will have its own page, which, when logged in as a committee member, will display minutes, training, etc. Others will be able to see membership, descriptions of the group, and so on.

Faith Journey
Stephanie Dion

I was baptized at four months old and raised in at St. Andrew's Presbyterian Church in Dunedin, Florida. Faith has always been an important part of my life, particularly after my dad died when I was six years old. Like many who grow up in the church it was a given that I believed in God. The summer after my freshman year of high school, however, this became more real to me than ever before. My mom signed me up to attend a youth mission trip to Gulfport, Mississippi to help repair damage caused from Hurricane Katrina. On this trip, I had what I like to call an "overwhelming nonsensical God moment." This was the first time I felt I had truly encountered and experienced the very real and very living God. It was this experience of being overwhelmed by the love of God in a very real way that I mark as the beginning of my call to ministry. At the end of the trip, I began to ask my pastor about jobs in ministry, not having any idea what that meant nor considering pastor as one of the possibilities. I also left the trip wanting everyone I encountered to experience the incredible and overwhelming love God has for them like I had.

In college, I was given the opportunity to study the Bible in a new scholarly way that opened my mind to the depth and richness of Scripture. I could not get enough of my religion classes and took as many as I was able. These classes enriched my faith and transformed the way I thought about scripture and myself as a woman of faith. As time went on, I began to consider more seriously where in ministry God might be calling me whether that be social work, a nonprofit, or a church. The more I prayed and had conversation with others about God the more I realized that God was not going to call me inside my comfort zone and the more I felt pulled to pursue a call as an ordained pastor still not knowing what that meant or looked like.

Seminary has affirmed this calling each step of the way. It has allowed me to continue studying the Bible and theology, and to begin studying subjects I had interests in such as pastoral care and practical theology. Seminary also gave me the opportunity to explore my call as a pastor in a variety of settings under the supervision of a solo pastor, a head of staff and associate pastor, and as a co-pastor. Through my classes, challenging final papers, field education opportunities, Christian friendships, and co-pastoring, I have grown and been formed in ways I could not have fathomed. I have been humbled by my calling to be a pastor, affirmed in my inner being and outwardly by my mentors and parishioners I have served, and I am elated to do the incredibly challenging and rewarding work of being a pastor in which I get to share God's love, be with people in their most vulnerable moments, and challenge individuals and congregations (including myself) to be the active and unified body of Christ.

I have discerned my call through much prayer, conversations with friends and mentors, seeing a spiritual director, and by actively participating in the life of church. During my active participation in the various congregations I have served, I have identified my spiritual gifts of preaching, teaching, pastoral care, compassion, and authenticity. I have also sought to challenge my gifts in order to strengthen them. I hope to continually identify ways I can strengthen my spiritual gifts, follow God's call to places outside my comfort zone, and experience the utter joy and enthusiasm I have for ministry now even when times are difficult in the future.

Statement of Faith
Stephanie Dion

I believe in the Creator God, who created, called God's creation good, and continues to create. I believe that God was and is the God of Israel, and also chose to be God of the world. I believe that God chooses to seek and be gracious to the sinful and undeserving, to those who continually turn away from God. I believe this God is merciful and gracious, slow to anger and abounding in steadfast love (Ps 103:8).

I believe Jesus Christ is the revelation of God in the flesh. I believe Jesus was crucified, died, and was resurrected. Through Jesus' resurrection the reality of death was overcome and Humanity's relationship with God changed forever. We now know that nothing can separate us from the love of God (Rom 8:38-39). I believe that because God humbled God's self, taking the form of a human being and suffering on a cross, mourning friends, experiencing betrayal, rejection, and temptation that God understands the human experience and this gives comfort that we are not alone in life's troubles, but have a God who understands us and experiences these hardships with us. Ultimately, I believe that Christ came in order that we would have life and have it abundantly (John 10:10). This abundant life is eternal and includes freedom from sin and joy in full acceptance, love, and grace; and it is to be lived in community.

