

Presbytery of Sheppards and Lapsley  
Synod of Living Waters  
Presbyterian Church (U.S.A.)  
Stated Meeting  
November 17, 2022

**GOD CALLS US TOGETHER**

The Presbytery of Sheppards and Lapsley of the Synod of Living Waters of the Presbyterian Church (U.S.A.) met in the Stated Meeting on November 17, 2022, in a hybrid meeting, hosted by South Highland Presbyterian Church, Birmingham, AL.

Throughout these minutes, Teaching Elders are indicated by an asterisk (\*).

The meeting was called to order at 9:30 a.m. by Moderator Susan Haskell, who opened the meeting with prayer.

**Organization**

On advice of the Stated Clerk, a quorum was declared by the Moderator.

**Adoption of the Docket    Appendix D-1**

The docket was adopted by common consent.

**Recognition of First Time Commissioners and Visitors**

**CONSENT AGENDA**

1. To approve the minutes of the August 18, 2022, Stated meeting
2. To approve absences for today's meeting
3. That an "Electronic Meetings Rule" be adopted for this meeting so that virtual attendees seeking recognition from the Chair be allowed to unmute themselves and call for the attention of the Moderator for recognition and obtaining the floor.    **Approved**

**Teaching Elders**

Ministers Present (52) Excused (47) Absent (19)

Adams, Nan	E	Brock, John	P
Atkerson, Rick	P	Broyles, Vernon, HR	E
Bailey, Michael	P	Bryson, Tom	P
Bang, Yoo Chang	A	Bruchey, Wayne HR	E
Bankson, John	A	Burgess, Sid, HR	P
Barnett, Caroline	P	Butler, Heather Jones	A
Brady Becker, Lindsay	A	Carleton, Rhon HR	E
Bell, Jerome	A	Carter, Clyde HR	E
Bird, Shelaine	P	Casey, Lydia	E
Booth, Ben HR	E	Chaney, Patsy HR	P

Chang, Cecelia	P
Chinula, Donald	E
Cho, Timothy	E
Choomack, Jim HR	E
Clark, Molly HR	E
Clayton, Susan	P
Clendenin, Monty HR	E
Coker, Jeff HR	E
Crutchfield, Bob HR	E
Davis, Becky HR	E
Davis, Lant	P
Dippenaer, Vic	A
Durham, Charles HR	E
Durham, Erica	E
Edwards, Robert	A
Ephraim, James, HR	P
Feagin, Debbie	P
Frandsen, Emily	P
Free, Zana	A
Genau, Joe	P
Goodrich, Elizabeth	P
Hamilton-Poore, Sam	P
Hamilton-Poore, Terry	P
Hanna, Richard	E
Harmon, Dawson, HR	E
Hay, Robert, HR	E
Hayes, Jeff	A
Hibbard, Norman HR	E
Hoop, Cathy	P
Hurley, Ed	P
Hurst, Clyce HR	E
Inman, Robert F. HR	E
Jeong, Junmo	P
Jo, Jae Seon	A
Jones, Steve	P
Kelso, Hugh, HR	E
Kim, Sun Jae	P
Kim, Sung Eun	P
Kim, Young	P
Kukal, Chuck	P
Laney, Susan, HR	E
Long, Kevin	A
McCarter, Neil HR	P
McClendon, Bruce	A
McClure, John	A
McCormick, Mark	P

McElrath, Pete HR	E
McElveen, William HR	E
McLaughlin, Wayne, HR	E
Rachel Mathews	P
Mylalsingh, Emerson HR	E
Newton, Nicole	P
Newland, Terry HR	E
Northen, Margaret HR	E
O'Neill, Elizabeth	P
Oh, Jyung, Ho	A
Oliver, Catherine	P
Park, Daekeun	A
Patton, Finley HR	E
Patton, Roger HR	E
Pearce-Reed, Leanne	P
Ponder, Luke	P
Porter, Mary HR	E
Price, Sandra HR	E
Pyburn, Richard, HR	E
Reed, Kathy	P
Reed, Nick	P
Roberts, Madison	P
Scarbrough, Leeann	P
Scott, Katherine	E
Scrivner, Joe	P
Seamon, David	P
Seitz, Craig, HR	E
Sellers, Lou Ann	A
Shelton, Jack HR	E
Shin, Dong-ouk	A
Sims, Charles HR	E
Slane, Joe, HR	P
Son, Junqkyun	P
Spalding, Andrew	P
Speaker, Cary	P
Stanford, Jim HR	E
Stephens, Dan	E
Stephens, Gerald HR	E
Tingle, Terry, HR	P
Truesdell, Jim	P
Turner, Lucy, HR	E
Turpen, Sam	A
Wade, Lindsey	A
Waters, Dana HR	P
Watson, Cody	P
Wells, Jim, HR	E

Westfall, Sue	P	Winter, Rachel	P
Wilkins, Jay, HR	P	Winton, Carlton, HR	E
Wills, Bill HR	E	Yarboro, Jonathan	P
Wilson, Ron	A		

**Commission Ruling Elders with Vote**  
Present (2) Excused (1) Absent (4)

Bonner, Jeff	P	Harrison, John	A
Dodson, Beverly	E	Sauser, Bill	A
Eich, Sharon A.	A	Veasey, Lin	P
Emerick, Robert	A		

**Executive Council Members/Presbytery Officers w/Vote**  
Present (8) Excused (1) Absent (0)

Sissy Bain	E	Susan Haskell	P
Judith Baldwin	P	Jean Russell	P
Linda Burrowes	P	Kathy Tracey	P
Shirley Finley	P	Donna Winn	P
Peter Finley	P		

**Christian Educators, Presbyterian Women, Nominating, Anti-Racism and Trustees Moderators w/Vote**

Jenny Thagard P Lant Davis P Kathy Tracey P Sissy Bain E Doc Feagin P Terri Jones P

**Elders**

Number in parenthesis by church name indicates the number of commissioners authorized. "NR" indicates that the church did not have elder representation. There are sixty-five (65) churches in the Presbytery of Sheppards and Lapsley. Thirty-two (32) Commissioners were present.

Alexander City	First (1)	Marie Walker
Annemanie	Arlington (1)	NR
Anniston	Church of the Covenant	NR
Anniston	First (1)	NR
Anniston	First United (1)	NR
Anniston	Korean (1)	NR
Auburn	First (2)	Marianne Cone
		Susan Fillipeli
Bessemer	Good Hope (1)	NR
Birmingham	Bold Springs (1)	NR
Birmingham	Edgewood (1)	Don Hagan
Birmingham	Fairfield Highlands (1)	NR
Birmingham	First (1)	Carl Martin

Birmingham	First United of Forestdale (1)	Terri Jones
Birmingham	Five Mile (1)	NR
Birmingham	Independent (5)	Foster Cook
		Caryl Privette
		Bev Krannich
		NR
		NR
Birmingham	Korean (1)	NR
Birmingham	Mountain Brook (1)	NR
Birmingham	Oakmont Chapel (1)	John Parks
Birmingham	Riverchase (1)	Margaret Bowman
Birmingham	Second	NR
Birmingham	South Highland (2)	Lee Cooper
		Kathy Tracey
Birmingham	Southminster (1)	Laura McDonald
Birmingham	Westminster (1)	NR
Cuba	Cuba (1)	NR
Camden	New Trinity (1)	NR
Carbon Hill	First (1)	NR
Dadeville	First (1)	NR
Dadeville	Woods (1)	NR
Eufaula	First (1)	NR
Gardendale	Gardendale (1)	Cherie Fancher
Goodwater	First (1)	NR
Green Pond	Green Pond (1)	NR
Jacksonville	First (1)	Carolyn Padgett
Lafayette	Lebanon (1)	NR
Leeds	Leeds (1)	Charles Gabert
Livingston	First (1)	NR
Magnolia	Rock Springs (1)	NR
Marion Junction	Marion Junction (1)	NR
Montevallo	Montevallo (1)	Dorothy Grimes
Montgomery	Calvary	NR
Montgomery	Immanuel (1)	Amy Frazier
Montgomery	Korean (1)	NR
Montgomery	Providence (1)	Kathryn Sweezey
Northport	Bethel (1)	NR
Odenville	Odenville (1)	NR
Opelika	Korean	NR
Oxford	Dodson Memorial (1)	NR

Phenix City	First (1)	Joan Gatewood
Piedmont	First (1)	NR
Reform	First (1)	NR
Selma	Pisgah (1)	NR
Selma	Valley Creek (1)	NR
Springville	Springville (1)	Frankie Tatum
Sylacauga	First (1)	Frances Wildsmith
Talladega	First (1)	Barbara Howard
Troy	Williams Memorial (1)	NR
Trussville	Cahaba Springs (1)	David Perry
Tuscaloosa	Brown Memorial (1)	NR
Tuscaloosa	First (3)	Mike Henderson
Tuscaloosa	Grace (1)	Amy Echols
Tuscaloosa	Korean	Karl Harbin
Tuskegee Institute	Westminster (1)	April Lane
Union Springs	Union Springs (1)	Duke Park
Wetumpka	First (1)	Judith Baldwin
		NR
		John Mitchell

We were warmly welcomed by Ed Hurley, he gave a brief history of their church and the staff was introduced.

Abby Gatliff led the Call to Worship on God's blessings.

The body then sang *Praise My Soul the King of Heaven*.

The Prayer of Illumination was given by Abby Gatliff. She then read the Epistle Lesson of Hebrews 11:1-2, 6, 13-16, 39-40, 12:1-2.

Cort Gatliff led us in the Call to Confession, Prayer of Confession, Congregational Response, and Declaration of Grace.

The body sang *Come, Thou Almighty King*, followed by the Passing of the Peace of Christ.

The Prayer of Illumination was given by Abby Gatliff. She then read the Epistle Lesson of Hebrews 11:1-2, 6, 13-16, 39-40, 12:1-2.

The Gospel Lesson of Matthew 14:22-35 was read by Cort Gatliff.

Dr. Edwin Hurley led us in prayer then preached the sermon titled *The Touch of Faith*.

Dallas Knight asked for the Offering. The body sang *Sing to the Lord a New Song*, followed by the *Doxology*. Dallas Knight then gave the Prayer of Thanksgiving, followed by the body reciting the Affirmation of Faith.

The body was invited to communion by the Rev. Rick Atkerson and Dr. Edwin Hurley.

After communion, the body sang *All Hail the Power of Jesus' Name* and Dr. Hurley gave the Benediction.

## **Anti-Racism                      Appendix D-2**

Thomas DeWolf and Sharon Leslie gave a presentation on their book *Gathering at the Table*.

### **Mission**

Tracy Ebarb from the Medical Benevolence Foundation gave a report on Project 60 for 60. They would like to raise \$60,000 from each of the three Alabama presbyteries to celebrate MBF's 60<sup>th</sup> birthday. Their focus is on medical mission projects in the Congo, Malawi and Haiti. They work to train local people in the medical profession so the projects will become self-sufficient.

After the blessing, we broke for lunch. We reconvened at 1:00 p.m.

## **General Presbyter Report**

## **Appendix D-3**

Sue Westfall

### **Commission on Ministry**

John Brock

#### **Information:**

1. The COM has approved Cherie Fancher, Ruling Elder at First, Gardendale, to enter CRE Training.
2. Approved the Ordination and Installation Commission for the Rev. Leanne Pearce Reed and the Rev. Tom Bryson to be installed as co-pastors at Southminster, Vestavia Hills. The commission consisted of Rev. Cecilia Chang, Elder Susan Haskell, Elder Darryl Love, Elder Brenda Toomey, Rev. Joe Genau, Rev. Joe Scrivner, Rev. Elizabeth Goodrich.
3. Approved Ernie Haynes, CRE, to moderate the session at Cahaba Springs, Trussville.
4. COM approved Cody Watson's request to be honorably retired.

#### **Action Items:**

1. Examine and Approve Abby Gatliff for ordination as a Minister of the Word and Sacrament to serve as Associate Pastor at South Highland Presbyterian Church, Birmingham and for membership in the presbytery. Terms of Call: Effective Salary, \$60,523; Social Security Allowance, \$4,301; BoP, \$6,052; Professional Development, \$2,500; Other: \$9,000; Vacation, 4 weeks; Study Leave, 2 weeks.  
**Approved                      Appendix D-4, 5**
2. Examine and Approve Cort Gatliff for ordination as a Minister of the Word and Sacrament to serve as Associate Pastor at South Highland Presbyterian Church, Birmingham and for membership in the presbytery. Terms of Call: Effective Salary, \$60,523; Social Security Allowance, \$4,301; BoP, \$22,394; Professional Development, \$2,000; Other: \$9,000; Vacation, 4 weeks; Study Leave, 2 weeks.  
**Approved                      Appendix D-6, 7**
3. Examine the Rev. Samuel Kim, Associate Pastor, Auburn-Opelika Korean Presbyterian Church, to transfer into the PC(USA) and for membership in the presbytery. Terms of Call: Effective Salary: \$41,340, BoP \$21,327, Professional Expenses \$2,920. **Approved                      Appendix D-8**
4. Examine the Rev. Petra Sprik to transfer into the presbytery as a member-at-large.  
**Approved                      Appendix D-9, 10**

5. Examine the Rev. Michael Thurman, Stated Supply at Westminster, Tuskegee, for temporary membership in the Presbytery. **Approved** **Appendix D-11, 12**
6. Approve the recommended Minimum Effective Salary for full-time Installed Teaching Elders for the 2023 year at \$44,000. **Approved** **Appendix D-13**

#### **Recognition of Rev. Cody Watson retirement**

The body recited a retirement liturgy. Dr. Hurley and Marti Keller spoke about the work Cody has done while working for Frontier Fellowship and being involved in the life of South Highland.

