



Handbook  
of the  
Flint River Presbytery  
147th Stated ZOOM Meeting



May 3, 2025



**Debra Tregaskis**, Executive Presbyter  
**Rebecca Willis**, Stated Clerk  
**Toni Hatfield**, Bookkeeper  
**Elizabeth Cantrell**, Ministry Associate

April 17, 2025

Flint River Saints,

This packet of information is intended to assist you in preparing for the virtual 147th Stated Zoom Meeting of Flint River Presbytery.

Online registration will begin at 9:30 a.m. **Please be sure to change your name to include your first and last name and congregation name on your screen so that our staff can record your presence.**

Our meeting for the day will blend information and inspiration. You will hear how the ministry of our presbytery committees makes a difference, while also enjoying music from our Carver Heights, First (Valdosta), and Thomaston congregations, much of which will feature children and young adults. In addition, we'll reflect on our Scripture for the year (Acts 27) as a parable for our presbytery and we will also hear from both Clark Simmons from the Board of Pensions and Jim Kirk from Presbyterian Disaster Assistance.

The pages that follow will include the usual agenda and reports. Please read all the enclosed material carefully and prayerfully prior to coming to the meeting so that, together, we can make informed and intentional decisions. Remember that there may be Addendum items for your review as well; however, they will not go online until **Thursday, May 1st. After our meeting, please be certain to share key information with your Session and congregation.**

Please note that our offering for the day will go to support our campus ministry endowment fund. You may give by going online to [www.flintriverpresbytery.org](http://www.flintriverpresbytery.org), using the GivePlus+ App, or by sending in a check. Regardless the format, please add a memo noting that your gift is for the May 2025 FRP Meeting offering.

As you prepare for this meeting, **do try to attend the meeting using both video and audio, if possible, as you will be invited to participate using the chat feature throughout the morning.**

We look forward to seeing you face-to-face as we serve our Lord Jesus Christ together!

In Christ's Joy and Hope,

*Deb, Becky, Elizabeth, Toni and our Small Church Coordinators, Britanny, Laura*

2800 Old Dawson Road, Suite 2, Box 312 , Albany, GA 31707

## Flint River Presbytery Meeting – May 3, 2025

### ZOOM INSTRUCTIONS to keep with you during the meeting!

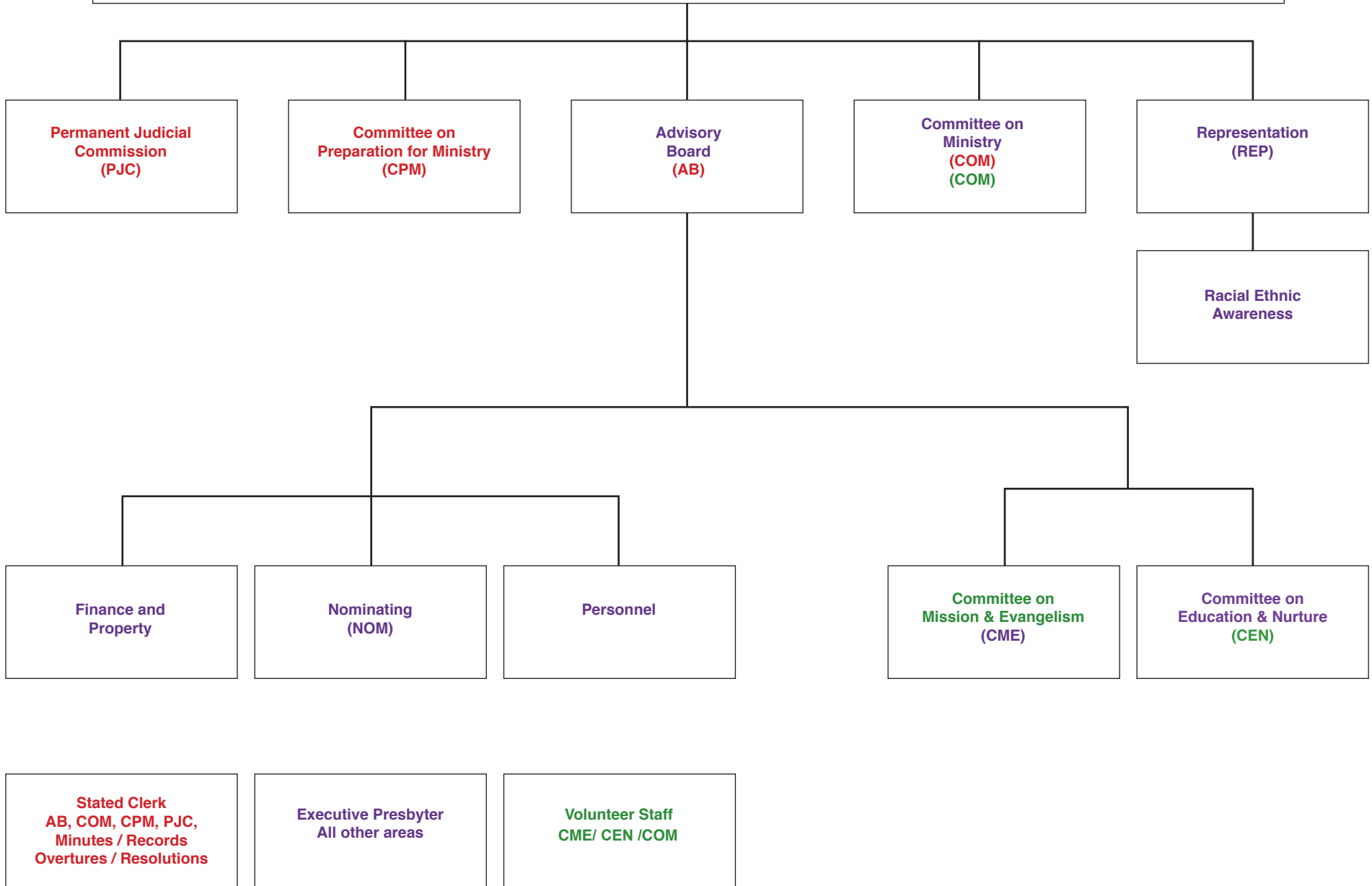
#### The day of the meeting....