Freedom in Christ is to be found where the Spirit of the Lord is (2 Cor 3:17). Jesus' giving of the Holy Spirit is one way that Christ's coming changed our relationship with God forever. I believe the Holy Spirit is active among us and breathes life into the world and human beings, reveals God's will, and empowers people. I believe it is through the Holy Spirit that we can experience the peace of God that surpasses all understanding (Phil 4:7). I believe we experience a glimpse of this when we partake in the sacraments of Baptism and the Lord's Supper in which we are welcomed into the body of Christ and experience God's grace. I believe Scripture is the foundation for understanding the Christian faith and character of God. Scripture is the inspired word of God that tells the story of God's relationship with God's people. It helps human beings to understand the struggle between good and evil, life and death, gives hope, and informs the Christian life. I believe all of scripture and the Christian life rests on the two greatest commandments: "You shall love the Lord your God..and love your neighbor as yourself" (Mat 22:37-39).

I believe in the visible and invisible Church. I believe God enables the body of Christ to be the active hands and feet of Christ, seeking justice in the world by feeding the hungry, caring for the sick, visiting the imprisoned, and welcoming the stranger (Mat 25:35-36). Each member of the body of Christ is important and can contribute to the life of the church in unique and diverse ways. I believe this unique and diverse body is called to be unified and in its unity to glorify God and enjoy God forever (WSC, Q1).

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Detailed Info for PIF #: 100028645.1		
Professional ID:	100028645	
Name:	Stephanie Marie Dion	
Phone:	(727) 466-8185	
Alternate Phone:		
Fax:		
E-Mail:	Stephanie.Dion@ptsem.edu	
Address:	44 River Drive Titusville, NJ 08560	
Actively Seeking?:	Yes, Actively Seeking	
Ecclesiastical Status:	PC(USA) Candidate	
Membership Presbytery:	TAMPA BAY PRESBYTERY	
Ordination Date:		
Candidacy Date:	03/17/2016	
Formal Education:	<p>Princeton Theological Seminary, Princeton, NJ <i>Master of Divinity</i>, expected to graduate May 2018 <i>Master of Arts in Christian Education</i>, expected to graduate May 2018</p> <p>Florida Southern College, Lakeland, FL <i>Bachelor of Arts in Religion</i>, December 2013 Minors in Psychology and Women's Studies</p>	
Continuing Education:		
Employment Type:	Full-time	
Minimum Effective Salary:	\$45,000 / Year	
Position Types and Experience Level	Associate Pastor (Christian Education) Associate Pastor (Other)	First Ordained Call First Ordained Call
Geographic Choices:	Unlimited	

Languages:	English
Other Languages:	

Leadership Competencies:	Compassionate Preaching and Worship Leadership Spiritual Maturity
--------------------------	---

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

	Teacher Communicator Change Agent Collaboration Interpersonal Engagement Motivator Flexibility
Training / Certification:	Clinical Pastoral Education Training
Other Training:	Clinical Pastoral Education, Clearwater, FL One unit at Morton Plant Hospital <input type="checkbox"/>
Clergy Couple?	False
Housing Type:	Open to Manse/Housing Allowance
Work Experience:	

Titusville United Methodist Church, Titusville, NJ
150 Member Rural/Suburban Church
Co-Pastor, July 2017 - Present

Through communication with a co-pastor, assessed the needs of the community and sought to meet those needs through standardizing worship, beginning a midweek small group, and starting a youth group. Practiced effective communication and delegation within a co-pastor relationship and with lay members. Plan worship and preach bi-weekly, and lead worship weekly. Address pastoral care needs as needed. Continually assessing the needs of the congregation and assisting the congregation in developing a mission statement and vision.

Trinity Presbyterian Church, Cherry Hill, NJ
600 Member Suburban Church
Pastoral Intern, September 2016 - May 2017

Following a basic curriculum, developed and implemented lesson plans for an eighth grade confirmation class. Prepared and led adult education classes on 1-2 Samuel and lament as a response to the problem of theodicy. Wrote liturgy and led worship on a weekly basis.