#### **Executive Council      Appendix D-14**

Debbie Feagin

##### **Action:**

1. Approve the proposed revisions to the Standing Rules. (first reading)

**Appendix D-15, 16**

**Amendment SR-6.01 ...to fill a vacancy, a portion thereof. *Ordinarily a person's term of service will begin in January of the calendar year following the November meeting at which they are elected. The term of service will ordinarily end in December of the Class year designated at election.* Approved**

**Amendment SR-6.01.01.02...Moderator of Executive Council *and will begin serving in February after the installation of the newly elected Moderator of Presbytery.***

***Approved***

**Amendment SR-6.0103.01 (h) Delete *under \$5,000* Approved**

2. Approve the 2023 Presbytery Budget. **Appendix D-17**

**Approved**

#### **Trustee Report**

Lant Davis

The Trustees of the Presbytery of Sheppards and Lapsley have met once since the last meeting of the presbytery. We have one item for information and one item for action at this assembly.

#### **For Information**

Due to his accepting the position of transitional synod executive for a sister synod, Terry Newland found it necessary to resign as chair of the trustees of the Presbytery of Sheppards and Lapsley. Terry will remain a member of the trustees. Lant Davis was appointed by the trustees as successor chair pursuant to the provisions of SR-6.0401.

#### **For Action**

Springville Presbyterian Church has requested that it be authorized to transfer its property to the Springville Preservation Society, a domestic non-profit corporation formed for the purpose of preserving and promoting the preservation of historically significant properties in and around the City of Springville, Alabama. The terms of the transfer would be as set forth in a Transfer Agreement, a copy of which is attached to this report. Also attached is a copy of the authorizing minutes of the congregation of Springville Presbyterian Church and a

transmittal letter to the trustees from Frankie Tatum, Clerk of Session of Springville Presbyterian Church.

Should the Presbytery authorize this transfer, various other transactional documents, such as a deed, will need to be drawn in accordance with the provisions of the Transfer Agreement and approved by the trustees.

**The trustees recommend and move as follows:**

**Appendix D-18, 19, 20**

**That the Presbytery authorize and approve the execution and delivery of a Transfer Agreement, in substantially the form attached hereto, by Springville Presbyterian Church, Springville Presbyterian Church Foundation, Inc., and the trustees of the Presbytery on behalf of the Presbytery, with the Springville Preservation Society;**

**That Springville Presbyterian Church and Springville Presbyterian Church Foundation, Inc., be further authorized to make the transfers of property called for by such Transfer Agreement, effectuated by a deed and other documents of transfer in form acceptable to and approved by the trustees of the Presbytery; and**

**That the trustees of the Presbytery are authorized to take such other actions on behalf of the Presbytery as they deem necessary and appropriate to effectuate the provisions of the Transfer Agreement.      Approved**

**Presbyterian Home for Children**

**Appendix D-21**

**Doug Marshall**

The Home has received the Gold Seal of Transparency from Candid. Candid uses tools to track non-profit accountability. They will be releasing a new website in the next few weeks. With a sizable donation from Shades Valley, they have just broken ground for six tiny homes for the deaf and blind and opened a 20,000 sq ft. thrift store in Talladega. They received a grant for 255 winter coats and will be taking them to Wilcox County for the children. In January they will celebrate 155 years of ministry.

**Living River**

**Appendix D-22**

**Jenny Thagard**

Jenny talked about the fun things the kids did at the Elementary retreat. Jenny talked about how 4 years ago their mortgage was over \$1.1 million; currently it is \$161,000.

**Main Event**

**Appendix D-23**

**Elizabeth Goodrich, Joe Genau**

Rev. Maryann McKibben Dana will be discussing her book *Hope, A User's Manual* on Friday, Dec. 2 at Edgewood Presbyterian from 10:00 until 2:00, with lunch included. She will discuss what hope is and isn't.

**Nominating Committee**

**Lin Veasey**

Committee on Nominating and Representation Report to Presbytery November 18, 2022. The NC presents the following nominees to serve on committees in classes, as indicated. Ministers of the Word are noted with an asterisk (\*), ruling elders are noted by their church



membership. All have agreed to serve on the assigned committees. The NC respectfully asks the Presbytery to accept these nominees, as indicated. **Approved**

**VICE MODERATOR** Dr. Deborah Thomas, First, Auburn

**EXECUTIVE COUNCIL**

Class of 2025 Joe Scrivner\*  
Deborah Thomas (VM), First, Auburn  
Terry Hamilton-Poore\*  
Leeann Scarborough\*

**PERSONNEL COMMITTEE** Donna Winn, Brown Memorial  
Class of 2025 Ann Knox Averitt, Independent

**FINANCE COMMITTEE** Sheila Holland, Brown Memorial  
Class of 2025 Wendy Tucker, First, Tuscaloosa

**ENC CHAIR** Jenny Thagard, Living River

**COM** Nick Reed\*  
Class of 2025 Rachel Mathews\*, Living River  
Jonathan Yarboro\*  
Elizabeth O'Neill\*  
Charles Nash, Brown Memorial  
Carl Martin, CRE  
Darryl Love, Westminster Birmingham  
Class of 2024 Young Kim\* (unexpired term of Deborah Thomas)

**CPM** Jeff Johnson, Independent  
Class of 2025 Adrienne Stokes, First, Birmingham  
Nicole Newton\*  
Rick Atkerson\*

**PJC** Charlie Durham\*  
(Fill the unexpired term class of 2025)

**ANTI-RACISM COMMITTEE** Joe Scrivner\*  
Class of 2025 Madison Vaughn, Grace, Tuscaloosa  
Virginia Jones, Independent  
Tom Bryson\*  
Debra Love, Westminster, Birmingham

**TRUSTEES** Shelaine Bird\*  
Class of 2025 Beverly Krannich  
Bill Stribling

## **GENERAL ASSEMBLY DELEGATES 2024**

Debra Love, Westminster Birmingham  
Joe Genau\*  
Abby Bunn, Church of the Covenant, YAAD

## **SYNOD 2023**

Rachel Winter\*, MAL  
Sissy Bain, Church of the Covenant

## **TREASURER**

Jean Russell, Oakmont Chapel Class of 2025

## **Mission Coordinator Stillman College**

## **Appendix D-24**

Ralls Coston  
Joe Scrivner

A brief history of Stillman was given.

## **Stated Clerk Report**

## **Appendix D-25**

Peter Finley

Approve the Committee on Representation Report **Approved** **Appendix D-26**

Approve Patti Winter, Leeann Scarbrough and Debbie Feagin to serve as needed on PJC  
**Approved**

Approve the February Presbytery meeting be held at Brown Memorial. **Approved**  
Healthy Boundaries Training Policy **Appendix D-27**

## **Commission on Preparation for Ministry**

## **Appendix D-28**

## **Tech Team**

## **Appendix D29**

## **UKirk Birmingham**

## **Appendix D-30**

## **APCE**

## **Appendix D-31**

## **Good News from Churches**

Peter Finley introduced Jay Wilkins

Susan Haskell honored Peter and Shirley Finley for all their work, as they prepare to move.  
She presented them with a gift card.

Terry Hamilton Poore, First Presbyterian Bham—recently celebrated 150 years of ministry.

Lin Veasey—Nov. 27 Church of the Covenant will be celebrating 50 years of their  
groundbreaking.

Lee Cooper—SHPC continues to work with the Afghan refugees in Bham. They are collecting  
hygiene products for women to send to refugees, particularly Mozambique and Cuba.

Sam Hamilton-Poore, Montevallo—They have opened an art gallery in their church.

April Lane, Grace—They have broken ground for a new food pantry.

Dana Waters—Kirkwood by the River—Nearing completion for assisted living and memory  
care patients. Dana offered to take anyone interested on a tour.

## **Adjournment with Prayer**

Susan Haskell

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Peter Finley, Stated Clerk

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Linda Burrowes, Recording Clerk

## **PRESBYTERY OF SHEPPARDS AND LAPSLEY**

***partner with and equip present and emerging  
PC(USA) faith communities in central Alabama  
to serve Christ and our neighbors***



**Fall Stated Meeting  
November 17, 2022**

**South Highland Presbyterian Church  
Birmingham, AL**

**THE PRESBYTERY OF SHEPPARDS AND LAPSLEY  
PROPOSED DOCKET  
NOVEMBER 17, 2022  
SOUTH HIGHLAND PRESBYTERIAN, BIRMINGHAM, AL**

*Please silence all cell phones and electronic devices*

**9:00 A.M.        REGISTRATION**

**9:30 A.M.        CALL TO ORDER AND OPENING PRAYER  
Susan Haskell**

**Moderator**

**Organization-Declaration of a Quorum, Adoption of the Docket, Seating of Corresponding Members, Welcome of First Time Commissioners, Welcome of Visitors**

**CONSENT AGENDA**

- 1. To approve the minutes of the August 18, 2022, Stated meeting**
- 2. To approve absences for today's meeting**
- 3. That an "Electronic Meetings Rule" be adopted for this meeting so that virtual attendees seeking recognition from the Chair be allowed to unmute themselves and call for the attention of the Moderator for recognition and obtaining the floor.**

**CELEBRATION FOR WORSHIP IN THE SEASON OF CHRIST THE KING**

**PRAYER OF PREPARATION (silent)**

**God of power and love, you raised Jesus from death to life, resplendent in glory to rule over all creation. Free the world to rejoice in his peace, to glory in his justice, and to live in his love. Unite all humankind in Jesus Christ your Son, who lives and reigns with you and the Holy Spirit, one God, forever and ever. Amen.**

**WELCOME FROM HOST CHURCH, SOUTH HIGHLAND PRESBYTERIAN CHURCH    Rev. Dr. Edwin Gray Hurley**

**THE PRAISE OF GOD**

**PRELUDE            "Overture" from Fireworks Music by G. F. Handel            Kenny Lewis,  
organ**

**\*CALL TO WORSHIP**

**Abby Gatliff**

**Grace to you and peace from God our Father and the LORD Jesus Christ.**

**Blessed be the God and Father of our LORD Jesus Christ,  
who has blessed us in Christ with every spiritual blessing in the heavenly places, just  
as He chose us in Christ before the foundation of the world to be holy and blameless  
before Him in love.**

**For by grace you have been saved through faith, and this is not your own doing; it is the  
gift of God—not the result of works, so that no one may boast.**

**For we are what He has made us, created in Christ Jesus for good works, which God  
prepared beforehand to be our way of life.**

So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God. Day and night around the throne they never stop singing.

**Holy, holy, holy is the Lord God Almighty, who was, who is, and who is to come.**  
Let us worship God; Our creating Father, Our redeeming Son, and Our empowering Holy Spirit. (from Ephesians 1 & 2)

**\*PROCESSIONAL HYMN # 478    Praise My Soul the King of Heaven**

**\*PRAYER OF ADORATION**  
**Abby Gatliff**

**\*CALL TO CONFESSION**  
**Cort Gatliff**

**\*PRAYER OF CONFESSION**  
**Righteous God, you have crowned Jesus Christ as Lord of all. We confess that we have not bowed before him, and are slow to acknowledge his rule. We give allegiance to the powers of this world, and fail to be governed by justice and love. In your mercy, forgive us. Raise us to acclaim him as ruler of all, that we may be loyal ambassadors, obeying the commands of our Lord Jesus Christ.**

**\*CONFESSIONAL RESPONSE    Lord Have Mercy**  
***Lord have mercy, Lord have mercy, Lord have mercy***

**\*DECLARATION OF GRACE AND FORGIVENESS**  
**Cort Gatliff**  
Friends, believe the good news of the Gospel.  
**In Jesus Christ, we are forgiven.**  
O LORD open our lips,  
**and our mouths shall show forth Your praise.**

**\*CONGREGATIONAL RESPONSE #139 (blue) "Come, Thou Almighty King"**  
***To Thee, great One in Three, the highest praises be, hence evermore! Thy sovereign majesty may we in glory see, and to eternity Love and adore.***

**\*PASSING THE PEACE OF CHRIST**

**The peace of Christ be with you!**  
**And also with you!**

**THE PROCLAMATION OF GOD'S WORD**

**PRAYER FOR ILLUMINATION**  
**Abby Gatliff**

**EPISTLE LESSON                      Hebrews 11:1-2, 6, 13-16, 39-40; 12:1-2**

**GOSPEL LESSON                      Matthew 14:22-35**  
**Gatliff**

**Cort**

**The Response to God's Grace**

OFFERING

Dallas

Knight

(Gifts go to assist seminary students and pastors in special need)

OFFERTORY ANTHEM

Sing to the Lord a New Song

Robert

Lau

*People and tongues of every nation sing to the Lord a new song. bring him a song of jubilation, sing to the Lord a new song.*

*All God's creatures, old men and children, voices raised in hymns of love. He crowns the humble with salvation. Sing to the Lord a new song.*

*Mountains and hills and all creation. Sing to the Lord a new song. Join in a hymn of adoration.*

*Sing to the Lord a new song. Praise His name, sing Alleluia! Praise him for his mighty deeds.*

*This is our song, our supplication: Sing to the Lord a new song. Praise him, shining stars, and praise him highest heavens. Oh, all kings and princes praise his holy name. Angels above make melody to him. Now lift your voice, lift up your heart, and sing. Come, Christians all, now raise your voices, sing a new song. Sound the trumpet, play on the lute and harp; dance your dance, and shout for joy. Make music now as heaven rejoices, sing to the Lord a new song.*

**\*DOXOLOGY AT THE PRESENTATION**

LASST UNS

ERFREUEN

***Praise God, from whom all blessings flow;***

***Praise God, all creatures here below: Alleluia! Alleluia!***

***Praise God, the source of all our gifts!***

***Praise Jesus Christ, whose power uplifts!***

***Praise the Spirit, Holy Spirit! Alleluia! Alleluia! Alleluia!***

PRAYER OF THANKSGIVING

Dallas Knight

AFFIRMATION OF FAITH

Excerpts from Confession of Belhar

1986

**We believe in the triune God, Father, Son, and Holy Spirit, who gathers, protects, and cares for the church through Word and Spirit. This, God has done since the beginning of the world and will do to the end.**

**We believe that Christ's work of reconciliation is made manifest in the church as the community of believers who have been reconciled with God and with one another.**

**We believe that unity, is therefore, both a gift and an obligation for the church of Jesus Christ. We believe that, through the working of God's Spirit, it is a binding force,**

**yet simultaneously a reality which must be earnestly pursued and sought: one which the people of God must continually be built up to attain.**

**We believe that the church must together come to know the height and breadth and depth of the love of Christ. We believe that together we are built up to the stature of Christ, the new humanity.**

**We believe that we must together know and bear one another's burdens, thereby fulfilling the law of Christ.**

**We believe that we are called to admonish and comfort one another; to suffer with one another for the sake of righteousness; to pray together; and together serve God in this world.**

### THE CELEBRATION OF HOLY COMMUNION

INVITATION TO THE LORD'S TABLE  
Rev. Rick Atkerson

CALL TO PRAYER

The LORD be with you.  
**And also with you.**  
Lift up your hearts.  
**We lift them to the LORD.**  
Let us give thanks to the LORD, our God.  
**It is right to give our thanks and praise.**

GREAT THANKSGIVING WITH INTERCESSIONS

"...who forever sing to the glory of Your name:"

6 Ho - ly ho - ly ho - ly Lord God of po-wer and might! Hea-ven and earth are

11 full of your glo-ry Ho - san - na in - the high - est. Ble - ssed is He who comes

in the name of the Lord Ho-san-na in the high est Ho-san-na in the high - est.