1. **Allow at least 15-30 minutes to get connected before the meeting starts.** Ministry Associate Elizabeth Cantrell will be present at 9:30 am to assist commissioners in registering. As you enter, please wait a moment, unmute, and share your name and church and/or other denominational connection. **If you are a non-voting participant in this meeting, please be sure to type a Z before your name, so our moderator is aware of who are serving as commissioners and who are guests.**
2. **Mute yourself upon joining** and keep yourself muted during the meeting until you are needed or required to speak or respond. To unmute, you can press the spacebar. Press it again to mute. Or you can press the “mute/unmute” button located in a corner of your screen. IF you are on a landline/cell phone, remember that \*6 will mute/unmute your phone. \*9 on your keypad will “Raise Hand” to alert the moderator that you would like to be called upon to speak.
3. **Rename yourself** if you are using someone else’s computer or you have a company name. To do this, click on participants in the bottom of your screen, then when your name pops up on the right, float mouse over your name in the box and re-type. **Please be sure to provide your first name, last name, and congregation name.**
4. **Please use the “hand-raised” feature to ask a question.** This feature is the most efficient way of communicating. You can find this feature by pulling up the “Participants” list located **addition, note that you will use the “hand-raised” feature to register an objection during a vote.** Each of the action items listed in our presbytery handbook will be addressed by *unanimous consent*, which assumes that there will be general agreement among the gathered body. If you do not agree with an item, you will raise your hand, so your objection can be noted. **Again, a raised hand during a motion of unanimous consent will be registered as a NO vote rather than concurrence.**
5. **Plan to stay for the duration of the meeting as it should not be terribly long;** there will moments to pause, break, and breathe.
6. **If you happen to get bumped off,** wait a minute, as ZOOM often re-connects on its own.
7. **LANDLINES/cell phones:** If you are joining the meeting by phone, please select the phone number given for the Eastern time zone from the Zoom invitation. Connect with dial-in number provided from Elizabeth. Please identify yourself once you begin to speak. **\*6 will mute/unmute your phone. \*9 on keypad will “Raise Hand”** to alert Host you would like to be called on to speak. **Please try to make every effort to join via computer so you can participate more fully!**
8. **To make a motion:** You may physically raise your hand to be called on by the moderator. You may also raise your hand via the “Participants” list. Either way, **you must type the motion in the chat, so everyone can see the motion as written.**

If you experience difficulties connecting during the meeting,

please text Elizabeth Cantrell at 229.869.2717

# Flint River Presbytery Committee Structure / Staff Responsibility



Approved by AB on 5/19/2023

## **\*\*\*2025 Flint River Presbytery Calendar for Congregational Leaders\*\*\***

Remember to go to [www.flintriverpresbytery.org](http://www.flintriverpresbytery.org)  
under both the **PASTORS** tab, the **ELDERS** tab and the **EDUCATORS** tab  
where you will find countless resources for Session meetings and other gatherings.

**Directory password = frpsaints**

ADDITIONAL DATES ARE ADDED AS AVAILABLE throughout the year,  
so please DO pay attention to updates **(which are highlighted in green).**

**“Save the Date” for the annual CTS Continuing Education Event from November 11 -14, 2025**  
and purchase the following books and start reading:

- Keeping the Sabbath Wholly: Ceasing, Resting, Embracing, Feasting by Marva Dawn,
- Subversive Sabbath; The Surprising Power of Rest in a Nonstop World by A.J. Swoboda
- The Sabbath by Abraham Joshua Heschel

### **May**

- May 3                    10 am  
**ZOOM presbytery meeting**
- May 21                    12 noon – 2 pm  
**Central and Southern Clergy Clusters Lunch at 2<sup>nd</sup> Thomasville, generously provided by PW**
- May 25                    **Deb delivers FRP-packed PDA buckets to Tampa Bay presbytery.**
- May 26                    12 noon – 5 pm; drop in for pastoral leaders and families  
**Memorial Day Picnic with Water Slide for children**

### **June**

**Remember to think about meaningful ways in which children, youth, and families can begin saving change in preparation for our annual “Rise Against Hunger” event on World Communion Sunday, October 5<sup>th</sup>**

- June 4                    **NW Clergy Cluster Lunch Gathering; location TBD**
- June 7-14                FRP-wide Montreat Youth Conference (MYC)

## **\*\*\*2025 Flint River Presbytery Calendar for Congregational Leaders\*\*\***

### **July**

- July 1      2<sup>nd</sup> quarter financial review  
**Have you sent your 2<sup>nd</sup> quarter per capita payments and pledge gifts to FRP?**
- July 3      **3rd Quarterly ZOOM Call of the Year for all Pastoral Leaders;**  
go to calendar for link; Scripture for grounding, important updates, and more!
- July 4      12 noon – 5 pm; drop in  
**July 4th Picnic with Water Slide for younger children**
- July 10     7-8ish pm online via ZOOM  
1<sup>st</sup> of 4 trainings to become a FRP-trained moderator  
Other dates are July 17, 24, and 31
- July 17     **FRP Packet goes out today.**  
**Have you appointed an elder to attend the meeting?**
- July 26     FRP-wide trip to the Legacy Museum in Montgomery Alabama

### **August**

- August 2    10 am  
**In-person presbytery meeting at Covenant (Albany) with CK Smith and First (Albany) co-hosting**
- August 20   12 noon – 2 pm  
**Central and Southern Clergy Clusters Lunch; location TBD**
- August 31   Pre-registration deadline for Montreat Youth Conference 2026 due today.
- Pre-Registration allows congregations to register at the 2025 rate to avoid the 5% increase once registration opens in October
  - Pre-Registration gives churches the option to adjust registration numbers to be lower before December 1 without incurring any forfeit fees

## **\*\*\*2025 Flint River Presbytery Calendar for Congregational Leaders\*\***

### **September**

**Stewardship Information for 2026 presbytery budget requests lands in your inbox this month. Specific per capita and pledge figures will be included in this information. If you have not received this information, please reach out to Elizabeth at [ecantrell@flintriverpresbytery.org](mailto:ecantrell@flintriverpresbytery.org)**

**Also, have you ordered your books for our CTS continuing education event during **November 11 -14, 2025** and purchased the following books?**

- Keeping the Sabbath Wholly: Ceasing, Resting, Embracing, Feasting by Marva Dawn,
- Subversive Sabbath; The Surprising Power of Rest in a Nonstop World by A.J. Swoboda
- The Sabbath by Abraham Joshua Heschel

### **October**

- Oct 1      3<sup>rd</sup> quarter financial review  
**Have you sent your 3rd quarter per capita payments and pledge gifts to FRP?**
- Oct 2      **4<sup>th</sup> Quarterly ZOOM Call of the Year for all Pastoral Leaders;**  
go to calendar for link; Scripture for grounding, important updates, and more!
- Oct 5      World Communion Sunday and Rise Against Hunger, locations TBD
- Oct 8      12 noon – 2 pm  
**NE Clergy Cluster Lunch Gathering, location TBD**
- Oct 15      **Walter Flint Fund Grant Reports due**
- Oct 16      **FRP Packet goes out today.**  
**Have you appointed an elder to attend the meeting?**
- Oct 30      **Walter Flint Fund Grant Requests due**
- Oct 31      Deadline to register for November CTS Continuing Education Event

# **\*\*\*2025 Flint River Presbytery Calendar for Congregational Leaders\*\***

## **November**

- Nov 1            10 am  
**FRP meeting online**
- Nov 11-14      4 pm on 11<sup>th</sup> to lunch on 14<sup>th</sup>  
Columbia Theological Seminary Continuing Education  
(\$75 for entire event due to generous subsidy)
- Nov 19           12 noon – 2 pm  
**Central and Southern Clergy Clusters Lunch Gathering in Thomasville**  
Specific location TBD

## **December**

- Dec 3            12 noon – 2 pm  
**NW Clergy Cluster Lunch; location TBD**
- December 31    5 pm  
**CRE Annual Reports due; please send to  
[ecantrell@flintriverpresbytery.org](mailto:ecantrell@flintriverpresbytery.org)**

Also, 4<sup>th</sup> quarter financial review

**Have you sent your final 4<sup>th</sup> quarter per capita payments and pledge gifts to FRP? Remember that the books for the year close on January 10<sup>th</sup>.**

**SAVE THE DATES NOW!**

**February 20-21, 2026**

**GA-wide, 5-presbytery gathering at Epworth by the Sea  
Resource-sharing and relationship-building.**

## **“CREATIVITY FUNDS” Guidelines**

**A POWERFUL HISTORY:** The Advisory Board created this fund in 2019 shortly before COVID as a way to encourage congregations to experiment without concern for cost. The parameters, in general, were designed to foster innovation and experimentation as congregations strive to reach out to their communities with greater intention. Congregations were encouraged to bring an idea to a presbytery meeting and share it in less than 5 minutes, with the understanding that the presbytery would vote on their favorite idea.