Morton Plant Hospital, Clearwater, FL
Clinical Pastoral Education, June 2016 - August 2016
Hospital Chaplaincy Setting

Through the use of empathy and compassion, provided pastoral care to patients, families, and staff in a multi-faith setting. Spiritually assessed the spiritual health and needs of patients and families. Theologically reflected on patient, family, staff, and peer encounters.

Forest Grove Presbyterian Church, Forest Grove, PA
175 Member Rural Church
Seminary Intern, September 2015 — May 2016

Co-led worship by preparing and leading congregation in liturgy. Participated in pastoral care visits to nursing homes and hospitals. Prepared and lead a weekly adult bible study class, which included writing and implementing curriculum. Developed a worship leadership presence and confident speaking voice.

Florida Southern College, Lakeland, FL
College Campus
Resident Advisor, Fall 2011 – December 2013

Developed community for upperclassmen residents in apartment housing through informative and appropriate programming. Advised and counseled thirty-two upper-class women through building relationships, using effective communication, handling emergency situations, and doing conflict resolution.

Other Services:

Company of New Pastors, May 2016 - May 2017

Women's Center Member, September 2014 - May 2015

Community Action Network Member, September 2014 - May 2015

St. Andrew's Presbyterian Church Youth Group, Volunteer, January - June 2014

Beyond Ministries, August 2010 - December 2013

Leadership Team, Fall 2010 - Spring 2011

Women's Advocacy Club Member, August 2011 - December 2013

Lighthouse Ministries Volunteer, September - December 2013

Salvation Army, Lakeland, FL

-Intern, February 2013 – June 2013

Summer Camp Counselor, June 2013 – August 2013

Neighborhood Ministries Volunteer, September - December 2012

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

I feel blessed to experience success and fulfillment regularly in a variety of ways. Recently, I have been connecting with a woman in my congregation — her husband has recently been told he has two years to live. The two of them have a twenty-three-year-old daughter who lives at home. I continue to have the privilege of being invited into their home and their lives. I have connected with each member of the family in a different way and continue to provide each of them space to express their current feelings and needs of their present troubling reality, as well as their feelings toward God. They have expressed fear, grief, and bewilderment. It is a privilege to help carry their burdens, help them to process, and witness the beauty of their faith in God in the midst of this trying time. Although this is an ongoing situation, each time I interact with them I feel a sense of fulfillment in that they are allowing me the privilege of being a part of their journey and to help carry their burdens. I consider it a success because through these encounters I am living into my role as their pastor, which includes having the opportunity to be a bearer of gospel hope in their lives, even if that hope at times is simply that they are not alone in their grief but Christ weeps with them.

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

I have served in a variety of ministry contexts from small rural congregations to much larger suburban congregations. Each of these churches had its own worship style ranging from casual traditional hymnody to high church traditional hymnody to casual praise and worship. I have served under a solo pastor, under a head of staff of a multi-staffed church, and as a co-pastor of a small congregation. I believe God is calling me to serve as an associate pastor in which I can participate as part of a staff and learn from my colleagues in ministry. It would be beneficial and rewarding for me and my ministry to focus on and do one aspect of ministry exceptionally well. I am particularly interested in being an associate pastor with a focus in either teaching, spiritual formation, or pastoral care. Teaching and pastoral care are two areas I have grown substantially in and my spiritual growth and formation has informed both of these as well as my overall understanding and approach to ministry. I have passion for teaching, spiritual formation, and pastoral care and hope to use my spiritual gifts in each area to serve a future congregation.

What areas of growth have you identified in yourself?

Two areas of growth I have identified in myself are as a pastoral caregiver and teacher. I had a strong interest in counseling in college and when I started seminary, I tried to focus my studies on pastoral care classes. Yet, when it came time to do CPE, I did not feel I could adequately implement skills I had learned in my classes. Despite this, CPE required me to become more self-aware, forced me outside of my comfort zone, and allowed me to practice the pastoral care skills I had been reading about. Through CPE, I was challenged, learned more about myself, and experienced the fulfillment of sharing other people's burdens. Through this and other pastoral care interactions I learned that I not only have an interest in pastoral care, but it is also something God has gifted me to do.