The musical score is written on three staves in G major (one sharp) and 4/4 time. The first staff begins with a treble clef and a key signature of one sharp (F#). The melody is simple and hymn-like. The lyrics are written below the notes, with line numbers 6 and 11 indicating the start of new phrases. The second staff continues the melody and lyrics. The third staff concludes the phrase with a double bar line.

GREAT IS THE MYSTERY OF OUR FAITH

Rev. Dr. Edwin Gray Hurley



#### LORD'S PRAYER



#### BREAKING OF THE BREAD AND POURING OF THE CUP Rev. Dr. Edwin Gray Hurley and Rev. Rick Atkerson

##### COMMUNION OF THE PEOPLE

*(Please come forward by the center and outside aisles. Gluten-free wafers are available in the small containers in the center of the individual tray. Please return to your pews up inner side aisle. Those unable to come forward may be served in your pews. Prepackaged communion is available at the center station.)*

##### COMMUNION MUSIC

##### A Prayer for Peace

Jon

Raybould Cindy Fisher -Flute/Kenny Lewis-Organ

##### PRAYER AFTER COMMUNION (IN UNISON):

Rev. Rick Atkerson

**God of grace, we give thanks for this holy mystery in which you have given yourself to us. You have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord. Amen.**

##### \*HYMN #142 (blue)

##### All Hail the Power of Jesus' Name

##### BENEDICTION

Rev. Dr. Edwin Gray

Hurley

##### CHORAL BENEDICTION

##### The Grace

Richard

Shepard

*The grace of our Lord Jesus Christ,  
and the love of God,  
and the fellowship of the Holy Spirit  
be with us all, evermore. Amen.*

##### POSTLUDE

##### Finale from Symphony IV

C. M.

Widor



10:30 A.M.	ANTI-RACISM PRESENTATION	Thomas DeWolf and Sharon Leslie
Morgan		
11:30 A.M.	MEDICAL BENEVOLENCE	Tracy
Ebarb		
12:00 P.M.	LUNCH	
1:00 P.M.	RECONVENE/CALL TO ORDER	
Susan Haskell		
1:05 P.M.	GENERAL PRESBYTER'S REPORT (page 8-9)	Sue
Westfall		
1:10 P.M.	COMMISSION ON MINISTRY (page 10)	John
Brock		
	<ol style="list-style-type: none"> <li>1. <b>Examine and Approve Abby Gatliff for ordination as a Minister of the Word and Sacrament to serve as Associate Pastor at South Highland Presbyterian Church, Birmingham and for membership in the presbytery. Terms of Call: Effective Salary, \$60,523; Social Security Allowance, \$4,301; BoP, \$6,052; Professional Development, \$2,500; Other: \$9,000; Vacation, 4 weeks; Study Leave, 2 weeks. (Statements attached- pages17-18)</b></li> <li>2. <b>Examine and Approve Cort Gatliff for ordination as a Minister of the Word and Sacrament to serve as Associate Pastor at South Highland Presbyterian Church, Birmingham and for membership in the presbytery. Terms of Call: Effective Salary, \$60,523; Social Security Allowance, \$4,301; BoP, \$22,394; Professional Development, \$2,000; Other: \$9,000; Vacation, 4 weeks; Study Leave, 2 weeks. (Statements attached-pages 19-20)</b></li> <li>3. <b>Examine the Rev. Samuel Kim, Associate Pastor, Auburn-Opelika Korean Presbyterian Church, to transfer into the PC(USA) and for membership in the presbytery. Terms of Call: Effective Salary: \$41,340, BoP \$21,327, Professional Expenses \$2,920 (Statements attached-page 21)</b></li> <li>4. <b>Examine the Rev. Petra Sprik to transfer into the presbytery as a member-at-large. (Statements attached-pages 22-23)</b></li> <li>5. <b>Examine the Rev. Michael Thurman, Stated Supply at Westminster, Tuskegee, for temporary membership in the Presbytery. (Statements attached-pages 24-26)</b></li> <li>6. <b>Approve the recommended Minimum Effective Salary for full-time Installed Teaching Elders for the 2023 year at \$44,000. (page 15)</b></li> </ol>	

Recognition of Reverend Cody Watson retirement	Susan
Haskell	

Lord, you have been our refuge from one generation to another.  
**Before the mountains were brought forth, or the land and earth were born, from age to age you are God.**  
 Bless the Lord, O my soul, and all that is within me, bless God's holy name.  
**Bless the Lord, O my soul, and forget not all God's benefits.**  
 who forgives all your sins and heals all your infirmities;  
**who redeems your life from the grave and crowns you with mercy and loving-kindness;**  
 who satisfies you with good things,  
**and your youth is renewed like an eagle's.**

1:40 P.M. Feagin	EXECUTIVE COUNCIL (page 27)	Debbie
	<ol style="list-style-type: none"> <li>1. <b>Approve the proposed revisions to the Standing Rules.</b> (first reading-pages 28-46)</li> <li>2. <b>Approve the 2023 Presbytery Budget.</b> (pages 47-50)</li> </ol>	Tom Bryson
2:10 P.M. Davis	TRUSTEE'S REPORT (pages 51-52)	Lant
	<p>The trustees recommend and move as follows:</p> <ol style="list-style-type: none"> <li>1. <b>That the Presbytery authorize and approve the execution and delivery of a Transfer Agreement, in substantially the form attached hereto, by Springville Presbyterian Church, Springville Presbyterian Church Foundation, Inc., and the trustees of the Presbytery on behalf of the Presbytery, with the Springville Preservation Society;</b></li> <li>2. <b>That Springville Presbyterian Church and Springville Presbyterian Church Foundation, Inc., be further authorized to make the transfers of property called for by such Transfer Agreement, effectuated by a deed and other documents of transfer in form acceptable to and approved by the trustees of the Presbytery; and</b></li> <li>3. <b>That the trustees of the Presbytery are authorized to take such other actions on behalf of the Presbytery as they deem necessary and appropriate to effectuate the provisions of the Transfer Agreement.</b></li> </ol>	
2:25 P.M. Marshall	Presbyterian Home for Children (pages 59-61)	Doug
2:30 P.M. Thagard	Living River (pages 62-65)	Jenny
2:35 P.M. Genau	Main Event	Joe
2:40 P.M. Bain	Nominating Committee (pages 66-69)	Sissy
	<ol style="list-style-type: none"> <li>1. <b>The NC presents the following nominees (pages 66-69) to serve on committees in classes, as indicated. Ministers of the Word are noted with an asterisk (*), ruling elders are noted by their church membership. All have agreed to serve on the assigned committees. The NC respectfully asks the Presbytery to accept these nominees, as indicated.</b></li> </ol>	
2:50 P.M. Coston	Mission Coordinator (page 73)	Ralls
3:00 P.M. Scrivner	Stillman	Joe
3:10 P.M. Finley	Stated Clerk Report (page 74)	Peter
	<ol style="list-style-type: none"> <li>1. <b>Approve the Committee on Representation report.</b> (pages 70-72)</li> </ol>	
3:20 P.M.	Good news from Churches	

**3:30 P.M.      New Business (Action Items Only)**

**3:40 P.M.      Adjournment with Prayer**

†Please stand, if able

**AFTER THE MEETING, PLEASE TURN IN YOUR HANGING NAME BADGE.**

We wish to extend a special thank you to Rev. Ed Hurley, and the staff of South Highland for hosting today's Presbytery meeting. We would also like to thank Abby Gatliff, Cort Gatliff, Dallas Knight and Rick Atkerson for leading the worship service, Director of music and organist Kenny Lewis and Cindy Fisher, flutist for participating in today's worship. As always our Tech Team helpers, Robert Newman, Joe Genau, John Heiser and Madison Vaughn.

**NEXT STATED MEETING – FEBRUARY 16, 2022  
BROWN MEMORIAL PRESBYTERIAN CHURCH, TUSCALOOSA**



***Thomas Norman DeWolf and Sharon Leslie Morgan***

### **Gathering at the Table**

#### ***The Healing Journey of a Daughter of Slavery and a Son of the Slave Trade***

**Thomas Norman DeWolf** is an author, public speaker, trainer and workshop facilitator, and, since 2013, has served as Director/Manager for Coming to the Table, where he now serves as co-manager with Jodie Geddes. He has traveled extensively throughout the United States speaking and leading workshops and trainings at colleges, universities, conferences, and other venues. He exposes hidden elements of history and shows how traumatic, unhealed wounds from the past continue to impact everyone today. Such wounds are expressed on campuses and elsewhere as racism, sexism, and other forms of intolerance, separation, and hierarchies of human value. With compassion and humor, Tom illuminates a path toward healing and a more hopeful future.

Tom is the author of *Inheriting the Trade* (Beacon Press, 2008), the story of his experiences in the making of the Emmy-nominated, PBS documentary, *Traces of the Trade*, and co-author, with Sharon Leslie Morgan, of *Gather at the Table* (Beacon Press, 2012), which won the Phillis Wheatley Award for best Nonfiction/Biography & Memoir in 2013. The African American Jazz Caucus awarded Tom the 2012 Spirit of Freedom Award for Social Justice. Tom is also co-author, with Jodie Geddes, of *The Little Book of Racial Healing* (Skyhorse, 2019). Tom and his wife Lindi live in Oregon.

**Sharon Leslie Morgan** is the Founder of Our Black Ancestry. She is a genealogist, writer and multicultural marketing expert who has served as a consultant to the Afro-American Historical & Genealogical Society (AAHGS) and is a founding member of Afrigeneas. Her memberships include the National Genealogical Society (NGS) and local societies in areas of her family research. She writes guest blogs for NGS, Geni, FamilySearch and others. Morgan has taken STAR (Strategies for Trauma Awareness and Resilience) training at Eastern Mennonite University and is actively involved with Coming to the Table, an organization that promotes linkages between descendants of enslaved people and the families that enslaved them for the purpose of healing from the trauma of slavery. Sharon is the co-author of *Gather at the Table: The Healing Journey of a Daughter of Slavery and a Son of the Slave Trade* (Beacon Press, 2012). She is also a contributor to *Slavery's Descendants: Shared Legacies of Race & Reconciliation* (Rutgers University Press, 2019) and *The Little Book of Racial Healing: Coming to the Table for Truth-Telling, Liberation, and Transformation* (Good Books, 2019).

Report of the General Presbyter of the Presbytery of Sheppards and Lapsley  
Sue Westfall  
November 17, 2022

Greetings, friends.

Much has been going on in the presbytery since last we met! Here are some of what I see:

- Now that the coronavirus is a more manageable virus, our churches have swung into high gear this fall with the resumption of in-person worship, classes, Wednesday night programming, service projects, and ministries. So many communities and individuals are being touched and blessed through the witness and ministries of our congregations!
- At the same time, in keeping with a trend that started in the 1960's, many of our churches are dealing with lack of resources – both human and material. Some are facing the reduction of staff hours and some of our congregations will close in 2023. This is holy work in which the Commission on Ministry assists to ensure that remaining members have spiritual care and that the legacy of the congregation is lifted up and celebrated.
- Meanwhile, the Executive Council has formed a task group to make revisions of our Standing Rules and the Executive Council is presenting those proposed changes for its first reading at this meeting. Thank you to that task group!
- Growing out of our experience of the racial justice pilgrimage of last spring, a group of about 15 pastors in the presbytery engaged in a six-week study of the book, *Preaching About Racism* by Carolyn Helsel.
- And as a follow up to the presbytery-wide book group that read **Gather at the Table: The Healing Journey of a Daughter of Slavery and a Son of the Slave Trade**, we are blessed at this meeting to hear from the authors – Sharon Leslie Morgan and Thomas DeWolf. Their book modeled how we can learn to talk honestly with one another across racial lines and despite centuries of injustice.
- The Executive Council has begun an exploration of the black belt area of the presbytery with the purpose of coming alongside our colleagues in that area for collaboration and shared ministry. Many thanks to James Ephraim for helping us make those connections.
- In a joint effort between our Commission on Preparation for Ministry and the Commission on Ministry, the presbytery is blessed to be able to ordain two new pastors – Abby and Cort Gatliff on November 20<sup>th</sup> at 3:00 pm at South Highland Presbyterian Church where they will also be installed as Associate Pastors.
- We also have the joy of examining and welcoming the Rev. Sam Kim, an Associate Pastor at Auburn-Opelika, Rev. Petra Sprik as a member-at-large, and Michael Thurman at First Presbyterian, Tuskegee welcomed as a temporary member of the Presbytery.
- We also had the joy of celebrating the installation of the Rev. Tom Bryson and the Rev. Leanne Pierce Reed a co-pastors of the new and improved Southminster Presbyterian Church.

- The Finance Committee has gone through a process of putting together a budget to fund our presbytery's life together and it will be presented for discussion and presbytery's approval at this meeting.
- Our staff has continued to serve the presbytery well despite various losses and health issues. Thank you all for the concern and support the staff has felt from you this fall.
- Special thanks to Peter Finley who has served as the stated clerk of the presbytery this past year. Peter came into the position on a temporary basis to help out during Tom Winter's health issues and subsequent death. He has brought to the position energy, intelligence, imagination, and love. He has served the presbytery well, been a great colleague to the staff, and has put into place systems that will serve us into the future. We are grateful to and for you, Peter Finley!