At the time, AB members were also encouraged to pledge \$10/month toward this fund as a way of supporting faithful imagination among our congregations. **Today, thanks to the gifts of AB members – and others – the fund stands at \$50K!**

Our first “Creativity Fund” presentation occurred in February 2020 at the presbytery meeting located at Celebration of Faith at Lake Blackshear. At that meeting, 3 congregations made presentations and a motion was made to support all three.

Where can I find more information? Go to [www.flintriverpresbytery.org](http://www.flintriverpresbytery.org), click on the *Committees* tab and then go to the *Advisory Board*. You’ll find an application there, apart from these basic guidelines.

If a presbytery meeting is too late for a grant consideration, the Advisory Board reviews grant proposals on behalf of the presbytery. The congregation’s grant proposal will still be shared with the presbytery in its informational handbook.

### **Current parameters for the Creativity Fund:**

- The church must have prior approval from their session before presenting at a presbytery meeting.
- The church may send a very brief write-up of their potential project, which would be placed in the presbytery packet prior to a Presbytery meeting, but it is not required. It will likely help their case though, if they do!
- This fund is not designed to support usual congregational activities. It is strictly to fund an outreach event in the community of the church so that relationships and connections are made in the communities in which a church is located.
- A member from the church will have 5 minutes to present their idea to persons attending a presbytery meeting. Presbytery members will vote at that meeting on who will receive funding.

- Each church can ask for funding for their idea, between \$500 and not to exceed \$1,000. **There is currently no limit to the number of times that congregations can apply for these grants.**
- After the completion of the event, the congregation must submit a BRIEF final reflection to Advisory Board on the results IF they hope to receive funds in future years. Projects should be completed in the same year the funds were requested.
- Congregations will receive a bonus of \$250 IF they submit a final reflection on what they learned and how they hope to follow up with new connections, IF they provide this within a month of their approved project.

## CREATIVITIY FUND APPLICATION

**Date:**

**Congregation Name:**

**Date Session Granted Permission for Project to Proceed:**

**Name and Contact Number for Clerk of Session:**

**Name and Contact Number for Person Responsible for Project:**

**Brief explanation of planned event:**

*(Keep in mind this fund is for NEW ideas – NOT existing projects. The purpose of this fund is to encourage congregations to try new forms of outreach and connection within the community.)*

You may use a separate page if necessary.

**Expected cost of event (briefly outline budget):**

**Funding request total (not to exceed \$1000.00):** \_\_\_\_\_

**Please email your completed application to Elizabeth Cantrell at  
[ecantrell@flinriverpresbytery.org](mailto:ecantrell@flinriverpresbytery.org)**

**Agenda of the Presbytery of Flint River of the Presbyterian Church (USA)  
Saturday, May 3, 2025**

“I’ve told you about these things for a purpose: that my joy might be your joy, and your joy wholly mature.  
This is my command: Love one another the way I loved you. This is the very best way to love.....  
You didn’t choose me, remember; I chose you, and put you in the world to bear fruit.”  
John 15 (selected verses from [The Message](#) paraphrase)

Online Registration with Ministry Associate, Elizabeth Cantrell 9:30 am

**Engaging**

Welcome, Prayer, and Call to Order Vickie Dieth

Approval of the Agenda Sharita Hendley

Roll Call and Introductions Becky Willis

Musical Reflections

*As you hear this offering of music dedicated to the Glory of God, you are invited to go online to offer a gift to support the Jerry Lee Watts Campus Ministry Endowment Fund  
Please add a memo noting that your gift is for the May 2025 offering. Thank you!*

**Encouraging**

Acts 27: A Parable for FRP Deb Tregaskis  
*Paul’s Warning, Winds Forming, Panic Growing, Angel Appearing*

Musical Reflections

Updates from our Small Church Coordinators

Musical Reflections

**Equipping and Empowering**

Information about our Joint Ministries

Advisory Board	page 14
Stated Clerk Report	pages 14-15
Committees and Commissions	pages 15-20

Action Items

<ul style="list-style-type: none"> <li>• Dismissal Policy</li> <li>• Amended Budget for 2025</li> </ul>	<p>page 21</p> <p>pages 22-28</p> <p>pages 29-34</p>
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Addendum Reports

**Engaging and Experimenting**

<ul style="list-style-type: none"> <li>• Creativity Fund Requests (Northminster)</li> </ul>	pages 35-36
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Announcements for the Common Good

<ul style="list-style-type: none"> <li>• Clark Simmons, Board of Pensions</li> <li>• Jim Kirk, Presbyterian Disaster Assistance</li> </ul>	page 37
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Musical Reflections

**Enlivening our Understandings and Imaginations**

*Why our Work Matters! (Sharing Stories and Resources)*

<ul style="list-style-type: none"> <li>• Advisory Board</li> <li>• Finance</li> <li>• Committee on Mission and Evangelism (CME)</li> <li>• Committee on Ministry (COM)</li> <li>• Nominating and Representation (2 committees)</li> </ul>	<p>Josh Bower and Anthony Ellis</p> <p>Ginny Bolton and Bill Krenson</p> <p>Curtis White</p> <p>David Carter and Danny Dieth</p> <p>Linda Gunn</p>
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Musical Reflections

Hidden Treasure and Cluster Clash

Blessing and Adjournment

Vickie Dieth

Virtual Coffee Hour

*Children and grandchildren along with pets are welcome to come and say hello!*

## **FOR INFORMATION**

The ministry items mentioned in the following pages occur because of the commitment and imagination of faithful people *just like you* from every corner of our presbytery. Please read this attentively and prayerfully and learn about the ways in which we are working together with our 43 worshiping communities (39 congregations and 4 campus ministries).

### **Advisory Board (AB) – Sharita Hendley, moderator**

1. Approved the agenda for this meeting as well as the minutes from the stated February 2025 FRP Meeting (Attachments, pages 1-8).
2. Read, prayed, and discussed one of our focus Scriptures for the year: Psalm 131
3. Approved the Creativity Fund request for St. Paul (Cordele) as they plan to participate in the grand opening of the Gillespie Garden, low-income housing units across the street from the church on April 8th at 11:00am. (Attachments, page 9).
4. Designated the offering from the May 2025 presbytery meeting for the Jerry Lee Watts Campus Ministry Endowment. *After 8 years, we are only \$1000 short of our million dollar goal!*

### **Stated Clerk -- Becky Willis**

5. Pastoral contracts and CRE annual reports were due by January 31, 2025, for review by the Committee on Ministry. Contract templates may be found on the presbytery website under *Forms* in the **Clerk of Session** tab. CRE annual reports can be found under *CRE/CLP* in the **Pastors** tab of the presbytery website.

When forms are completed, please send via email to [ecantrell@flintriverpresbytery.org](mailto:ecantrell@flintriverpresbytery.org) for review by the Committee on Ministry.