Another area of growth I have identified is teaching. Through seminary and the churches I have served, I have greatly improved my teaching skills and ability to adapt to teaching different demographics. My MACEF degree program has required me to write curricula. This is something I have learned to do well and enjoy the creative process of. I have written curriculum for a variety of demographics. Through teaching some of what I have written I have realized more and more the necessity to know my audience. This has at times been a challenge. I have had to learn to adapt in the moment and reflect on how to improve my lessons afterward. It is an area I have grown in and continue to grow in.

Describe a time when you have led change.

Since July 1, 2017, I have been co-pastoring a small UMC congregation. In that time, my co-pastor and I have prompted the time of Sunday school to change to allow children ample time in both worship and Sunday school, as well as starting a fellowship time for adults after worship. We have also helped to increase the number of Sunday school volunteers to allow for a consistent rotation of teachers which has also allowed for volunteers to feel less burdened and more able to volunteer in other areas of the church. Additionally, we started a bi-monthly youth group and mid-week evening Bible study. Lastly, since July 1st, average worship attendance has increased from 25 worshippers to 45 each Sunday. This is due to a variety of factors including more consistency in worship, increased hope among the congregation, and now having two passionate seminarian pastors in leadership.

Each of these changes occurred with a congregational need in mind. I had the opportunity to meet with many church members in small group meetings at members' houses. This opportunity allowed congregants to share what they love about their church, its challenges, and their hopes. These meetings were an important opportunity to get to know individual congregants, discover church dynamics, explore the church's passions and strengths, as well as discover areas of need and growth. It is through these meetings and with theological and pastoral concerns that changes were made with the support of the congregation.

Optional Links:

Statement of Faith:

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

I believe in the Creator God, who created, called God's creation good, and continues to create. I believe that God was and is the God of Israel, and also chose to be God of the world. I believe that God chooses to seek and be gracious to the sinful and undeserving, to those who continually turn away from God. I believe this God is merciful and gracious, slow to anger and abounding in steadfast love (Ps 103:8).

I believe Jesus Christ is the revelation of God in the flesh. I believe Jesus was crucified, died, and was resurrected. Through Jesus' resurrection the reality of death was overcome and Humanity's relationship with God changed forever. We now know that nothing can separate us from the love of God (Rom 8:38-39). I believe that because God humbled God's self, taking the form of a human being and suffering on a cross, mourning friends, experiencing betrayal, rejection, and temptation that God understands the human experience and this gives comfort that we are not alone in life's troubles, but have a God who understands us and experiences these hardships with us. Ultimately, I believe that Christ came in order that we would have life and have it abundantly (John 10:10). This abundant life is eternal and includes freedom from sin and joy in full acceptance, love, and grace; and it is to be lived in community.

Freedom in Christ is to be found where the Spirit of the Lord is (2 Cor 3:17). Jesus' giving of the Holy Spirit is one way that Christ's coming changed our relationship with God forever. I believe the Holy Spirit is active among us and breathes life into the world and human beings, reveals God's will, and empowers people. I believe it is through the Holy Spirit that we can experience the peace of God that surpasses all understanding (Phil 4:7). I believe we experience a glimpse of this when we partake in the sacraments of Baptism and the Lord's Supper in which we are welcomed into the body of Christ and experience God's grace.

I believe Scripture is the foundation for understanding the Christian faith and character of God. Scripture is the inspired word of God that tells the story of God's relationship with God's people. It helps human beings to understand the struggle between good and evil, life and death, gives hope, and informs the Christian life. I believe all of scripture and the Christian life rests on the two greatest commandments: "You shall love the Lord your God..and love your neighbor as yourself" (Mat 22:37-39).

I believe in the visible and invisible Church. I believe God enables the body of Christ to be the active hands and feet of Christ, seeking justice in the world by feeding the hungry, caring for the sick, visiting the imprisoned, and welcoming the stranger (Mat 25:35-36). Each member of the body of Christ is important and can contribute to the life of the church in unique and diverse ways. I believe this unique and diverse body is called to be unified and in its unity to glorify God and enjoy God forever (WSC, Q1).