I believe in one Lord God Almighty, who creates and sustains all things. God eternally exists in three Persons as revealed to us through the Scriptures: Father, Son, and Holy Spirit. These three Persons are unique in personhood, but united in essence. The Father was not created, made, or begotten. The Father did not create the Son. Rather the Son is begotten of the Father. The Spirit was not made or begotten but proceeds from the Father and the Son.

Jesus Christ is the Son of God who became flesh by the conception of the Holy Spirit and born of the Virgin Mary. He is both fully God and fully man. While all of humankind has sinned by forsaking God's love and his commands, Jesus came into the world to redeem the world. Christ conquered sin, bringing eternal life and reversing death, both for himself and available for all humankind. Jesus fulfills all the law and the prophets. He is the eternal heir of the throne of David, the perfect priest and sacrifice, and the Word of God incarnate.

Jesus Christ died on the cross for our sins and was raised from death to life on the third day. On the cross, God was both the judge and the recipient of the judgment meant for us. His death provided reconciliation to God. Jesus freely offers this reconciliation to us as a gift by grace alone. The Father conforms us to the image of his Son as we grow in faith responding to the grace given to us. This gift compels us to go out into the world: freely we have received, freely we must give. Grace comes first, then obedience.

The Son has ascended into heaven where he now sits at the right hand of the Father. We are awaiting his return when he will come again in glory to judge everyone. In the meantime, we have been given the Holy Spirit who glorifies Christ and directs us to his saving work, convicting us of sin. This Holy Spirit dwells in the heart of every believer and is at work within the Church.

God's Word has been preserved for us in the form of the written Scriptures through providence and inspiration. God graciously gives us this Word in order that know: who God is, what God has done for us, and what God promises to do with the whole world soon. Scripture is alive, inspired by the Holy Spirit. That same Holy Spirit illuminates the words for us when we read the Scriptures.

To live as if Jesus Christ is Lord requires a response for the body of believers. His kindness and graciousness in his atoning work on the Cross must lead our hearts to repentance. Once we respond to God's actions, we live freely in light of the Gospel, participating in worship and remembrance of what Christ has done for us, allowing us to live lives that appeal to outsiders and draw them into the goodness of God.

When the Lord Jesus returns, he will make all things new. The Lord will restore our bodies that now move naturally towards death and decay to lead to life and flourishing. The Lord will redeem our hearts that now move naturally towards to hatred and evil to lead to love and goodness.

Abby Gatliff  
Faith Journey

I grew up in a Christian household, raised by two regular churchgoers who began to take their own faith more seriously around the time I was 10. I knew I was an upstanding preteen because I was often praised for good behavior. But one year, I truly met Jesus at summer camp and realized how much I needed him. All of my “goodness” had served me well thus far, but I knew my life could and would never be the same. I was saved from my own righteousness, and I have been trying to figure out what it means to follow Jesus ever since. Ever since that summer, I have been doing ministry in some official capacity, as a student leader or as an adult volunteer. It never seemed to be an option for me. The Lord clearly gifted me in this regard, and it felt like a waste to not contribute to church growth and discipleship wherever I was.

Much of my personal call to ministry has to do with the greater discovery of the fact that God does in fact call and equip women to do his work. When I was in college at Samford and visited a church that ordained women. I had honestly never thought twice about a woman’s place in the church. In this particular service, worship was business as usual—until the time came for communion. When I saw, for the first time in my life, a woman break the bread and lift the cup, I felt like I was discovering a huge piece of my spiritual life that had been missing. I began to feel the Lord calling me on a journey I had not anticipated.

After graduation, I led a small group of high school girls at a church where I had worked during the summer. My corporate bank job consumed most of my waking hours, and that started to take a spiritual and emotional toll on me. But studying and preparing to teach God’s word to young women each week gave me more than enough life, joy, and purpose to sustain me. What I did not realize at the time is that this was God’s subtle way of stirring my heart to answer his call to vocational ministry.

During this season of discerning our callings, my husband and I had the opportunity to live in France for a year so I could teach English. We ate our way through Europe, visited stunning cathedrals and cities, and had many great adventures, but we were also lonely and homesick. In those moments of solitude, we heard the Lord calling us home to Birmingham. While we processed what this meant for our future, I asked the Lord to reveal what he wanted me to do with my passion for training and equipping women in ministry. I had come to France for answers, and I was leaving with more questions, but also a clear sense that I was on the right path.

When we returned to Birmingham, I embraced the sense of community I missed so much in France. We joined a church where our friends went, joined a small group, and I started a small group for college girls. Eventually, I enrolled in Beeson to seek training for ministry. All of this fueled my passion for living on mission for the gospel, and I began to understand that the Lord was ultimately calling me to serve as a pastor. My time at Beeson affirmed this calling. The Lord has brought many faithful women pastors through lecture series and guest speakers that have spoken into my life and ministry to encourage me. I have also grown in friendship with men who look to me as not only capable of offering pastoral care but gifted in that regard.

When Cort and I began serving at South Highland for our school internship, the Lord began revealing more details of his calling. This opportunity for preaching, teaching, and serving has confirmed, affirmed, and equipped me to continue answering his call on my life.



Cort Gatliff  
Statement of Faith

I believe in one eternal God who is the creator and sustainer of all things. God is one in essence yet exists in three distinct, coequal persons: Father, Son, and Holy Spirit. God sovereignly and actively rules over all of creation, and all things unfold according to God's intended purposes. While God is transcendent, existing beyond our comprehension, God is also immanent, making himself available to us on a personal level.

I believe that humans are made in the image of God and endowed with inherent dignity, freedom, and inestimable worth. We were created to live in perfect harmony and order with the Creator and all of creation. Humans rebel against our holy God by breaking God's law and are therefore alienated from God and deserving of death.

I believe that Jesus is the second person of the Trinity, the only Son of God, who took on flesh and became fully God and fully human. In order to reconcile us to God, Jesus lived the sinless life that we could not live and then died the death that we deserve. When we put our faith in Jesus' finished work, his righteousness is imputed to us, and we are declared justified and righteous before God. Three days after his atoning death on the cross, Jesus rose from dead, and in doing so defeated the powers of Sin and Death. After appearing to his disciples, Jesus ascended into Heaven, where he now sits at the right hand of God the Father and continually intercedes on behalf of his people. One day he will come again to judge each person, to make all things new, and to permanently dwell with his people.

I believe that after Jesus' ascension, the Holy Spirit, the third person of the Trinity, was given to the church at Pentecost. The Holy Spirit indwells every believer and empowers us to live faithfully by convicting us of sin, sanctifying our hearts and minds, and mystically uniting us to Christ through faith.

I believe that the Bible is the unique and inspired Word of God, and that it is the ultimate authority on all matters of faith. By the power of the Holy Spirit, God makes himself known to humans through the pages of Scripture and reveals to us everything necessary for salvation. Additionally, the Creeds and Tradition (Rule of Faith) guide and inform our understanding of Scripture.

I believe the church is the Body of Christ, and it exists to facilitate the worship of God, the making of disciples, the proclamation of the gospel, and the pursuit of the common good. God has given the church the sacraments of Baptism and the Lord's Supper, in which God is uniquely and spiritually present. These sacraments are signs and seals of God's grace, and they serve as visual, tangible, and edible proclamations of God's love and promises.

I believe I am a sinner who has been saved by grace through faith in God and his everlasting promises. Jesus has called me out of my sin and into abundant life, and he now calls me—just as he's calling all of his followers—to live a life of forgiveness, mercy, justice, joy, resurrection hope, and above all, love.

Cort Gatliff  
Faith Journey

As the son of two pastors, my childhood was marked by the rhythms of church life. If the doors were open, I was at church. At the time, I was involved in the life of the church primarily because that's just what my family did. For most of my childhood, I thought Christianity seemed interesting, but I had little personal interest in my own faith. When I look back now, though, I clearly see that God was putting people, circumstances, and passions in my life that were drawing my heart to him—and preparing me for a call to ministry. My adolescent years of haphazard searching for spiritual meaning were, unbeknownst to me, shaping my heart and mind for service in God's church.

When I was a freshman in high school, my family moved from Detroit to Memphis, and I began to resent God for uprooting my life. Yet the Lord brought new friends and mentors into my life who took their faith seriously and challenged me to do the same. This move to a new city and culture that had turned my world upside down ended up being the very thing that helped me to find stable ground. Attending church became my own decision rather than my parents', and the more I worshipped with God's people, heard the Word preached, and celebrated the Lord's Supper, the more I found myself drawn to the gospel as both an intellectually and existentially satisfying explanation for life. I had already been baptized, but for the first time I began to explore what it means to be part of God's covenant family.

I became interested in reading theology, learning more about the Reformed tradition, and practicing the spiritual disciplines. I also threw myself into the life of my local church and volunteered as a junior high youth group leader. I loved the work, and I started to envision a life dedicated to serving the church and teaching others about the gospel.

After high school, I attended the University of Tennessee. College was a season of spiritual growth for me. I was actively involved in a church and a student ministry. Through conversations with my pastors, I sensed that God was calling me to pursue formal theological education. At the same time, Abby and I started to date and move toward marriage.

One professor I talked with suggested that before attending seminary, I should spend a few years working in the professional world. At the time, I wanted to ignore his advice and get on with it. But after I graduated, I was offered a job at a marketing agency and decided to work there for a few years as Abby and I got married and settled into our life together. Early in our marriage, we had the opportunity to live in France for a year. During our year abroad, we continued to pray for the Lord's guidance as we decided where to attend seminary. We had a rich community in Birmingham that we missed dearly, so we chose to move back and attend Beeson Divinity School.

My time at South Highland has solidified my passion for teaching, preaching, and leading worship in the local church. While I do believe God is calling me to pastor God's people, in many ways I feel like I'm still at the beginning of my faith journey. Each day involves—to quote C. S. Lewis—stepping “further up and further in” toward the mystery and majesty of God and humbly participating in God's plan to redeem all things.

Samuel Kim  
Faith Journey

When I was born, my father was a seminary student and my mother was a housewife taking care of me. Both of my parents were born into a non-Christian family, but God called them to a full time local church ministry. They had been having a hard time financially when I was born because they did not have any income. Growing up, my mom told me stories about how God provide them when they were in desperate need of daily food and materials for living. When my father graduated from seminary, he got a job as a minister at a church and he left the church several years later to start church planting. However, for some reasons ministry did not go well and my family needed to move to a church that was smaller and in a suburb. When we had to move to another church again to a countryside, but my father ended up having a period of not being able to work at a church. He decided to take administration classes at a graduate school in order to explore a new aspect of ministry. However, it also was not easy to start a new ministry. Finally, his presbytery meeting asked him to pastor a very small size of church in a countryside and he accepted it and has been pastoring the church for 21 years. Looking at my parents growing up, I always had a question in my mind and that was “why does God always give my parents tough times”. I did not really feel that God wanted to bless my family. Having unsolvable problem, I was just a typical Sunday Christian and I seriously struggled when my parents told me they wanted to go to a Bible College and Seminary and become a fulltime minister just like my father. They demanded this very strictly. I rejected but they did not realize that I was not willing to obey because I tried to hide my thoughts and feelings from my parents as much as possible. After my Korean army service, I was invited to go to a private mission school in English by one of my friends. I was curious to learn English at that time, so I registered in the school immediately. I learned the Bible in English at the school. Even though it was challenging at first, I began to understand English more and more as time went by. I decided to go to a Bible College in the U.S. In 2002, I went to Word of Life Bible Institute for 2 years to study the Bible. The summer season at the first year, I had a special moment of conviction, which was definitely from God. And God started to heal my broken heart that was from my past relationships, unhealthy family, and misunderstanding God’s love. It was a moment that I had never had in my life. It was the moment of experiencing the Lord with my full heart filled with joy and of understanding His love for me. Also, God allowed me to realize what it means to be His child in Christ. This new birth experience became a turning point in my life. Understanding His love for His child gave me answers to problems that seemed unsolvable. I decided to totally surrender to God and serve Him all my life. God proved His love for me personally by the famous verse, John 3:16; “For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life.” God opened the door for me to go to a seminary in the U.S. and to serve a church in PCA after graduating from the seminary. And I have been walking a journey of life with Jesus day by day since then.

Petra Sprik  
Statement of Faith

I believe in one sovereign God in three persons: Father, Son and Holy Spirit, who are united in a perfect, holy relationship. Since relationship amongst persons of the Trinity is fundamental to the character of God, people are called to emulate the Trinity by entering into holy relationship with God, people, and creation. When we live this way, we live out the calling and commandment to love God and one another.

I believe in God, the creator, who spoke the heavens and the earth into being, who breathed life into creation, and who continually interacts with and redeems the world. God fervently and unconditionally loves creation, but is deeply hurt by human sin. God mourns when creation suffers, and rejoices when justice, wholeness and reconciliation are pursued. God cannot be completely comprehended by humans. Nonetheless, God reveals God's self to humanity through creation, covenant, Scripture, the work of the Holy Spirit, the Church, Sacraments, even elements of the secular world, and in fullness through Jesus Christ. It is a joy to look for God and find God in expected and unexpected places.

I believe in Jesus Christ as Savior. Jesus was fully human and fully divine and is the Son of God. Jesus humbled himself as a servant and came into the world as the Word made flesh. Jesus ministered to the poor, the sick and the ostracized, ate with sinners, and proclaimed the Good News. His radical way of life turned tables, challenging humanity to view the world through God's lens rather than the human perspective. Jesus, though without sin, died on the cross, rose from the grave, appeared to believers, and ascended to heaven. Jesus reconciled all people to God. All people are sinful and in need of Christ's saving grace. However, a life of faith is more than escape from damnation; it is full with the joy of living in response to God's revolutionary life-changing love.

I believe in the Holy Spirit, who was sent by Jesus to be God's tangible presence in the world until Christ comes again. The Holy Spirit is a helper and comforter, who inspired Scripture, who empowers people to pray, who enables people to discern the meaning of scripture, who guides sanctification and challenges waywardness, and aids every human in responding to God's grace.