6. The presbytery policies required in the 2023-2025 Book of Order have been adopted and are on the presbytery website. These updated policies include offering Boundary Training every 36 months in addition to *Anti-Harassment* and *Anti-Racism* policies. The Book of Order continues to require *Prevention of Sexual Misconduct* and *Child Abuse and Prevention* Policies. All sessions should have similar policies in their *Manual of Operations* and are welcome to use the presbytery policies as a template. These can be found online and can be found under *Policies* under the **Clerks of Session** tab.

7. Clerk's Corner training will continue in 2025. Our next two training sessions will take place on **July 15 and October 21 – all at 7:00 pm via Zoom.** You may sign in from the FRP shared Google calendar via Zoom.

### Committee on Education and Nurture (CEN)

–Angie Davis and Brittany DiGiammarino, co-moderators

8. The Montreat Youth Conference will take place on June 7–14 (Saturday to Saturday) and we have 30 youth and adults going from the following congregations: Elmodel, Dillon Road, First (Columbus), Northminster, St. Andrews and Trinity (Valdosta). Please keep our presbytery participants on your radar and in your prayers, so that our youth's faith may deepen and their commitment to Jesus Christ grow!

**Committee on Mission and Evangelism (CME) -- Curtis White, moderator**

**Beth Jarrell and Pam Moyer as volunteer staff associates**

**Effective June 1, Rita Montgomery will fill the role of moderator**

9. Granted the following distributions from the 2nd round of Walter Flint Fund Grants:

**Funds Granted from Walter Flint**

Beth Salem	\$5,000
Camilla	\$2,000
Carver Heights	\$10,000
Edgewood	\$1000
First Valdosta	\$5,000
Warner Robins	\$2,500
<u>Westminster</u>	<u>\$4,000</u>
TOTAL	\$29,500

**Funds Granted from Technology**

The Center at VSU	\$778
New Hope	\$400
First Valdosta	\$4,153
<u>Westminster</u>	<u>\$2,547</u>
TOTAL	\$7878

10. Approved gathering in-kind offerings and back to school supplies for New American Pathways in August. *(More details will follow.)*

**Rise Against Hunger Updates**

**Sunday, October 5th, 2025 at 2:00pm**

**(World Communion Sunday)**

Central Cluster will be hosted by Covenant together with CK Smith and First (Albany).

The funds for this cluster have already been raised,  
although donations are always welcome!

Northeast Cluster will be hosted by Forsyth.

Northwest Cluster will be hosted by First (Columbus).

Southern Cluster will be hosted by Trinity (Valdosta).

**Committee on Ministry (COM) – Bradley Walker, Moderator**

**with Sharon McFarland as Volunteer Staff Associate**

11. Approved the following as COM Liaisons to the following congregations:

**Northeast Cluster**

Sarah Dismuke - Forsyth, Ft. Valley

Sherill McLeod – Northminster, Westminster

Sam Alderman - 1st (Warner Robins), St. Andrews, Washington Ave

Blanche Presley – Barnesville, Thomaston, Wayside

**Northwest Cluster**

Denise Porter – Edgewood, Phenix City

Danny Dieth – Beth Salem, Korean

Virgil Marshall – First (Columbus), Sherwood

Kris Jain - Carver Heights, New Hope

**Central Cluster**

Juanita Wright – 1st (Albany,) 1st( Americus), Elmodel

Terri Clark –Cuthbert, St. Paul, 1st Cordele

Fay Isele – Camilla, CK Smith, Covenant

Richard Hawks – Cuba, Tifton, Fort Gaines

**Southern Cluster**

Brad Walker – Cairo, Dawes, First Valdosta

Dan Mitchell - Quitman, 2nd (Thomasville)

Sid Leak: Boston, Dillon Road

David Carter, Trinity (Valdosta), Moultrie

12. Appointed the following as Moderators:

**Northeast Cluster**

Marilyn Tucker-Marek	Moderator	Barnesville
Ralph Hawkins	Moderator	St. Andrews
Karen Mitcham	Moderator	First (Warner Robins)
Deb Tregaskis	Moderator	Washington Ave

**Central Cluster**

Hugh Ward	Moderator	First (Moultrie)
Nancy Reimer	Moderator	Cuthbert

**Southern Cluster**

Jane Shelton	Moderator	Trinity (Valdosta) from Jan-March
Brad Walker	Moderator	Trinity (Valdosta) beginning in April

12. Approved the following contracts:

**Northeast Cluster**

Cheryl Betts, CRE	Westminster	through December 31, 2025
Lucie Perkins	Westminster	through December 31, 2025

**Northwest Cluster**

Charlotte Caldwell, CRE	Beth Salem	through December 31, 2025
Susan Gilbert, CRE	Edgewood	through December 31, 2025
Thomas Peavy	Phenix City	through December 31, 2025

**Central Cluster**

Josh & Sommer Bower	Elmodel	through December 31, 2025
Biff Coker, Interim	First (Tifton)	through December 31, 2025
Gary Cullison, CRE	First (Cordele)	through December 31, 2025
Darryll Leggett	CK Smith	through December 31, 2025
Wade Spooner, CRE	Ft. Gaines	through December 31, 2025
Oweta Hegeman, CRE	St. Paul	through December 31, 2025

### **Southern Cluster**

Eric Newman	Dillon Road	through December 31, 2025
Jane Shelton, CRE	First (Valdosta)	through December 31, 2025
Henry Walden, CRE	2nd Thomasville	through December 31, 2025
Becky Willis, CRE	Cairo	through December 31, 2025
Becky Willis, CRE	Dawes	through December 31, 2025

13. Recommissioned Angie Davis, CRE to Camilla through March 2028.

14. Granted the Following Elder Terms of Service Waivers: Dawes, Cairo, Phenix City.

15. Received incorporation information for Phenix City.

16. Voted to appoint Sam Alderman as liaison to the St. Andrews PNC.

17. Approved the recommendation of the New Hope Administrative Commission to dissolve the pastoral relationship between Colleen Cook and New Hope Presbyterian Church as of May 31, 2025, that Colleen be granted 3 months of severance, and that our presbytery provide a variety of individuals to walk with the congregation through this transition. It is understood that this assistance will be available to the congregation through August 31, 2025.

### **Finance Committee (FIN) – Demetrise Battle and Dick Shelton, co-moderators**

18. Reviewed 2024 year-end financial statements and gave thanks for the IGiTDaM (“I Give Ten Dollars a Month”) campaign which contributed greatly to ending the year in the black. *Thank you for your generosity and commitment, Flint River saints! (Have you actually read the packet this far? Well done! Send a text to Deb Tregaskis and you’ll receive some wonderful FRP and denominational swag when she next sees you! )*

19. Approved the Amended 2025 budget, making adjustments for a decrease in pledges.

20. Approved the continuation of the “I Give Ten Dollars a Month” (IGiTDaM) Fund to assist in any budget shortfall in 2025. As she did in 2024, our Executive Presbyter has agreed to personally contribute 10% of the total donated in 2025 to projects which contribute to water security in honor of our Flint River Presbytery.

21. Approved two requests for grants from the Harry Halpert Fund for Camilla Presbyterian and First (Thomaston) in the amount of \$3400 each.

22. Changed the name of the Montreat Fund to the Karen B. Jones Montreat Fund in memory of Karen's dedication to Montreat and her work as Montreat Coordinator for our presbytery.