References:

# 1	Name	Rev. Dr. Gregory Faulkner
	Relation	Field Education Supervisor - T
	Phone	(609) 273-8110
	Address	21 Harwood Dr., Voorhees NJ 08043
	E-Mail	Greg@trinpres.org
# 2	Name	Rev. Su Fall
	Relation	Field Education Supervisor - F
	Phone	(609) 510-0084
	Address	PO Box 462, Forest Grove, PA 18922
	E-Mail	PastorSu@forestgrovechurch.org
# 3	Name	Mathew Enzler
	Relation	Co-Pastor/Colleague
	Phone	(406) 531-5985
	Address	64 Mercer Street, SBN #514 Princeton, NJ 08540
	E-Mail	Mathew.Enzler@ptsem.edu
# 4	Name	Rev. Dr. John Fullerton
	Relation	Home Church Pastor - St. Andre
	Phone	(727) 512-3498

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

	Address	1477 Cottonwood Ter., Dunedin, FL 34698
	E-Mail	PJ@sapcd.org
# 5	Name	Stacey Burd
	Relation	Chair of Staff-Parish Relation
	Phone	(609) 694-4005
	Address	11 Wildwood Way, Titusville, NJ 08560
	E-Mail	Stacey@princeton.edu
# 6	Name	Rev. Sarah Craven
	Relation	Secondary Field Education Supe
	Phone	(804) 929-2012
	Address	208 Sandringham Rd., Cherry Hill, NJ 08003
	E-Mail	Sarah.Craven@trinpres.org
Sexual Misconduct Self-Certification Statement:	<p>I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.</p> <p>I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.</p>	
<p><i>This PIF was last updated at 2/16/2018 4:05:28 PM. In accord with Book of Order the Committee on Preparation for Ministry of TAMPA BAY PRESBYTERY has granted Stephanie Marie Dion permission for him/her to submit a Personal Information Form for circulation.</i></p> <p><i>This PIF is in the Church Leadership Connection database</i></p>		

Guidelines for the Examination of Inquirers Moved to Candidacy

Guiding Principles

There are two phases of preparation for ministry: 1) inquiry and 2) candidacy. The first phase, inquiry, is a time of mutual discernment between the local church, the Presbytery of Tampa Bay – primarily through the Commission on Preparation for Ministry (CPM) – and the person preparing for ministry. Inquiry lasts a minimum of one year. Inquirers are admitted to Candidacy through the discernment of all three parties. During candidacy, persons preparing for ministry continue to discern their call while engaging in full preparation required for ordination to the ministry of word and sacrament. By the time a candidate comes before the presbytery they have already been endorsed for candidacy by their church session and approved as candidates by the Commission on Preparation for Ministry.

It is important to understand that the CPM has been delegated the authority to vote on whether or not an inquirer is admitted to candidacy. Therefore, those who appear before the presbytery have already been admitted to candidacy. No vote is required of the presbytery. New candidates appear before the presbytery in order for members of the presbytery to get to know them. This is a new candidate's opportunity to demonstrate their personal faith, their commitment to Christian service, and to share their sense of call. Newly admitted candidates will present statements about their understanding of Christian vocation in the Reformed tradition and how that relates to their sense of call, and a statement of personal faith. Members of the presbytery will then have an opportunity to ask questions of candidates.

Suggestions for Formulating Good Questions

- Clear and concise questions allow a new candidate to demonstrate their call to ministry and personal faith
- It is best to avoid overly complicated and detailed questions that may be confusing
- Our goal is not to formulate questions that entrap a new candidate in a tricky or divisive conundrum
- Avoid speculative questions with little or no practical relevance to ministry
- This not an opportunity to discuss “hot topics” or theological differences