I believe that the Holy Scriptures, the Old and New Testament, are a central way God communicates God's will to God's people. Scripture is a unique and authoritative guidepost for humanity. It proclaims God's faithfulness in the midst of a messy, sinful world.

I believe that one body of believers, the Church, is called to proclaim the Good News through word and action. The Church is only complete when the entirety of the diverse body of believers is welcomed, incorporated, valued and loved. To the Church, God has given the gifts of the Sacraments, which are visible signs of God's grace. In baptism, we celebrate that God joins people to a body of believers that can encourage them, and that God claims us as God's own. In communion, we remember Jesus' death and resurrection; we taste and see God's grace for our lives. In the sacraments and in worship, we look forward to the fulfillment of the Kingdom of God that will come when Christ returns. Anticipating this and celebrating what has already been accomplished through Jesus, the Church claims a unique hope that God provides.

Petra Sprik  
Faith Journey

My faith begins with the faith of my parents, who baptized me and raised me in the United Methodist church. Growing up, church was a place where I felt like I belonged. I actively participated in youth group, and a Christian outdoors camp. During this time, I learned a belief system largely governed by black and white rules, that beautifully emphasized a personal relationship with Christ. While I would later ascribe to a more nuanced faith, I will be forever grateful for the powerful experiences of God, and Christ I had at church, camp and home.

During college, my faith was transformed. I formed a close group of friends within the Presbyterian Campus Ministry Group. While I was not Presbyterian upon entering college, I decided to attend because of a personal invitation from a friend. The group was welcoming and focused on practical theology. Within my four years, I discussed subject matter that I had not considered before (God's sovereignty, and liberation theology to name a few), and participated in a community of believers who cared passionately about justice and reconciliation. I also gained mentors. Through my experience with my fellowship group, my spiritual views began to change, and I began to see the grey within the Bible and within the world. I found beauty in how the Presbyterian church emphasized God's unconditional love and service to the world. I eventually transferred my membership to the Presbyterian Church. Because of my involvement with WPF and the religion classes, I also began to contemplate ordination. I first vocalized my desire to be ordained during my freshman year. Many of my friends from camp rejected this idea because they theologically disagreed with females being pastors. Discouraged, I turned to my campus minister, who persuaded me to pursue this vocational call. As time passed, more voices chimed into her song of encouragement, including several experiences that reassured me of the validity of my calling. I worked in various Christian settings where I honed my abilities for ministry. It was this stage that I often identify as one of the times I have felt closest to God. I grew to trust that God's grace is bigger than what I had formally understood, and I was able to sit with people of all beliefs, instead of having to defend God. I would eventually attend Princeton Theological Seminary.

During Seminary I discovered gifts and abilities for ministry that I did not know that I had. I saw skills within myself for conflict management, leadership, and meeting people exactly where they are. I use these skills in my practice of ministry. I also experienced God's presence in study, worship and service. After seminary, I started a job as a Pastoral Resident at Covenant Presbyterian Church in Charlotte. I was ordained and further discovered my own skills to be present with all kinds of people and to advocate for justice. I enjoyed my work in the church. However, I felt God's call to be with people during the hardest times of their lives, and because of this decided to become a chaplain. I found joy in chaplaincy work. I loved and still love being present with people, talking honestly about the difficulties of life, and leading prayer with people who needed help giving voice to their struggles. My faith grew through this work. I saw God's beauty in so many broken places.

In 2020, I experienced my own brokenness in a different way. While pregnant with my daughter, I was hospitalized during the first weeks of covid-19. I was diagnosed with type-1 diabetes. I almost lost my daughter and am forever thankful she was spared. Through this, I realized there was so much injustice from a healthcare policy-level that I wanted to fight against. This ultimately led me to my current vocational calling where I am starting a PhD in Health Services Administration – a different form of ministry. From a faith perspective, this life experience challenged and affirmed my faith, as I found God present during my dark night of the soul. While I am still figuring out what it looks like to practice my own faith with this new disability, I am finding that God's love is ever present in the broken and beautiful parts of our lives – a truth I have always known.

Michael Foxx Thurman  
Faith Journey

Since my earliest days, church and religion have been an integral part of my life. Some of my most vivid memories have involved church. For instance as a young toddler, I remember sitting in the chair in the living room of my grandparents' house reading the Gospel of John upside down. I guess, now as I reflect on it I had memorized John 1:1 and was quoting it because I could not read at that stage of life. I remember sitting in the "Amen Corner" at church with granddaddy in one corner, and with grand momma in the other, eating graham crackers. At around eight years of age, the choir was singing "Joy to the World", and I was compelled to go and sit in the pulpit while my father was conducting worship service. Church was an integral part of my life.

My mother was probably the most influential person in my life as far as shaping my theological imagination is concerned. After having taught me The Now I lay Me Down to Sleep Prayer, I remember her calling me to her bedside one night, to begin teaching me the Lord's Prayer. This was the Prayer for Big Folks, I thought. It took me a while, but I learned it.

Throughout my early years, as a youth, I had a sense that I was destined to be a preacher. Preachers have been a profession for men in my family for generations. A great uncle, whom I would hate to see coming, would see me and exclaim, "God has got his hand on you, and you are going to be a preacher". When I was ordained, his signature would be amongst the clergy who signed my ordination certificate. I began preaching at 17 and became pastor of my first church at age twenty-one.

As an eighteen-year-old student at Morehouse College, I worked in the Martin Luther King Jr. International Chapel under the leadership of Dr. Lawrence Carter. Ironically, at age 58, forty years later, I find myself in the Chapel again, as the Assistant Chaplain at Tuskegee University, serving with a former professor, Dean Gray. God has a sense of humor!

I have enjoyed an array of ministry experiences, including: pastoring a rural one Sunday a month church in Mathews, Alabama; pastoring a multiracial congregation in New Orleans, Louisiana. I started a new congregation in Ames, Iowa. I served as a denominational executive responsible for a sixteen state region in which we emphasized new church starts. And then, on to the historic Dexter Avenue King Memorial Baptist Church, where I served as Senior Pastor, and now as the Assistant Chaplain at Tuskegee University.

An interesting journey, here I am Baptist born, bred, and raised, a confirmed Anglican (interesting story here, Bishop Millsaps of the Episcopal Missionary Church, befriended me when I was terminated from the Church) I am now working with College students in several colleges and Universities as an Adjunct Instructor of Ethics, and as an Assistant Chaplain. It seems that all roads have been pointing to teaching and ministry in a University setting in this latest pilgrimage of my life.

The trauma experience of being let go from a church has left a bitter taste in my mouth regarding organized religion. This led to a couple of things which I think contribute greatly to the person I have become. One, it led me to seek spirituality elsewhere, as I was no longer comforted by traditional religion in my personal quest for connection with a higher power, as there was so much pain there. I begin to appreciate God in the beauty of nature. Secondly, the experience taught me to value silence as a form of prayer. So often we do all of the talking when we pray, and we do not allow God to speak to us. From this experience, I learned to appreciate silence as a form of prayer.

As I reflect back over my life, I started out wanting to get a PhD in Old Testament and Anthropology, and as we are all aware, life happens along the way. I did not realize that dream and now here I am repurposing

my life and career still pursuing the path that God would lead me. Interestingly, Dean Gray was instrumental in getting me back into full time ministry here at Tuskegee University. As opportunities would become available, he would approach me about the possibility of considering.

My family has been a tremendous support system for encouraging me to and impressing upon me that God still has work for me to do. It is by the Grace of God and caring and supportive individuals that I am reconnecting with my first love, and calling in the ministry. I describe my life at this stage as more open, more open minded, more open hearted. It has been a great journey thus far, even the pitfalls, I have learned that God's got this. I am open to the next chapter of my life.

Michael F. Thurman  
Statement of Faith

My statement of faith is inclusive of the Apostles' Creed. I remember reciting it as an elementary school student in Catholic school and it continues to be a central component of my faith, along with the Bible.

I believe in the Holy Trinity Father, Son and Holy Spirit. I believe that God transcends gender although we refer to him in the masculine gender, he surpasses gender. He is a Spirit, and those who worship Him, worship Him in Spirit and in Truth.

I believe in the creative vision of God, He is the Creator of the Universe and all that dwells therein. He is Alpha and Omega, all things emanate from Him, and all living things are contained in him, "ALL CREATURES GREAT AND SMALL".

God made us in His own image. Man through disobedience and sin was in need of redemption, because God is a Holy God, and He loved us so, he provided a pathway for redemption to take place through his Son Jesus Christ. We are the recipients of this good and perfect gift by accepting Jesus in faith, to forgive us of our sins.

I appreciate the wisdom of the ancient church fathers as they provided guidance to the church. I embrace the faith of Western Christianity including St. Augustine, St. Thomas Aquinas, John Calvin, Martin Luther, John Smyth, Roger Williams, Martin Luther King, Jr, and Mother Theresa.

I believe that God continues to reveal himself to humankind. His is a progressive revelation, as is evidenced in the faith groups continuing to expand the boundaries of our faith as we wrestle with cultural issues that present themselves to each new generation. Our faith is tested, our understanding of God is tested and tried, as we examine the scriptures in the light of modern day issues and we are left to discern within our spirits and the best of our denominational guidance the question "What would Jesus Do?"

The Church provides the fellowship and nourishment to help sustain our faith, and provide a foundation upon which to build our relationship with God. The church is that body of Christ which provides hope, encouragement, instruction, and guidance to further the Christian faith. It is not a perfect place, as we are not a perfect people. It is the visible manifestation of The Kingdom of God.



**PRESBYTERY OF SHEPPARDS AND LAPSLEY  
TERMS OF CALL**

Approved by COM 12/08/20 for recommendation to PSL

Three-way Contract

A pastoral call to a church requires the approval of the congregation calling, the minister being called, and the Presbytery (through its Commission on Ministry). Once established, change in the terms of call likewise requires the approval of all three parties.

Annual review by Session

“The Session shall review annually the minister’s terms of call and shall propose for congregational action (BO G-1.0501) such changes as the session deems appropriate, provided that they meet the Presbytery’s minimum requirements. (See BO G-2.0804) Any reduction in effective salary must receive approval of the Commission on Ministry before payments are changed and must also be approved by the Presbytery with the Annual Approval of Terms of Call. Bonuses and gifts paid by the church exceeding 20% of effective salary must receive prior approval by the presbytery.

Annual cost of living consideration

In keeping with the annual review, sessions are urged to consider both merit increases and annual cost of living adjustments, mindful that less than the COLA represents a reduction of salary in terms of buying power.

**Minimum terms of call for full time ministers  
of the Presbytery of Sheppards and Lapsley**

“The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made.” (BO G-2.0804)

*Effective salary*

The effective salary is typically the sum of cash salary and housing allowance or the value of a manse. Please use the Effective Salary Worksheet on Page 6 to calculate Effective Salary. Effective Salary is used to calculate Board of Pension Dues.

*Cash salary*

Minimum salary is the amount that a starting pastor should receive and does not take into account the pastor’s education, experience, proficiency, abilities or particular needs.

Details of minimum cash salary are on page 5.

#### *Board of Pensions dues*

“The call shall include participation in the benefits plan of the Presbyterian Church (USA), including both pension and medical coverage” (BO G-2.0804). The current BOP dues are 39% of the total effective salary.

#### *Housing allowance*

In lieu of a manse, the call shall include a housing allowance sufficient to provide a home. To satisfy IRS requirements, any portion of the salary designated as housing allowance must be approved by the congregation prior to payment. To facilitate this requirement, sessions should take action on any proposed change in the housing allowance prior to the end of the tax year.

#### *Social Security<sup>1</sup>*

The call shall include a reimbursement of at least 50% of the SECA obligation.

#### *Professional expenses*

While specific amounts may be part of the call, it is advantageous to the pastor to have this in a designated “Accountable Reimbursement Plan” whereby the minister is reimbursed for substantiated documented expenses (auto, travel, continuing education events, books, etc.). These expenses are thereby not included in reportable income for IRS purposes. A minimum allocated by the church should be \$4000.

#### *Moving expenses*

The calling Church pays for or reimburses pastor for reasonable moving expenses incurred.

#### *Continuing Education and Study Leave*

Two weeks shall be allowed each year in the terms of call for continuing education or independent study provided it is used for that purpose. It is not to be regarded as additional vacation.

#### *Vacation*

The call shall include four weeks of vacation each year (initially prorated in the first year of employment based on the beginning of service).

#### *Sick leave*

For his or her own care and that of others, the pastor is not expected to work when sick. Illness lasting more than a week shall be considered by the Personnel Committee, and any recommendations referred to the Session for information and/or action.

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<sup>1</sup> Ministers called by congregations are considered by the IRS to be “employees” for federal income tax purposes but “self-employed” for purposes of social security taxation, and are required to pay quarterly estimated Federal income taxes and SECA taxes. Hence ministers pay the full 15.3% for social security coverage. Since employed persons pay only one-half of that, the policy of Presbytery is to include a reimbursement by the church of half (7.65%) of the SECA tax in the terms of call.

### *Parental and Family Leave*

Guidance on parental and family leave can be found in the following policy on the Presbytery web site: Presbytery of Sheppards and Lapsley Parental and Family Leave Recommendations for Ministers of Word and Sacrament, Commissioned Ruling Elders, Certified Christian Educators.

### *Sabbatical*

A Sabbatical Leave of at least three months after six years of service to an individual church is recommended and must be considered as part of the pastor's annual review of terms of call. Any congregation unable to implement a Sabbatical Leave plan within the guidelines of the Presbytery policy shall provide a written rationale to the COM along with the present terms of call.

### *Anti-racism Training*

All Ministers of the Word and Sacrament who are serving as pastors of a congregation are required to participate in a training program organized by the Anti-racism Committee at least once every three years. Additional information may be found in the Presbytery of Sheppards and Lapsley Policy on Racism and Training Prepared by the Anti-Racism Committee.

### *Healthy Boundaries Training*

Healthy boundaries training is required every three years for all minister members of the presbytery.

## **Other Concerns**

### *Extra time away*

Pastor's time away beyond vacation and study leave is to be determined by agreement between the session and the minister.