**The Finance Committee continues to be so very grateful for the generosity of our congregations! Thank you!**

**Our Finance Committee members are dedicated to communicating with sessions. Please reach out with any questions.**

2024 Per Capita Report	(as of March 2025)	Attachments, page 10
2024 Pledge Giving Report	(as of March 2025)	Attachments, page 11
Statement of Financial Position	(as of March 2025)	Attachments, pages 12-13
Operating Budget Performance Report	(as of March 2025)	Attachments, pages 14-20
Special Funds Narrative Report	(as of March 2025)	Attachments, pages 21-24

### **Personnel Committee – Robert Harrison, moderator**

23. Continues to connect with both paid and volunteer staff members as a way to support their calls within our presbytery.

24. Proposed the staff FRP Christmas party be held at First (Americus) on Saturday, December 6, 2025 as a way to foster relationships and gratitude among staff and volunteers.

## **ACTION ITEMS**

- 1) Receive the recommendation of the Advisory Board to approve the Amended Dismissal Policy (pages 22-28)
- 2) Receive the recommendation of the Finance Committee to approve the Amended 2025 budget, making adjustments for a decrease in pledges. (page 29-34)
- 3) Review the Creativity Grant presented by Northminster (pages 35-36)

## **FLINT RIVER PRESBYTERY DISCERNMENT AND DISMISSAL POLICY Overview and Affirmations**

The Church of Jesus Christ is one church. “Unity is God’s gift to the Church in Jesus Christ. Just as God is one God and Jesus Christ is our Savior, so the Church is one because it belongs to its one Lord, Jesus Christ. The Church seeks to include all people and is never content to enjoy the benefits of Christian community for itself alone. There is one Church, for there is one Spirit, one hope, ‘one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all (Ephesians 4:4-5).’” *Book of Order* F-1.0302(a)

As Presbyterians, we adhere to a connectional system of government. It is our desire and prayer that all of the churches of Flint River Presbytery remain in Flint River Presbytery regardless of any decision or controversy in our denomination. The Constitution of the Presbyterian Church (U.S.A.), the former Presbyterian Church U. S., and some civil courts have established that all property (real and personal) of a specific congregation is held in trust for the use and benefit of the Presbyterian Church (U.S.A.). *Book of Order* G-4.02 *Church Property*

Flint River Presbytery **may** consider requests for dismissal from a member congregation to another Reformed church on a case-by-case basis and **may** also consider requests regarding retention of the property held in trust by the departing congregation. The process and agreements required by the policy are **pre-conditions** for such considerations. No dismissal to independent status or to other than a Reformed church will be considered by the Presbytery, and congregations that choose to become independent or non-Reformed or do not meet the pre-conditions in this policy will be dissolved by Flint River Presbytery and all property (real and personal) and assets will revert to the Presbyterian Church (U.S.A.).

Flint River Presbytery is committed to pursuing reconciliation with pastors, sessions, and congregations who are considering a request to dismiss from the Presbyterian Church (U.S.A.). It is the intent of the Presbytery to create a context and process in which the will of God is sought for the life, ministry, and calling of the particular congregation. **Because reconciliation is the goal, consistent and stable pastoral leadership is essential to the process of discernment regarding a dismissal request. For this reason, Flint River Presbytery will ordinarily not consider a request for dismissal from a congregation which is in the midst of pastoral transition.**

As the Church of Jesus Christ, the Presbytery and the particular congregation will be guided by these three principles:

1. The mission of God as expressed in the Great Ends of the Church is greater than the Presbyterian Church (U.S.A.). Therefore, we affirm that should the Presbytery dismiss a congregation to another Reformed body, the unity of the one Church of Jesus Christ has not been diminished. *Book of Order* F-1.0302 and F-1.0304

2. The exercise of mutual forbearance is of utmost importance in this process. Therefore, it is expected that all parties involved will treat each other with respect regardless of theological and/or ecclesiological differences.
3. We will pray for each other, seek God's will and work for fairness in all decisions. The process of discernment and possible dismissal will be conducted in a collegial rather than adversarial manner between the congregation, session, and the presbytery as we serve together in the Kingdom of God.

## THE DISCERNMENT PROCESS

The discernment process for potential request for dismissal from the denomination shall begin with the session of a particular congregation. A session finding it necessary to consider initiating a period of discernment concerning potential dismissal from the denomination shall put the matter to a sessional vote. The session members must be given adequate notice of the meeting, as determined by the session's **Standing Rules in their Manual of Operation**, and a quorum (also determined by the **session's Standing Rules**) must be present along with the Moderator of Session to conduct business. If the session votes by a two-thirds majority **of those present and eligible to vote** to initiate the discernment process, the Clerk of Session shall contact the Flint River Presbytery's Stated Clerk with a **written** notice of this desire.

The session shall then call a congregational meeting for the purpose of voting on two issues. **The usual quorum (as established in the Standing Rules of the Manual of Operations) for a congregational meeting must be present to conduct the meeting.** The first issue for vote is whether or not to enter into the discernment process put forth in this document. The second is to establish a quorum of not less than 50% of active members **as of the date of the notification letter sent to all active members** for any future meetings to vote on requesting dismissal from the Presbyterian Church (U.S.A.). The Moderator of Session shall moderate this congregational meeting or make a request that the presbytery appoint a moderator should the Moderator of Session be unable to perform this duty. The Clerk of Session shall **record the action of the meeting, prepare minutes, and** inform the Stated Clerk of Flint River Presbytery **in writing** of the results of this congregational meeting **within 10 days** to determine the next steps.

If the congregation votes to participate in the discernment process, a Discernment Team will be formed consisting of four representatives from the church and four representatives from the presbytery **at-large**. The session shall select the representatives from the congregation: one from the church staff, one from the session and two at-large members of the congregation. **The presbytery, or the Advisory Board acting on behalf of the presbytery,** shall designate four elders (ruling or teaching) to represent the presbytery in the discernment process. **All members of this team shall be committed to praying for God's will for this congregation as the discernment process continues.** A facilitator for meetings subsequent to the initial meeting of the Discernment Team shall also be designated by **the presbytery, or the Advisory Board acting on behalf of the presbytery.** This person will have **voice only privileges** at the meetings of the Discernment Team and will not be one of the members of the Discernment Team as selected by the **session** and the presbytery.

The Stated Clerk of Flint River Presbytery (or the Stated Clerk's designee) will convene *the first meeting only* of the Discernment Team. At this initial meeting, the discernment process

will be reviewed, and the Discernment Team shall covenant to meet together regularly (in-person or electronically) on mutually agreed upon dates with the following goals:

- To communicate faith stories and the Discernment Team members' understanding of the spiritual and theological issues at stake between the congregation and the Presbyterian Church (U.S.A.).
- To offer the opportunity for all members of the team to openly dialogue on differences as well as on common theological and ecclesiastical ground between the congregation and the Presbyterian Church (U.S.A.).
- To develop ways for members of the congregation to share their faith stories and concerns with the Discernment Team with the assurance that their voice is heard.
- To pray diligently together seeking God's will for the direction of the congregation.
- At an appropriate point in the process (as determined by the team), a written report of the listening and discerning process will be shared with the congregation and the presbytery by way of a letter prepared by the Discernment Team and sent to each active member at the time of the original notification letter and to the Stated Clerk of the presbytery.