Possible Questions

- Has your understanding of your call changed or strengthened during the inquiry phase, and if so, how has it changed or strengthened? What occurred to change or strengthen your sense of call?
- What is an area of the Reformed tradition that particularly connects with your desire to serve the church?
- How did you balance maintaining good health, your studies, and personal time with God during the inquiry phase?
- What area of ministry do you think others would say you need to work on the most?
- How do you see your call as a minister of word and sacrament as different from a call to the mission field, or as a ruling elder or working in a secular field as a Christian?
- What most excites you about your sense of call and future in the church?
- How has Jesus been a part of your faith journey?
- In what ways have you seen the movement of the Spirit in your faith journey?
- Tell us about your educational experience so far (**If applicable. Please note some of our candidates have already completed their theological degree.*)

8/22/17

Commission on Preparation for Ministry
Presbytery of Tampa Bay

**Annual Corporate Congregational Meeting
of the Temple Terrace Presbyterian Church
February 11, 2018**

After the church service on Sunday, February 11, 2018, the Temple Terrace Presbyterian Church held its Annual Congregational Meeting. The meeting was opened with prayer and was moderated by Pastor Robert Shaw. A quorum was announced by the Clerk Pro Temp, John H. Campbell III. During the meeting, the following motions passed unanimously by the congregation.

- Election of Trustees nominated by the Session for 2018: Fred Crakow (Chairperson), Linda Thanisaides, Robert Hoit, John Malone, Elliot Moore (Secretary), Dr. Ponrathi Athilingam, and Dave Mereness.
- The Nominating Committee's election for the Endowment Committee for the Class of 2018: Dave Mereness and Alton Barillier;; for the Class of 2019: Barbara Shimer and Fred Crakow; and for the Class of 2020: Mike Finney.
- Amendments and revisions to the By-Laws other than changing the number of Trustees and their quorum.

The Session recommended not changing the number of Trustees from 8 to 5. The Session considered that the 5 members with a quorum of 3 would be too small as potentially 2 members could take action on behalf of the congregation.

The congregation voted no to this item of the amendment and kept the number of Trustees at 8 members and its quorum at 5.

The meeting was adjourned and closed with prayer by Pastor Shaw.

John H Campbell III

Clerk Pro Temp

Pastor Robert Shaw

2017 At A Glance

THANK YOU to the many congregations, individuals and volunteers who chose to be a part of disaster recovery ministry in 2017. Your support of Presbyterian Disaster Assistance (PDA) enables us to witness the healing love of Christ to families affected by disasters. Through your gifts, action and prayers, you stand in the GAP for disaster survivors and help the Church with responses around the world. Your financial gifts of love enabled us to program more than \$4 million to meet immediate and long-term recovery needs of disaster survivors and to provide a witness of caring around the world.

HURRICANES HARVEY, IRMA & MARIA

PDA was able to respond swiftly to record-breaking back-to-back hurricanes thanks to your faithful generosity. The Florida Presbyterian Disaster Assistance Network (FLAPDAN), a collaboration between the 6 presbyteries in Florida and supported by PDA, was equipped with disaster preparedness plans, which will aid the long term recovery process.

From the time Hurricane Harvey hit to the end of 2017, **\$604,645** was granted to international partners, presbyteries and synods affected by Harvey, Irma and Maria. PDA will be involved with these recoveries for years to come.

PDA host sites will be set up in 2018, contact the PDA Call Center to book your mission trip—pda.callcenter@pcusa.org/866-732-6121



Left: Irma hits Havana by ACT/ Yasser Exposito



Right: Port Aransas, TX by ARC/ Chuck Haupt

Internationally, your gifts enabled response to disasters and civil conflicts in **22 countries**. Your gifts helped support:

- Immediate and ongoing response to earthquakes in Mexico and Nepal
- Ongoing response to Hurricanes Sandy and Matthew, and immediate response to Hurricanes Irma and Maria in the Caribbean
- Emergency relief assistance to more than 4,000 displaced South Sudanese
- Relief and recovery assistance to the Rohingya people displaced by conflict and affected host communities in Bangladesh
- Restoration and rehabilitation of two schools in Aleppo; schools in Lebanon for more than 200 Syrian children living in refugee camps; rebuilding/repairing the homes of 25-30 Syrian families living in Homs

Photos left to right: Hurricane Irma in Cuba by ACT/Erick Coll, South Sudan by Laurie Kraus, PCUSA co-moderator Jan Edmiston by Laurie Kraus, Rohingya refugee by ACT/Paul Jeffrey