### *Presbytery participation and relationship*

Pastors are presbyters, and vow to "be active in government and discipline, serving in the councils of the church," to "be a friend among ... colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit." (BO W-4.003i, W-4.003e)

### *Part Time Pastors*

The salary of part time pastors working at least 20 hours per week is prorated accordingly. Vacation and study leave remain the same as for full time pastors. For Board of Pension dues for a part time installed pastor, consult the presbytery Stated Clerk.

## **Temporary Pastors and Pulpit Supply Recommendations**

### *Temporary Pastors*

Temporary pastors working less than 20 hours per week are not covered by the Board of Pensions, and are paid in accordance with hours worked. Those working at least 20 hours per week may be provided benefits through the Board of Pensions.

### *Pulpit Supply*

Persons serving in a pulpit supply relationship are paid an honorarium of at least \$150 per Sunday plus mileage at the current IRS rate. A Presbytery appointed Session Moderator should be paid \$50 per stated meeting. Mileage at the current IRS rate should also be paid if the Moderator travels to the location for Session meeting only.

## **Termination**

### *Procedure*

“An installed pastoral relationship may be dissolved only by the presbytery. Whether the teaching elder, the congregation, or the presbytery initiates the proceedings for dissolution of the relationship, there shall always be a meeting of the congregation to consider the matter and to consent, or decline to consent to dissolution.” (BO G-2.09)

### *Severance provisions*

When the congregation initiates the termination, the pastor, congregation and Presbytery will negotiate a severance agreement consisting of three to six months continuation of the terms of call in effect at the time of dissolution of the pastoral relationship. If the pastor begins a new call the severance pay may cease.

## **PCUSA Resources**

The Board of Pensions provides the following resources at [pensions.org](http://pensions.org)

- Understanding Effective Salary
- Calculators for Effective Salary and Dues

## 2021 Presbytery of Sheppards and Lapsley Minimum Compensation Package

### Without Manse

1. Annual Cash Salary \_\_\_\_\_
2. Housing Allowance (housing allowance must be approved as a Separate line item) \_\_\_\_\_
3. Effective Salary – Total Salary & Housing – minimum (1 + 2) \$44,000  
Effective Salary Calculator can be found at: <http://www.pensions.org/whatwe-offer/employer-guidance/calculators>
4. 50% of SECA (Effective Salary/.9235 x .153 x .5) \$ 3,645
5. Board of Pensions Dues – 39% with a minimum of \$15,000 \$17,100  
Coverage includes PPO family medical, Defined Benefit Pension Plan, Retirement Savings Plan of the Presbyterian Church (USA), Temporary Disability Plan (new for 2021), and Death and Disability Plan.  
Calculate using the BOP Calculator found at: <http://www.pensionsorg/calc/dues>
6. Accountable Reimbursement Plan for Professional Expenses such as mileage and travel expenses, continuing education events, books. \$ 4,000
7. Total Minimum Compensation Package (3 + 4 + 5 + 6) \$ 68,745
  - 2 weeks Continuing Education Study Leave
  - 4 weeks vacation
  - Parental and Family Leave per policy
  - Sabbatical Leave per policy

This minimum salary is for a full-time pastor. For part-time pastors working at least 20 hours per week the salary is prorated accordingly. Vacation and study leave remain the same. For Board of Pensions dues for part time installed pastor, call Stated Clerk.

### With Manse

1. Annual Cash Salary \$30,800
2. Value of Manse (The value of the manse needs to be determined in order to calculate the SECA Tax and the BOP Dues and must equal at least 30% of the total annual cash salary) \$13,200
3. Total Salary and Manse Value – minimum \$44,000

Continue calculations above at #4

## EFFECTIVE SALARY WORKSHEET

This worksheet is a guide to determining effective salary for Benefits Plan purposes. It may be helpful in submitting salary changes through Benefits Connect. The worksheet is for effective salary only and is not intended to provide Social Security or income tax advice. For income tax information, please refer to Internal Revenue Service publications or seek the advice of a competent tax adviser.

### Compensation included in Effective Salary

1.	\$	Annual gross cash salary, not excluding employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans.
2.	\$	Housing, utility, and furnishings allowances.
3.	\$	Employer contributions to 403(b)(9) plans, tax-sheltered annuity plans, and equity allowances.
4.	\$	Bonuses, overtime pay, unvouchered professional expense allowances, gifts from employer, and manse equity allowances (unless contributed to a qualified deferred compensation program). Include year-end or other bonuses, unvouchered allowances (e.g., expenses that are not paid through an accountable reimbursement plan), down payment grants for purchase of a home, savings from interest-free or interest-reduced loans (not loan principal), and gifts paid by the employer. (Gifts received directly from private donors or honoraria are not included.)
5.	\$	Any allowance provided to reimburse SECA tax obligations in excess of 50 percent of the minister's SECA tax obligation.
6.	\$	Other allowances, including all forms of compensation not otherwise covered on Lines 1-5, such as medical deductible and medical expense reimbursement allowances not paid through a group benefit plan, and insurance premiums for additional insurance coverage provided for individual employees (not premiums for group plan coverage).
7.	\$	Manse amount (must be at least 30 percent of lines 1-6 for members residing in employer-provided housing).
8.	\$	<b>Total effective salary (sum of lines 1-7).</b> Dues are computed and benefits are determined based on this amount.

**Executive Council report to Presbytery  
November, 2022**

**Class of 2022**

Nan Adams\*  
Debbie Feagin\*  
Terry Hamilton-Poore\*  
Kathy Tracey

**Class of 2023**

Sissy Bain  
Judith Baldwin  
Susan Haskell  
Neil McCarter\*

**Class of 2024**

Tom Bryson\*  
Shirley Finley  
Ed Hurley\*  
Donna Winn

In meetings held on August 10th, September 14, and October 12th:

The Council approved a \$500 donation to APCE toward their January, 2023, event to be held in Birmingham.

Approved keeping the Presbytery office hours the same—Staff will be in the office Mondays, Wednesdays, and Fridays and will work from home on Tuesdays and Thursdays.

In response to a letter from Duke Park regarding the closure of the Alabama Korean Campus Ministry, the Council approved their keeping \$5,000 of their accrued \$15,000 in funds for their Korean Language School and young/young adult groups, while returning \$10,000 which was specifically designated for campus ministry.

Approved for recommendation to the November Presbytery meeting the 2023 budget presented by Tom Bryson on behalf of the Finance Committee.

Approved that the General Assembly amendments be forwarded from the Stated Clerk to the Bills and Overtures committee for their advice, to be given at the February meeting, on how the vote should be taken.

Approved that an invitation be extended to Tracy Ebarb from the Medical Benevolence Foundation to speak at the November Presbytery meeting.

Approved, with some changes, the draft docket for the November Presbytery meeting.

Approved that suggested changes to the Standing Rules of Presbytery be presented to the November Presbytery meeting.

Also, a number of members of the Executive Council were able to make a trip to Wilcox County on October 9th to learn more about Presbyterian endeavors in that region of the Presbytery.

**Action:**

- 1. Approve the proposed revisions to the Standing Rules. (first reading)**
- 2. Approve the 2023 Presbytery Budget.**

Respectfully submitted,  
Debbie Feagin

To: Presbytery of Sheppards and Lapsley

From: Working Group for Revision of the Standing Rules

Re: Comments about the proposed revisions to the Standing Rules of the Presbytery of Sheppards & Lapsley

Date: November 1, 2022

A. General Comments

1. The working group members were: Susan Haskell, Debbie Feagin, Bill Stribling, Pat Goodman, Peter Finley and Jay Wilkins (who joined after he was elected to be Stated Clerk beginning January 2023)
2. Only the main body of the Standing Rules were revised and edited. Appendices were not in consideration at this time.
3. An edited and marked copy of the revisions from the initial version (August 2022) is available on the web page [Meetings | Presbytery of Sheppards and Lapsley \(pslpcusa.org\)](https://pslpcusa.org) under packet links
4. Listed below are several key revisions

B. Summary of Proposed Revisions to Standing Rules – Page numbers cited below are the Standing Rules page numbers on the lower lefthand corner

1. Kept preamble and added Identity Statement. States who we are and what we're about.
2. Removed all rationales which were added to Standing Rules in 2017. Because the 2017 revision to the Standing rules made significant changes to the original document, these were needed as an explanation of these changes. We have functioned with these standing rules for five years and these rationales are no longer necessary.
3. Clarified the four categories of ruling elder Presbytery membership (SR-3.01.04 a, b, c and d on page SR page 5)
4. Expanded category (a) above, which defines the number of ruling elder representation from churches based on church membership. This will result in approximately an additional 10 ruling elders for Presbytery meetings. (SR-3.01.04 a on page SR page 5)
5. Added General Assembly Commissioners to category (b) above, which defines membership for ruling elders elected to certain Presbytery positions. (SR-3.01.04 b on page SR page 5)
6. Clarified who has voice but not vote at Presbytery meetings (SR-3.01.04 f on page SR page 5)
7. Clarified role of Vice Moderator (SR-4.01.02 on page SR page 7)
8. Clarified service progression of Vice Moderator of Presbytery, Moderator of Presbytery and of Moderator of Executive Council (SR-4.01.01 and SR-4.01.02 on page 7, SR-6.01.0.01.02 on page SR page 12)
9. Added consideration of persons nominated to positions to include more specific diversity. Made consistent over whole document
10. Clarified which agencies, commissions & committees report directly to Presbytery and which report to Executive Council (SR-6.01 and SR-6.01.01.06 on pages SR page 11 and 12)
11. Clarified how positions are nominated and elected and which are selected
12. Made wording more consistent in describing duties of Executive Council
13. Added duties of Bills & Overtures to executive Council (SR-6.01.01.06 d on page SR page 13)
14. Added Administrative Commission to Presbytery Commissions (SR-6.01.02.04 on page SR page 16)
15. Changed teaching elder to Minister of Word & Sacrament to be consistent over the document



Submitted to Presbytery 11/17/2022 for first reading

# **Standing Rules**

## **The Presbytery of Sheppards & Lapsley**

8-15-14  
Amended 5-14-15  
Adopted 8-14-15  
Amended 11-12-15  
Adopted 2-18-16

Amended 2-18-16  
Adopted 5-14-16  
Revised 9-18-17  
Amended 5-16-19  
Amended 8-20-20

Adopted 11-12-20  
Amended May-20-21  
Adopted August 21-21

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Submitted to Presbytery 11/17/2022 for first reading

**\*Revisions to Appendices not under consideration at this time.**

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## **Presbytery of Sheppards and Lapsley:**

### **Identity Statement – adopted by Executive Council May 2016**

“To partner with and equip present and emerging PC(USA) faith communities in Central Alabama to serve Christ and our neighbors.”

### **Statement of Purpose**

As believers, our faith flows from living water as we seek to fulfill the Great Commission: *“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, and teaching them to obey everything that I have commanded you.”* (Matt. 28:18b-20a NRSV) This living water runs through the stories of our lives as God’s covenant people and through the life of the Presbytery of Sheppards and Lapsley. From creation and baptism to the Congo and the Cahaba, we are connected by life-giving water. We are refreshed by it; we are nurtured by it; we are saved by it. Living water is our past, our present, and our future.

As covenant people, we are life-sharing people. It is through our shared life together that we live in relationship with God and with each other. This shared life is lived out through our congregations, which are the primary agents of God’s mission in the world. As the connectional expression of the Presbyterian Church (USA) in central Alabama, we are called by grace to life giving service to our congregations, engaging, equipping, nurturing and empowering them in their collective witness to God’s love for all people in Jesus Christ.

As believers reformed and always being reformed *according to the Word of God*, we are participants in God’s ongoing creation, embracing the transformative power of God’s saving grace through Jesus Christ. In our shared life as the Presbytery of Sheppards and Lapsley, we are challenged by the radical call of the Gospel to boldly, consciously, and intentionally live out this transformation with imagination and joy.

As the expression of our shared and transformed life together, the Presbytery of Sheppards and Lapsley commits, with God’s help to:

- Support congregations both large and small by serving as a resource for and an enabler of their ministries in their communities and throughout the world.
- Equip our lay and ordained leaders, and partner with them, to create and sustain healthy and growing worshipping communities that are faithful and vital witnesses of Jesus Christ.
- Nurture and enhance the many and various gifts God has given the members of our congregations and engage those gifts in the service of the wider church and all God’s people, which affirms the relational connection of the Presbyterian Church (USA).
- Empower our congregations and our leaders to be flexible in structure, dynamic in practice and imaginative in their service of the Gospel in a changing world.

To further these purposes, the Presbytery of Sheppards and Lapsley will itself need to be transformed by the Holy Spirit as it creates new structures, redirecting its mission, reconnecting its members and refreshing its leaders to better serve God’s people in this time and place.

## **SR-1.01 Chapter I. The Presbytery**

This council shall be known as the Presbytery of Sheppards and Lapsley of the Presbyterian Church (USA). It shall consist of all the Ministers of Word and Sacrament who have been received into its membership and the PC(USA) churches within its geographical boundaries. It is established by the authority of the General Assembly of the Presbyterian Church (USA) and the Synod of Living Waters, and shall have those duties, authorities, powers, and responsibilities as specified by the *Book of Order* (G-3.01, G-3.03).

## **SR-2.01 Chapter II. Authority, Amendments, and Suspension**

SR-2.01.01 This document shall be known as the Standing Rules of the Presbytery of Sheppards and Lapsley, Presbyterian Church (USA), and is created by the action of the Presbytery of Sheppards and Lapsley as authorized by the Constitution of the Presbyterian Church (USA), which Constitution is hereby acknowledged as supreme and applicable in all affairs of this Presbytery.

SR-2.01.02 These Standing Rules shall establish the basic organization of the Presbytery and provide for its functioning, both during and between meetings of the Presbytery. These Standing Rules shall serve as the Manual of Administrative Operations for the Presbytery.

SR-2.01.03 These Standing Rules may be amended as follows: A proposed amendment shall be presented in writing to the Executive Council, which in turn shall present the proposal to the next meeting of Presbytery with its recommendations. To become effective, an amendment must be approved by two-thirds of the votes cast at one meeting of Presbytery and adopted without further revision by two-thirds of the votes cast at the next meeting.