If the discernment process leads to a continued, and even a transformed, relationship between the session, congregation, Flint River Presbytery and the Presbyterian Church (U.S.A.), the Discernment Team may assist the session in developing a covenant agreement that reaffirms and articulates the nature of the reconciliation of the concerns of the congregation. If, however, the discernment process does not lead to reconciliation and a desire by the congregation for a continued relationship with Flint River Presbytery and the Presbyterian Church (U.S.A.), the next step is to begin the dismissal request process.

## THE DISMISSAL REQUEST PROCESS

If the discernment process did not lead to reconciliation and the congregation still desires to request dismissal by the presbytery to another Reformed body, the session shall call a congregational meeting to consider and debate the question: “Shall the \_\_\_\_\_ Presbyterian Church (U.S.A.) request dismissal to another Reformed body of its choice?” The Clerk of Session shall notify the Stated Clerk of Flint River Presbytery **in writing 30 days in advance of the date and time of this called congregational meeting**. All members on the active roll of the church must be notified in writing of the meeting and its purpose *at least 30 days in advance*. The quorum for this congregational meeting shall be at least 50% of the active members of the congregation **at the time of the letter of notification**. **This congregational meeting is the first meeting of the dismissal request process**. In order to continue the dismissal request process, the congregation must vote approval by a two-thirds majority of those present and eligible to vote. **No absentee or proxy votes are allowed**. A report from the Discernment Team may be given at the meeting for information. The Moderator of Session will moderate this congregational meeting unless he/she is unable to do so. The Moderator of Session may request that the presbytery appoint a moderator for this meeting. The congregational members desiring to be dismissed shall determine the terms of admission to the Reformed body with which they desire to join and secure a written conditional acceptance agreement for presentation to both the congregation and to the Stated Clerk of Flint River Presbytery. **The Clerk of Session (or designated clerk for the congregational meeting)** must notify the Stated Clerk of the presbytery in writing of the decision made at the congregational meeting within two weeks. If the two-thirds affirmative vote was achieved and the dismissal request process is to continue, **Flint River Presbytery shall establish an Administrative Commission and give the appropriate tasking authority to the commission**. The Advisory Board may be granted the authority to act on behalf of the presbytery to establish and task the Administrative Commission with ratification by the presbytery at the next stated meeting. **The Administrative Commission will conduct the tasking authority granted by the presbytery in** the dismissal process but shall not preclude any party **from being heard** by the full body of Flint River Presbytery upon request.

Upon an affirmative two-thirds majority vote by the congregation to request dismissal from the Presbyterian Church (U.S.A.), a **second** congregational meeting will be called by the session no earlier than in six months and no later than nine months. **If no action is taken by the congregation in the dismissal process beyond the nine months from the second congregational meeting, Flint River Presbytery may consider the original request for dismissal null and void since action was not taken within the prescribed time limit**. All active members of the congregation must be notified in writing of the second congregational meeting and its purpose *at least 30 days in advance*. The quorum of the second congregational meeting will be at least 50% of the active members **at the time of the notification letter**. **No absentee or proxy votes are allowed**. To continue the request for dismissal process, a two-thirds affirmative vote by active members present and eligible to vote must be achieved. This second congregational meeting to request dismissal will be moderated by a presbytery-appointed moderator. **Upon motion, second, and debate**, the

moderator shall **direct** a **signed ballot vote** indicating the active member's desire either to remain with the denomination or **to be dismissed** to another Reformed body. The ballots shall be counted by **at least** two presbytery-appointed individuals with the option for observation of the counting by members of the session. The results of the ballots will be reported to the moderator, who will report them to the congregation. The ballots will be retained by the presbytery. If the vote is to request dismissal, the signed ballots serve as a way for Flint River Presbytery to provide care and **nurture** to those voting to remain in the denomination, in accordance with the *Book of Order*. **If the vote fails to achieve the two-thirds majority, the request for dismissal process ends. Any subsequent request by the congregation/session to begin the request for dismissal process again will not be considered by the presbytery for an indefinite period of time. If the vote achieves the two-thirds majority, the Administrative Commission will work with the session and congregation to complete the tasking authority given to it by the presbytery.**

The Administrative Commission will negotiate the terms of dismissal considering the property (**personal and real**) and **all** assets as a tool for the accomplishment of the mission of Jesus Christ in the world through the Presbyterian Church (U.S.A.). In negotiating the terms of dismissal, the commission shall require:

- **Receipt by the Stated Clerk of Flint River Presbytery of a conditional letter of acceptance from the Reformed body with whom the congregation desires to join, and the assurance that all actions of the session and congregations which are required have been processed.**
- **Determination of the effective date of the dismissal of the departing congregation, pending completion of all required actions by the Administrative Commission.**
- An assessment of the value of all property and assets **including an independent appraisal of all real property**. The congregation of the departing church shall not sell, transfer, or otherwise dispose of any property to any entity outside the Presbyterian Church (U.S.A.) during the dismissal process without obtaining **written** permission from Flint River Presbytery. *Book of Order G-4.02 Church Property*
- **An agreement to contribute to the ongoing work of Flint River Presbytery in the service of Jesus Christ the greater of the per-member share of the current presbytery budget or the average of the congregation's past three years' requested pledge to the presbytery. The contributions will continue for five (5) years on a sliding scale (Year 1-100% of pledge; Year 2-80%; Year 3-60%; Year 4-40%; Year 5-20%). In addition to the pledge contributions, the Administrative Commission may also negotiate contributions to designated missions within the presbytery.**
- **If a viable remnant remains in the congregation who do not wish to be dismissed from the Presbyterian Church (U.S.A.), the Administrative Commission will determine a fair and equitable settlement with the dismissed congregation to be used by the**

presbytery to assist the development of a new congregation within Flint River Presbytery comprised primarily and initially of those desiring to remain within the denomination.

- Address any issues related to membership rolls, insurance policies, Board of Pension dues, outstanding loans, corporate documents, legal documents, or any other item which needs to be changed, revised, or terminated prior to final dismissal to reflect the new status of the dismissed congregation.
- Other tasking authority as determined by the Administrative Commission and authorized by the presbytery.

The final dismissal settlement agreed upon by the session, congregation and Administrative Commission must be communicated to all parties and approved by Flint River Presbytery. The departing congregation shall agree not to contest the actions of the presbytery during the dismissal process except through Church Discipline, and if the presbytery grants property to the departing congregation, they and the Reformed body receiving them, shall agree not to dispute the decisions of Flint River Presbytery in any civil litigation.