**PRESBYTERIAN
DISASTER
ASSISTANCE**

OUT OF CHAOS, HOPE

pcusa.org/PDA

PDA@pcusa.org

Quick Figures

\$4.153 million granted across the globe

\$1.7 million granted nationally

\$2.4 million granted internationally

7,136 work team volunteers served 13 states
email pda.callcenter@pcusa.org to book your mission trip

418 National Response Team Members spent **2,122** days in the field in **70** presbyteries

110 Presbyterian Women trained in Disaster Preparedness

102 grants in the U.S.

- 21 floods
- 3 refugees
- 46 hurricanes
- 7 tornadoes
- 12 fires
- 4 storms
- 9 human-caused/trauma

Nationally, PDA was present in 43 states* through NRT deployments, blue-shirt volunteers, grant disbursements and PW Disaster Preparedness Trainers**. Your gifts supported:

- Ongoing compassionate response to the unaccompanied children and border crisis
- Immediate response to human-caused disasters and public violence in Charlottesville and Las Vegas, as well as fires in TN, MT, TX, KS and CA
- Long term support for flooding in WV and LA, and Hurricanes Sandy and Matthew
- Continuing support for the Fresh Flint Festival in Flint, MI

****Disaster preparedness:** In 2015, PDA began a collaboration with Presbyterian Women (PW) to help congregations and presbyteries prepare for disasters. Members of the NRT designed a curriculum for disaster preparedness and plan to train members of PW from each presbytery in the U.S. So far, there are 110 trainers in 26 states. The next training is being offered at the Churchwide Gathering of PW 8/1/18; the application deadline is 7/7/18. For more information, see pcusa.org/PWDP



L to R: Hodges Blvd PC by Joel Roberts; volunteers from Tabasco, Mexico in NC by Laura Lupton; PUSH week by Laura Lupton; PDA Advisory Committee co-chair Sally Campbell-Evans in Baton Rouge

Refugee ministry: The flux of refugee and asylum movements and changing circumstances within the U.S. make for a very dynamic ministry context for local communities. Presbyterians are stepping out as leaders among their interfaith colleagues and developing strategic partnerships with local nonprofit organizations and immigrant communities to welcome newcomers and protect long-term neighbors now faced with the possibility of deportation. In 2017 PDA supported local initiatives in AZ, TX, NH, MI, CA and more through individual consultations, the deployment of NRT members and grants. Presbyterian churches have a long history of involvement with refugee resettlement. It is estimated that as many as 800 PC(USA) congregations supported or volunteered with resettled refugees across the U.S. In 2017, PDA provided basic funding to the Church World Service Immigration & Refugee program for both national operations and their network of local resettlement offices. In 2017, PDA also responded to refugee and Internally Displaced People crises in Syria, Lebanon, South Sudan, Serbia and Bangladesh.



In 2017, PC(USA) released free downloadable artwork for We Choose Welcome yard signs and a new resource guide from the Office of Public Witness to help congregations build and deepen relationships with refugee community members and to advocate with them.

Access these resources at pcusa.org/WeChooseWelcome

Story ministry

In 2017, PDA released the award-winning documentary *To Breathe Free*, which follows the 5-year journey of a Syrian family fleeing war in Homs to the refugee camps in Jordan and starting a new life in Washington, D.C. Using home movies, phone video, family photos and interviews with family members and former refugees, this short documentary gives an intimate and unique perspective not seen in current media reporting on the refugee crisis. *To Breathe Free* captures the intersection of individual narratives from a family fleeing the Vietnam War in 1970, to the Syrian Conflict in 2017, to the families who help create a new home in our nation's capital, giving voice to our common humanity and the struggle that binds people together.

Both the film and study guide, as well as other films and resources on gun violence, immigration detention, Flint, and other timely issues, at pcusa.org/StoryProductions



Connect with PDA: facebook.com/PDACares

twitter.com/PDACares

pcusa.org/PDAblog

* includes U.S. territory Puerto Rico