SR-2.01.04 These Standing Rules, including paragraph SR-2.01.03, may be suspended by two-thirds of the votes cast at any meeting of Presbytery.

SR-2.01.05 Policies adopted by Presbytery will automatically be added to the appendix to these Standing Rules.

### **SR-3.01 Chapter III. Meetings and Organization**

SR-3.01.01 Each year the Presbytery shall ordinarily have four stated meetings. A chart outlining items that shall ordinarily occur at stated meetings of Presbytery is attached to the Standing Rules (see Appendix I).

SR-3.01.02 The moderator of Presbytery shall call special meetings at the request of, or with the concurrence of, two Ministers of Word and Sacrament and two ruling elders, representing four different congregations. Notice of a called meeting shall be sent not less than 10 days in advance to each Minister of Word and Sacrament and the session of each congregation. The notice shall set out the purpose of the meeting, and no other business than that listed in the notice shall be transacted.

SR-3.01.03 The Presbytery shall be governed in its meeting and in the action of all its agencies by the Constitution of the Presbyterian Church (USA), the Standing Rules of the Presbytery, and where none of these applies, by *Robert's Rules of Order, Newly Revised*.

SR-3.01.04 Ruling elders are elected as commissioners to Presbytery in accordance with the provisions of the *Book of Order* G-3.0301; and, as prescribed within these Standing Rules.

- a. Churches with 150 or fewer members shall be represented by one ruling elder commissioned by the session, preferably for a one-year term. Churches with membership above 150 shall be represented as follows:

151-500	- 2 elders
501-1000	- 3 elders
1001 and above	- 4 elders
- b. Ruling elders serving as moderators of presbytery commissions or committees, chair of the Board of Trustees, officers of Presbytery (SR 4.01), members of the Executive Council, Commissioned Ruling Elders to particular churches or validated ministries, General Assembly commissioners, moderator of Presbyterian Women, and moderators of Youth Council shall be members of presbytery and shall have the privilege of voice and vote for the duration of their terms.
- c. Any ruling elder elected by Presbytery as General Presbyter or Associate Presbyter shall be enrolled as a member of the presbytery for the duration of service in such staff position, whether or not commissioned by his or her session.
- d. Certified Christian Educators who are ruling elders engaged in active ministry (G-2.1103b) shall be members of presbytery and shall have the privilege of voice and vote for the duration of their ministry.
- e. Annually, in accordance with G-3.0301, to achieve numerical parity of Ministers of Word and Sacrament and ruling elders to be enrolled as voting members at any stated or called presbytery meeting, the Stated Clerk shall use the following method:
  1. Determine the total number of Ministers of Word and Sacrament enrolled in the presbytery.
  2. Determine the total number of ruling elders allotted by SR-3.01.04 a,b,c and d.
  3. After these totals have been determined, if there are more Ministers of Word and Sacrament than ruling elders, the Stated Clerk shall determine and recommend to Presbytery which of its churches shall be allowed an additional ruling elder commissioner for the calendar year. (According to the Department of Constitutional Services of the General Assembly it is permissible to have more ruling elders than Ministers of Word and Sacrament but not more Ministers of Word and Sacrament than ruling elders.)
- f. Persons serving in positions in 3.01.04 b,c,or d, who are not ruling elders, are entitled to the privilege of voice only at all presbytery meetings

SR-3.01.05 A quorum of a stated meeting of the Presbytery shall be 20 Ministers of Word and Sacrament and 20 ruling elders, representing at least 20 congregations. A quorum of a called meeting of the Presbytery shall be 15 Minister of Word and Sacrament and 15 ruling elders, representing at least 15 congregations.

SR-3.01.06 Requests by Ministers of the Word and Sacrament to be excused from a Presbytery meeting, together with the reason for the request, shall be submitted to the Stated Clerk prior to the meeting.

SR-3.01.07 Clerks of session shall forward to the Stated Clerk of Presbytery the full names and contact information the duly elected commissioners in order that commissioner packets may be sent to them in preparation for the meeting. All alternate ruling elder commissioners shall have the privilege of the floor without vote.

SR-3.01.08 Should a question arise concerning the status of a commissioner to a Presbytery meeting, the Presbytery shall resolve the matter upon recommendation of the Stated Clerk.

SR-3.01.09 The format for any meeting of Presbytery, including the docket and the time, shall be prepared by the Executive Council upon the recommendation of the Stated Clerk, and then recommended at the opening of the meeting.

SR-3.01.10 Provision shall be made for temporary committees as may be required. Members of temporary committees shall be elected by the Presbytery upon nomination by the Moderator or the Executive Council. The floor shall be open for further nominations.



## **SR-4.01 Chapter IV. Officers**

The Officers of the Presbytery shall be the Moderator, the Vice Moderator, the Stated Clerk, the Recording Clerk, and the Treasurer. Expenses, honoraria, and job descriptions of the Officers will be recommended by the Executive Council and approved by Presbytery.

### **SR-4.01.01 Moderator**

The Presbytery shall elect a Moderator for the following year at the last stated meeting of Presbytery each year. The newly elected Moderator assumes the position at the meeting at which installed. The term shall be for one year or until the successor is installed. The office of Moderator shall ordinarily be filled alternately by ruling elders and Ministers of Word and Sacrament. The Moderator shall serve as a member of the Executive Council and will ordinarily be nominated to serve as the Chair of Executive Council the following year. The Moderator shall serve according to the provisions of the *Book of Order* (G3.0104 and G-3.0105).

The Moderator will:

- a. Moderate meetings of Presbytery.
- b. Send a one-page synopsis of the Presbytery meeting to the Presbytery office within one week of the meeting. It will be forwarded to all Ministers of Word and Sacrament, commissioners, and churches.
- c. Whenever possible, participate in installations and ordinations.
- d. At the first meeting of the year, nominate three persons for election to the Bills and Overtures Committee to serve for a period of one year. The nominations will consist of one teaching elder, and two ruling elders (one male and one female.) The three nominees shall not all be from the same race or ethnicity. If, by reason of absence or other circumstance, a member cannot serve at a given meeting, the moderator will nominate for election a replacement to serve at that meeting only.
- e. Each year, at the end of his/her term, nominate a class to the Committee on Nominating and Representation, for election by Presbytery, one Minister of the Word and Sacrament and two ruling elders, one male and one female. The moderator of the Committee on Nominating and Representation will be nominated by the outgoing Moderator of Presbytery from among the Committee on Nominating and Representation. (See Section SR-6.01.03.02 for description.) Nominate replacements to fill unexpired terms, honoring the membership balance, on the Committee on Nominating and Representation as they occur.
- f. When disciplinary charges are filed with the Stated Clerk between meetings of the Presbytery, the Moderator, with the consent of the Stated Clerk, has the authority to appoint an Investigative Committee to investigate an allegation and determine whether formal charges should be filed. The Committee will be made up of three to five persons (Book of Order D-10.0201a and b) with due consideration-of race, ethnicity, age, gender, disability, geography, and theological conviction. (F-1.0403 Book of Order) and shall elect its own chair. The Stated Clerk will report any action taken at the next meeting of Presbytery.

### **SR.4.01.02 Vice Moderator**

The Presbytery shall elect a Vice Moderator for the following year at the last stated meeting of Presbytery each year. The newly elected Vice Moderator assumes the position at the meeting at which she/he is installed. The term shall be for one year or until his/her successor is installed. The office of Vice Moderator shall ordinarily be filled alternately by ruling elders and Ministers of Word and Sacrament. The Vice Moderator shall ordinarily be

nominated to serve as the Moderator the following year and as Moderator of Executive Council the third year.

- a. The Vice Moderator will assume the duties of the Moderator in the absence of the Moderator.
- b. The vice moderator shall serve on the Executive Council.

SR-4.01.03 Stated Clerk and Recording Clerk

The Presbytery shall elect a Stated Clerk to serve a term of three years and shall be eligible for re-election for a maximum of three terms. The Stated Clerk shall serve according to the provisions of the *Book of Order* (G-3.0104, G-3.0305 and D-11.0700) and according to the more specific duties outlined in the Stated Clerk's Handbook provided by the Office of the General Assembly. When the Stated Clerk is absent or unable to function, the Executive Council shall appoint a temporary Stated Clerk until a permanent Stated Clerk is elected.

- a. The Stated Clerk will:
  1. Serve as parliamentarian.
  2. Assist individuals and groups with advice regarding presentation of matters to the governing body.
  3. See that session records are reviewed in accordance with G-3.0108.
  4. Inform churches of their per capita assessment at the beginning of each year. The assessment shall ordinarily be due on January 1 and delinquent after March, unless being paid monthly.
  5. Give notice at least 10 days in advance of each Presbytery meeting; have prepared and distributed to all appropriate participants a packet containing a proposed docket and all known business coming before Presbytery; enroll Presbytery's members prior to the opening of each meeting; certify the presence of a quorum to the Moderator at each Presbytery meeting; see that accurate minutes are kept of each Presbytery meeting (minutes are to be reviewed by the Stated Clerk and the moderators of the Executive Council and Presbytery and then made available to the Presbytery); annually submit minutes to the Synod for review.
  6. Plan Presbytery meetings in coordination with Executive Council.
  7. Distribute, receive, and report to Presbytery the Annual Statistical Report forms and submit them to Synod and General Assembly.
  8. Fulfill the responsibilities regarding the Child and Youth Protection policy.
    - i. Secure background checks on all Presbytery staff, pastors and educators as indicated in the Child and Youth protection policy.
    - ii. Secure background checks on chaperones and other leaders to Presbytery events involving children and youth as indicated in the Child & Youth Protection Policy.
- b. The Presbytery may elect a Recording Clerk to serve a term of three years and shall be eligible for re-election. The Recording Clerk shall record and distribute a full and accurate record of Executive Council and Presbytery meetings.



SR-4.01.04 Treasurer

The Treasurer shall be nominated by the Nominating Committee and elected by the Presbytery to serve a term of three years and shall be eligible for re-election.

The Treasurer shall

- a. Receive and disburse all funds of the Presbytery and funds channeled through Presbytery; shall keep a strict and accurate account thereof and, in consultation with the Executive Council, shall arrange for an annual audit of all accounts.
- b. Present a full financial report of the previous year at the February stated meeting of Presbytery and may, if deemed expedient, disseminate reports of the financial situation at other times.
- c. At the end of each year, the Treasurer shall give each church a statement of its giving to and through the Presbytery during the year.
- d. The Treasurer shall provide a monthly financial report to the Executive Council giving the status of actual expenditures versus budgeted accounts. The report shall indicate the general state of actual cash receipts to date compared to projected receipts for the Presbytery.
- e. The Treasurer shall function in accordance with the Financial Policy and accounting procedures (Appendix II).
- f. The Treasurer shall serve on the Finance Committee of Executive Council.

## **SR-5.01 Chapter V. Staff**

SR-5.01.01 The role of the Presbytery staff shall be to facilitate and enable the entire work of the Presbytery of Sheppards and Lapsley. The staff is expected to serve in ways that will enable the component parts of the connectional system to work together. Presbytery staff shall ordinarily serve only as advisory members of any committee or commissions, with voice but without vote.

SR-5.01.02 The Presbytery staff shall consist of such professional and office staff as are authorized by action of Presbytery (G-3.0103 and G-3.0110).

SR-5.01.03 The General Presbyter shall supervise all staff in consultation with the Personnel Committee of the Executive Council. Personnel policies and job descriptions will be recommended by the Personnel Committee and approved by the Executive Council. Personnel policies shall include provisions as stated in G-3.0110.

### **SR-5.01.04**

- a. When a vacancy occurs in any of the Presbytery's professional staff positions, the Executive Council shall be responsible for ensuring that essential functions of the Presbytery continue, and for assessing the mission and needs of the Presbytery. The Executive Council shall have the power to retain temporary and/or interim staff members. When the Executive Council determines that the needs of the Presbytery require a permanent General Presbyter, Associate Presbyter, or Stated Clerk staff position, they shall submit a job description to the Presbytery for approval and ask the Committee on Nominating and Representation to nominate a search committee, with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403).
- b. The Presbytery shall approve any General Presbyter, Associate Presbyter, or Stated Clerk search committee, with nominations permitted from the floor. After a search, the search committee shall present a candidate to the Presbytery for approval.
- c. Hires for other staff positions shall be recommended by the General Presbyter, in consultation with the Personnel Committee and authorized by the Executive Council.

## **SR-5.02 Designated Volunteer Positions**

SR-5.02.01 In some cases it may prove helpful or appropriate for certain volunteer positions in the Presbytery to be given a special designation or title such as "Coordinator." These volunteer coordinators are Presbytery staff, valued and integral to the ministry and mission of the Presbytery. They are not employees of the Presbytery.

SR-5.02.02 Designated Volunteer Positions carry out their work under the direction of the General Presbyter in consultation with the Executive Council and are reviewed annually by the General Presbyter. The General Presbyter recommends the appointment, continuation, or discontinuation of Designated Volunteer Positions to the Executive Council. The Executive Council annually authorizes all Designated Volunteer Positions.

SR-5.02.03 In some cases Designated Volunteer Positions may be given an honorarium as a show of appreciation and to offset any expenses incurred. This honorarium may be provided in a lump sum or broken out into several disbursements. The General Presbyter recommends the amount of the honorarium to the Executive Council. The Executive Council annually authorizes all honorariums for Designated Volunteer Positions.

## **SR-6.01 Chapter VI. Agencies of Presbytery**

The agencies of Presbytery shall be all councils, commissions, committees, and other work groups elected in classes by the Presbytery to accomplish its work and report directly to Presbytery. Task teams may be formed to fill a specific purpose.

A person elected to serve any agency of the Presbytery shall serve a three-year term, or if needed, to fill a vacancy, a portion thereof. A person shall be eligible to serve two full terms consecutively. Ordinarily, no person shall serve on more than one commission or committee of Presbytery at the same time. Any member of the Executive Council, or committee or commission of Presbytery, who, without prior excuse, fails to attend a majority of meetings held in any year, or any two consecutive meetings, shall cease to be a member of said unit. Moderators of commissions, committees, or task teams shall report to the Executive Council any non-participating members. Upon notification by the Executive Council, the Committee on Nominating and Representation will then present names for replacements at the next stated meeting of Presbytery (see SR-6.01.03.02d). One exception provided for in the Book of Order (see D-5.0102 and D-5.0105) relates to Permanent Judicial Commission.