**The pre-conditions stated in this policy are necessary for dismissal request consideration but should not be considered as sufficient to provide dismissal with any right to property. A major consideration in the dismissal process will be the impact on the future mission and ministry of the Presbyterian Church (U.S.A.) in the local area. Flint River Presbytery shall make the decision about dismissal or dissolution and the disposition of all property in each separate case after careful consideration of all the circumstances. (*Book of Order G-4.02*).**

Adopted March 15, 2018  
Amended February 6, 2022  
Amended xxxx

## Flint River Presbytery - 2025 Operating Budget

Acct #		2024 Approved	2024 Amended	2025 Approved	2025 Amended
4000001	Pledges (congregations & individuals)	350,000	325,000	350,000	315,000
4000002	Prior year pledge				10,350
4000003	Dismissal Pledges				
4000005	Per cap - presbytery portion	12,436	12,436	11,861	11,861
4000006	Per cap - GA	25,931	25,931	25,204	25,204
4000007	Per cap - Synod	6,615	6,615	6,178	6,178
4000008	Prior year per capita				
4000020	Misc. income	5,000	5,000		
4000021	Carry over/brought forward	20,000	20,000		
4000028	IGiTDaM	-	-	5,000	
4000029	Long Term Legacy				
	Total:	<b>419,982</b>	<b>394,982</b>	<b>398,243</b>	<b>368,593</b>
	<b>Transfers</b>				
4000050	Campus Endowment Fund	20,000	20,000	24,450	24,450
4000065	Walter Flint Fund	215,000	215,000	227,000	227,000
4000037	Macon Campus Ministry (MM)				
4000098	Money Market (Montreat Escrow)	3,500	3,500	5,000	5,000
4000099	Long Term Legacy Fund				
	Total:	<b>238,500</b>	<b>238,500</b>	<b>256,450</b>	<b>256,450</b>
	<b>Grand Total:</b>	<b>\$ 658,482</b>	<b>\$ 633,482</b>	<b>\$ 654,693</b>	<b>\$ 625,043</b>

	Item	2024 Approved	2024 Amended	2025 Approved	2025 Amended
4999999	Advisory Board	29,463	29,563	37,975	31,475
5001999	Administrative	18,525	18,650	16,400	19,275
5004999	Property	19,750	11,500	10,100	8,500
5007998	Committee on Ministry	6,500	6,250	2,250	1,000
4007999	Committee on Preparation for Ministry	250	125	125	125
5009999	Committee on Education and Nurture	4,375	5,375	5,625	5,625
5014999	Committee on Mission & Evangelism	271,075	271,075	275,550	275,550
5019999	Benevolences	34,546	34,546	33,382	33,382
5020688	Finance Committee	500	500	275	275
5020800	Personnel		0	500	500
5024999	Staff	273,113	275,844	270,352	270,352
	<b>TOTAL</b>	<b>658,097</b>	<b>653,428</b>	<b>652,533</b>	<b>646,058</b>
	under/(over)	<b>\$ 385</b>	<b>\$ (19,946)</b>	<b>\$ 2,159</b>	<b>\$ (21,016)</b>

## FLINT RIVER PRESBYTERY - 2025 Operating Budget

### Advisory Board

Acct #	Total:	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
500000a	Presbytery Meetings	2,000		2,150		7,550		4,500	
500000b	Advisory Board Meetings	2,500		1,825		2,450		1,500	
5000001	Gifts/miscellaneous	500		500					
	Staff Travel/Pastoral Care								
5000002	EP	7,500		8,125		12,500		10,000	
5000005	Office Manager	0		0		0		0	
5000006	Stated Clerk	0		0		0		0	
5000008	GA meeting (remainder escrowed yr end)	500		500					
5000010	Conf/Ldrshp Events - EP	1,000		1,000					
5000015	Admin Staff & Moderator Training								
5000016	PLF/Leadership Development								
5000029	Stated Clerk - FICA	1,088		1,088		1,100		1,100	
5000030	Stated Clerk salary	14,225		14,225		14,225		14,225	
5000058	Annual Corporation Expenses	150		150		150		150	
	<b>Total:</b>	<b>29,463</b>	<b>0</b>	<b>29,563</b>	<b>0</b>	<b>37,975</b>	<b>0</b>	<b>31,475</b>	<b>0</b>

## FLINT RIVER PRESBYTERY - 2025 Operating Budget

### Administrative

		2024 Approved		2024 Amended		2025 Approved		2025 Amended	
<b>Total:</b>		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5002001	Subscriptions/dues	150		150		150		100	
5002002	Office supplies/printing	1,500		1,000		550		650	
5002003	Telephone/internet	2,175		2,225		2,125		1,650	
5002004	Postage & postage meter	775		925		950		950	
5002006	Audit/review	3,000		3,000		3,000		3,000	
5002007	Calendars/yearbooks/BOO	50		50		-		-	
5002008	Copiers	1,825		1,825		775		875	
5002010	Bank charges	725		725		625		625	
5002011	Computers/software/tech support/alarm	4,500		4,875		4,450		7,650	
5002013	Merchant fees - Pres Foundation	300		350		450		375	
5002015	Storage Unit	2,125		2,125		2,125		2,200	
5002016	Post Office Box	400		400		450		450	
5002018	Digital/Media Support	1,000		1,000		750		750	
<b>Total:</b>		<b>18,525</b>	<b>0</b>	<b>18,650</b>	<b>0</b>	<b>16,400</b>	<b>0</b>	<b>19,275</b>	<b>0</b>

### Property

		2024 Approved		2024 Amended		2025 Approved		2025 Amended	
<b>Item</b>		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5005045	Insurance	12,250		6,500		6,600		5,000	
5005050	EP auto expense <i>(Property/Capital Escrow)</i>	7,500		5,000		3,500		3,500	
<b>Total:</b>		<b>19,750</b>	<b>0</b>	<b>11,500</b>	<b>0</b>	<b>10,100</b>	<b>0</b>	<b>8,500</b>	<b>0</b>

## FLINT RIVER PRESBYTERY - 2025 Operating Budget

### Committee on Ministry

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5008000	COM Meetings/Commission Work	2,500		2,500		1,000		1,000	
5008002	Clergy Luncheons								
5008005	Commission work			250		250			
5008020	TRE Training	2,000		2,000		500		-	
5008040	New Pastor Retreat (*escrow)	2,000		1,500		500		-	
	<b>Total:</b>	<b>6,500</b>	<b>0</b>	<b>6,250</b>	<b>0</b>	<b>2,250</b>	<b>0</b>	<b>1,000</b>	<b>0</b>

### Committee on Preparation For Ministry

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5008001	Meetings	250		125		125		125	
	<b>Total</b>	<b>250</b>	<b>0</b>	<b>125</b>	<b>0</b>	<b>125</b>	<b>0</b>	<b>125</b>	<b>0</b>

### Committee on Education & Nurture

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5010000	Commission meetings & publicity	125		125		125		125	
5010103	Confirmation Retreat	750		750					
5010119	Montreat (escrow unused funds)	-	3,500	-	3,500		5,000		5,000
5010200	Leadership Education & Development			1,000		500		500	
	<b>Total:</b>	<b>875</b>	<b>3,500</b>	<b>1,875</b>	<b>3,500</b>	<b>625</b>	<b>5,000</b>	<b>625</b>	<b>5,000</b>

## FLINT RIVER PRESBYTERY - 2025 Operating Budget

### Committee on Mission & Evangelism

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5015000	Committee Meetings	100		100		100		100	
5015099	Grants for Mission Enhancement*		175,000		175,000		182,000		182,000
	<i>Campus Ministry</i>								
5015205	GSW - Salary/Benefits/Program	25,325	6,000	25,325	6,000	23,000	8,150	23,000	8,150
5015300	VSU - Salary/Benefits/Program	25,325	6,000	25,325	6,000	23,000	8,150	23,000	8,150
5015405	Abbey/CSU-Salary/Benefits/Program	25,325	6,000	25,325	6,000	23,000	8,150	23,000	8,150
5015450	Macon/Mercer-Salary/Benefits/Program		2,000		2,000				
	<b>Total:</b>	<b>76,075</b>	<b>195,000</b>	<b>76,075</b>	<b>195,000</b>	<b>69,100</b>	<b>206,450</b>	<b>69,100</b>	<b>206,450</b>

### Benevolences

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5020045	General Assembly Per Capita	25,931		25,931		25,204		25,204	
5020050	Synod Per Capita/Mission Giving	6,615		6,615		6,178		6,178	
5020061	National & International Mission Giving	2,000		2,000		2,000		2,000	
	<b>Total:</b>	<b>34,546</b>	<b>0</b>	<b>34,546</b>	<b>0</b>	<b>33,382</b>	<b>0</b>	<b>33,382</b>	<b>0</b>

### Finance Committee

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5020700	Meetings	500		500		275		275	
	<b>Total:</b>	<b>500</b>	<b>0</b>	<b>500</b>	<b>0</b>	<b>275</b>	<b>0</b>	<b>275</b>	<b>0</b>

## FLINT RIVER PRESBYTERY - 2025 Operating Budget

### Personnel

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5020801	Meetings	-		-		500		500	
	<b>Total:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>500</b>	<b>0</b>	<b>500</b>	<b>0</b>

### Staff

	Item	2024 Approved		2024 Amended		2025 Approved		2025 Amended	
		Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds	Giving Budget	Special Funds
5025000	Executive Presbyter - Salary	74,310		68,280		58,280		58,280	
5025005	EP - 50% SECA	7,521		7,518		7,518		7,518	
5025010	EP - Housing	24,000		30,000		40,000		40,000	
5025020	EP - Professional Expenses	4,000		4,000		5,000		5,000	
5025030	EP - Sabbatical Fund	500		500		500		500	
5025040	EP - BOP Dues - Pension/Medical	38,206		38,989					
5025040	EP - BOP Dues - Pension					10,580		10,580	
5025040	EP - BOP Dues - Medical					14,520		14,520	
5025420	EP - BOP Dues - Dental/Vision	1,212		1,212		883		883	
5025215	Bookkeeper	25,000		25,000		25,000		25,000	
5025300	Officer Manager - Salary	25,885		25,885		25,885		25,885	
5025420	Office Manager BOP Dues - Pen/Med	30,499		32,480		35,205		35,205	
5025421	Office Manager - FICA	1,980		1,980		1,980		1,980	
5025426	Small Church Coordinators		40,000		40,000		45,000		45,000
	<b>Total:</b>	<b>233,113</b>	<b>40,000</b>	<b>235,844</b>	<b>40,000</b>	<b>225,352</b>	<b>45,000</b>	<b>225,352</b>	<b>45,000</b>

<b>Grand Total:</b>	<b>\$419,597</b>	<b>\$238,500</b>	<b>\$414,928</b>	<b>\$238,500</b>	<b>\$396,083</b>	<b>\$256,450</b>	<b>\$389,608</b>	<b>\$256,450</b>
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## **CREATIVITY FUND APPLICATION**

**Date: April 10, 2025**

**Congregation Name: Northminster Presbyterian Church**

**Date Session Granted Permission for Project to Proceed: April 14, 2025**

**Name and Contact Number for Clerk of Session:**

**Sam Alderman (478) 361-5805**

**Name and Contact Number for Person Responsible for Project:**

**Jeanne Roddenberry (478) 955-9356**

**Brief explanation of planned event:**

*(Keep in mind this fund is for NEW ideas – NOT existing projects. The purpose of this fund is to encourage congregations to try new forms of outreach and connection within the community.)*

**See attached.**

You may use a separate page if necessary.

**Expected cost of project (briefly outline budget): \$500 (see attached)**

**Funding request total (not to exceed \$1000.00): \$500**

**Please email your completed application to Elizabeth Cantrell at  
[ecantrell@flintriverpresbytery.org](mailto:ecantrell@flintriverpresbytery.org)**



# NORTHMINSTER

*Presbyterian Church*

## Metal for Meds Fundraiser

2025

### OVERVIEW

We will collect aluminium cans and recycle them to raise money. The funds will be used to purchase medications for a medical mission trip to the Dominican Republic. The more churches and communities that are involved, the more money we can raise. To this end, we plan to place recycling collection bins in all of the churches of the Northeast Cluster and in various offices/businesses around Middle Georgia that will agree to participate.

### BACKGROUND

In February of 2025 a group from Northminster Presbyterian Church made an inaugural trip to Villa Clara, Dominican Republic. Our purpose was 2 fold. First, to assist Pastor Pedro at the Iglesia Evangelica Dominican Church with his baseball centered outreach to young men and boys. And second, to have a medical clinic at the church for the community. Our trip was a success as we assisted in building dugouts for the baseball field and had 2 free clinics where we saw a total of 160 patients of all ages with diagnoses such as: skin rashes, arthritis, respiratory illness, heart disease, parasite infections and many more. Up to 3 one-month supplies of medication were given free of charge to each patient.

We plan to return to the Dominican Republic in 2026 to continue work on both of these purposes. We intend to have at least 3 days of clinics where we will see patients and provide medication.

### GOALS

1. Raise at least \$1000 to go toward purchasing medications for our trip in 2026.
2. Promote community participation in our fundraising efforts.
3. Raise awareness of the needs in the rural Dominican Republic as well as the efforts of our church to address these needs.

### SPECIFICATIONS

We are asking for \$500 to purchase and decorate recycling bins with plastic liners and distribute them to churches and offices in the Northeast Cluster of Flint River Presbytery. Full bags will be collected, taken to our recycling facility and exchanged for cash. The money earned will be used to buy medications for the people in Villa Clara, Dominican Republic.



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**Senior Church Consultant**

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### Spring 2025

We at the Board of Pensions are working hard to serve our churches, ministers, and employees of the Presbyterian Church (USA). I am here to support you and your congregation should you have any questions about the Board's benefits and programs. I look forward to our continued partnership.

*The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, mid councils, and affiliated employers.*

**Member/Employer Services:** 800-773-7752 M-F 8:30 am to 6:00 pm ET. [memberservices@pensions.org](mailto:memberservices@pensions.org)

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## Mental Health

When it comes to mental health care, it can be a struggle for ministers and staff to find appropriate care for stress, anxiety, depression, burnout — and a variety of other conditions.

Spring Health, the new provider for the [Employee Assistance Plan \(EAP\)](#), offers eligible employees a variety of mental well-being and EAP services, including mental health care navigation, six clinical therapy sessions at no cost to them, and **unlimited virtual coaching sessions with certified coaches at no cost**. If the member is also participating in any of our medical benefits, those consultations with the Spring Health mental health care provider can continue with a normal copay.

Should a minister or staff member need to take leave to focus on mental health, they can consider making use of the [Temporary Disability](#) benefit which is available by itself or as part of the [Covenant Package](#), [Congregational Pastors Package](#) and the [Transitional Pastor's Participation Package](#).

## News from the March Board of Directors Meeting

The Board of Directors of the Board of Pensions met in early March. You can read the [Spring Board Bulletin](#) for more details on the information and actions from that meeting, including a 4.6% experience apportionment for the [Defined Benefit Pension Plan](#).

## Other important information:

**Support for employers as they manage employees through Benefits Connect** Any changes to effective salaries must be reported to the Board of Pensions via Benefits Connect within 30 days of the effective date. Details about this and other Quick Start Guides for Benefits Connect are found [here](#).