The agencies of Presbytery are:

### **SR-6.01.01 The Executive Council**

The purpose of the Executive Council is to direct, coordinate, assist and promote all the programmatic work of the Presbytery, constantly evaluating long and short-term goals, ministries, structures and functions, dismissing entities which are no longer needed, and encouraging and blessing new ministries, functions, and structures. The Executive Council shall oversee the implementation of Presbytery priorities and policy and assign responsibility relating to the work of Presbytery. Within the guidelines established, committees and task teams shall be expected to, and are authorized to, function in the way they deem best to accomplish their assigned work. Their actions are always subject to review and confirmation by the Executive Council, with final approval placed with the Presbytery. Matters that require administrative decisions shall be referred to the Executive Council with recommendations for appropriate action.

SR-6.01.01.01 The duties of the Executive Council include:

- a. Addressing matters between meetings of the Presbytery as may be necessary or assigned;
- b. Communicating with the Synod of Living Waters and the General Assembly;
- c. Receiving and making recommendations to the presbytery concerning proposed overtures to the Synod of Living Waters and General Assembly, and proposed amendments to the Constitution of the Presbyterian Church (USA);
- d. Promoting the ecumenical life of the presbytery;
- e. Planning Presbytery meetings, selecting meeting dates and places, providing worship, and presenting the docket, in coordination with the Stated Clerk;
- f. Developing, for Presbytery's approval, the annual budget and providing for an audit and review of all Presbytery records and minutes;
- g. Receiving and approving nomination of persons who belong to churches in the Presbytery to the Living River Board of Directors and presenting the nominations to Presbytery for election. (The Executive Council shall appoint one of its own members to serve on the Living River Board of Directors);
- h. Monitoring compliance of the Child and Youth Protection policy. As part of this role, the Executive Council will periodically request and review a report from the Stated Clerk as to compliance with the Policy provisions for which Stated Clerk has responsibility.

1. The Executive Council shall review a report submitted by a retreat supervisor after each Presbytery retreat or event regarding compliance with the policy.
2. The Executive council shall review with the Trustees periodically the Presbytery's insurance program concerning events involving children and youth and recommend changes.
3. The Executive Council shall appoint members of the Safe Child Response Team and arrange for their training.

SR-6.01.01.02 The voting membership of the Executive Council shall be as follows: Presbytery Moderator, vice-moderator, and immediate past moderator who will ordinarily serve as Moderator of Executive Council. Nine members at-large, three of whom ordinarily serve as moderators of the Personnel; Finance; and Equip, Nurture and Connect (ENC) committees of the Executive Council, and one of whom will serve on the Living River Board of Directors. The members-at-large must have been members of this Presbytery or of a church within this Presbytery for at least two full years and will be elected in as equal numbers as possible with consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403), size of congregation, ruling elders, and Ministers of Word and Sacrament. The members-at-large shall be elected in three classes, serving three-year terms. A member may be elected to two three-year terms. Professional staff and Presbytery officers shall serve as advisory members of the Executive Council, with voice but without vote. The Executive Council shall have the right to meet in executive session outside the presence of staff as needed.

SR-6.01.01.03 The Executive Council shall ordinarily meet monthly and on the call of the moderator of the Executive Council.

SR-6.01.01.04 A quorum shall consist of a majority of the voting membership.

SR-6.01.01.05 The Executive Council may make use of electronic meetings and take electronic votes. (See Appendix IV)

SR-6.01.01.06 Executive Council Committees shall be:

- a. Personnel – The Personnel Committee will have the responsibility to provide oversight, evaluation, and review of the employees of Presbytery. It will recommend stipends to the Finance Committee, keep job descriptions current, establish an appropriate process for review and evaluation of the employees, and conduct an annual evaluation. The Personnel Committee shall be at least five persons. The committee will ordinarily be chaired by an elected voting member of the Executive Council. The other members of the Personnel Committee will be nominated by the Nominating Committee with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403) and will be elected for three-year terms. Members will be allowed to serve two consecutive terms or a total of six consecutive years.
- b. Finance – The Finance committee has responsibility for oversight of the Presbytery Financials. This includes preparation of the annual budget, an annual financial review of Presbytery funds by an outside party, and oversight and maintenance of the Presbytery Financial Policy and Accounting Procedures found in Appendix II of these Standing Rules. The Finance Committee membership shall be at least 5 persons. The committee will normally be chaired by an elected voting member of the Executive Council. The current Presbytery Treasurer will also be a member. The other three members will be nominated by the Nominating Committee of Presbytery with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403) and will be elected for three-year terms. Members will be allowed to serve two consecutive terms or a total of six consecutive years.

- c. Equip, Nurture and Connect (ENC) will have the responsibility for faith formation and leadership development. Its purpose is to provide educational opportunities for strengthening faith across all age groups, in settings which may not be available to congregations on their own. Equipping persons in leadership development while strengthening connections with peer groups, with the community and with new ideas will be the primary focus of the ENC. The ENC will normally be chaired by an elected voting member of the Executive Council. Membership of ENC shall be at least 5 persons other than the chair, representing the program areas of ENC and a representative from Youth Council. With the exception of the Youth Council representative (elected by presbytery for Youth Council), they are to be nominated by the Nominating Committee of Presbytery with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403) and elected for a three-year term. Advisory members of the ENC may include professional staff and Living River Executive Director, with voice but without vote.
  - 1. Presbytery Youth Council has the responsibility for planning and carrying out events, retreats and activities for the youth of the Presbytery. Membership on Youth Council will include both adults and youth. Adult membership will be six adults in three classes, elected by the Presbytery upon nomination by the Nominating Committee. Youth membership will have an unspecified number of youth in two classes, Junior and Senior year of high school, elected by the Presbytery upon nomination by the Nominating Committee. Total youth membership shall not normally exceed 18. The term of membership for both youth and adults follows the academic calendar (June - May), with election normally occurring at the May Presbytery meeting. The adult membership shall recommend to the Nominating Committee the slate of youth members as determined by an application process, with due consideration of gender, racial, and geographic diversity.
  - 2. Committee Task Forces, Planning Teams, or Steering committees may be organized for events and training opportunities for the program areas of ENC (i.e. Small Church, Children, Camp scholarships, Leadership Training, Campus Ministry including UKirk Bham, etc.). These committees and teams will be selected by ENC members for specific programs to carry out the mission of the ENC.
- d. Bills and Overtures Committee
  - 1. Will have the responsibility of receiving all overtures and amendments which have been referred to Presbytery and providing advice to the Executive Council regarding the action on such overtures and amendments.
  - 2. Will have the responsibility of receiving new business brought to the floor of a Presbytery meeting and make recommendations to the Presbytery.
  - 3. The committee shall be nominated by the Moderator of Presbytery according to SR-4.01.01d



## SR-6.01.02 Presbytery Commissions

There shall be the following constitutional commissions of Presbytery. Each commission will be composed as described below. The term of service shall be three years. Members are eligible for re-election to one additional term. Ordinarily, each commission of Presbytery shall recommend to the Committee on Nominating and Representation annually by September one of its members to serve as moderator for the upcoming year, and the moderator of each Commission shall be elected annually by the Presbytery upon nomination by the Committee on Nominating and Representation. There may be other commissions as needed for specific purposes.

Commissions are responsible to Presbytery and shall report to the Presbytery. They shall establish their own operating guidelines, which shall be approved by the Executive Council, which also shall approve any changes.

### SR-6.01.02.01 Commission on Ministry

The Commission on Ministry (COM) shall function in accordance with the provisions of the *Book of Order* (G-3.0306, G-3.0307, G-2.0702, G-2.0504b, G-2.0902, G-2.1103b and G-2.1001-1002). The Commission will be composed of no fewer than 18 members (half Ministers of Word and Sacrament and half ruling elders) nominated by the Nominating Committee, with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403) and elected by the Presbytery.

The Commission may divide functions among its membership into Pastoral Relationships and Congregational Relationships as detailed in the current Advisory Handbook for Ministry and the handbook entitled "On Calling a Pastor."

The Commission on Ministry shall:

- a. Visit regularly and consult with each minister in the presbytery; report to presbytery the type of work in which each minister is engaged; require an annual report of each teaching elder engaged in validated ministries outside a congregation (G-2.0503a).
- b. Make recommendations to the presbytery regarding calls for the services of its Ministers of Word and Sacrament.
- c. Review annually the status of Members-at-Large [G-2.0503(a) (b)] (G-2.0508) and recommend to Presbytery changes in status when necessary. Examine and sustain the preaching part of the examination for candidates being ordained and make that a part of the motion for presbytery approval.
- d. Visit with each session of the presbytery at least once each year. (G-3.0303 and G-3.0307) and stay in regular contact with each assigned church session as needed throughout each year.
- e. Counsel with churches regarding calls for permanent pastoral relations. Oversee the Pastor Nominating Committee process from the time the pulpit is vacant through installation of the next pastor; recommend Commission for Ordination/Installation at the same time the motion is provided to ordain/install a candidate for membership (G-2.0504a) (G-2.0801) (G-2.0805) (W-4.0404)
- f. Counsel with churches regarding temporary pastoral relations, providing lists of available Ministers of Word and Sacrament, ruling elders, and ministers of another Christian Church after constitutional requirements have been met (G-2.0504b) (G-2.0505) (G-2.0506), to supply vacant pulpits.
- g. Approve temporary pastoral relationships, including designated pastors, and approve moderators for sessions. (G-1.0504) (G-3.0104)

- h. Provide for the implementation of equal employment opportunity for Minister of Word and Sacrament and candidates, and report to presbytery the steps taken by each calling group to implement equal employment opportunity. (G-2.0104) (G-3.0106)
- i. Find in order calls issued by churches, recommend and present calls to Presbytery, examine Ministers of Word and Sacrament transferring from other presbyteries, dissolve pastoral relationships, grant permission to labor outside the bounds of presbytery, and dismiss Minister of Word and Sacrament to other presbyteries and report actions to Presbytery. [G-3.0301 (a)(b)(c)]
- j. Provide care and oversight of the presbytery's Commissioned Ruling Elder program, including recommendation for commissioning. (G-2.1001 – G-2.1004)
- k. Promote the peace and harmony of the churches.
- l. Counsel with sessions regarding difficulties in their congregation, act as mediator in conflict situations, and/or act to correct difficulties in conflict situations when asked to do so by the parties involved or when authorized by presbytery to do so. [G-3.0303d(1)(2)(3)]
- m. Respond to conflict situations within congregations or where congregations, or leaders within, find themselves in conflict with their ordination vows to be governed by church polity and to abide by its discipline in accordance with the Response/Review Commission guidelines. Approve Ministers of Word and Sacrament as Parish Associates with annual review and the stipulation that the relationship ends when the current installed pastor leaves.
- n. Provide pastoral care for Ministers of Word and Sacrament, ruling elders commissioned to pastoral service and Certified Christian Educators. (G-3.0307 and G-2.1103)
- o. Provide a support system and a visitation program for retired Ministers of Word and Sacrament inactive because of health problems.

SR-6.01.02.02      Commission on Preparation for Ministry

The Commission on Preparation for Ministry (CPM) shall function in accordance with the provisions of the *Book of Order* (G-2.06). It shall have no fewer than 12 members (half Ministers of Word and Sacrament and half ruling elders) nominated by the Committee on Nominating and Representation, with due consideration of race, ethnicity, age, gender, disability, geography and theological conviction (F-1.0403) and elected by the Presbytery.

The Commission on Preparation for Ministry shall:

- a. Have the authority to take Inquirers under care of the commission; to recommend to the presbytery that an Inquirer, after at least a year under care, become a Candidate; and to certify a Candidate ready to receive a call after at least a year as a Candidate.
- b. Have the authority to establish requirements for the process of preparation for ministry.

SR-6.01.02.03 Permanent Judicial Commission

The Permanent Judicial Commission (PJC) shall fulfill all those duties and responsibilities delineated in the *Book of Order* (Rules of Discipline, Chapter 5) of the Permanent Judicial Commission. The PJC shall be composed of four Ministers of Word and Sacrament and five ruling elders, with due consideration of race, ethnicity, age, gender, disability, geography and theological conviction (F-1.0403). They shall be elected to serve in three classes to terms of six years as provided in the *Book of Order* (D-5.0102, D-5.0103 and D-5.0105).

SR-6.01.02.04 Administrative Commissions

Presbytery shall designate Administrative Commissions as deemed necessary. (G-3.0109b)

SR-6.01.03 Presbytery Committees

SR-6.01.03.01 Trustees

The Board of Trustees shall fulfill all those duties and responsibilities in the *Book of Order* (G-4.0101-G-4.03). The Board of Trustees shall be composed of nine persons (closely balanced between Ministers and members of churches) elected by the Presbytery through the Committee on Nominating and Representation, with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403). The Board will appoint its own Chair from the membership elected.

The duties of the Trustees shall be to:

- a. As directed by Presbytery, hold and convey title of any real property belonging to the Presbytery and list and negotiate any property transactions assigned in accordance with G-4.0205 of the Book of Order.
- b. Administer funds as Presbytery's agent, when directed by Presbytery.
- c. Be responsible for the care and oversight of all properties owned and operated by the Presbytery.
- d. Upon request, advise Presbytery and its churches on property matters.
- e. Any contract, loan or grant entered into by Presbytery over the amount of \$5,000 will require the signature of at least one trustee. Any contract, loan, or grant regarding real property requires trustee signatures in accordance with the above provisions of the Book of Order.
- f. If authorized by the Board of Trustees and the Executive Council, a Standing Commission of Presbytery may be authorized to make decisions on behalf of presbytery for real property matters valued under \$25,000 and/or due to mandatory governmental jurisdiction. The protection of church and presbytery financial interest will be the Trustee's primary concern in all such approval.
- g. Consult sessions and Administrative Commissions on how church property is handled and the procedures for approving encumbrances, dissolving, or dismissing a church in accordance with Appendix III of these Standing Rules noting that costs associated with the activities involved shall be paid by the individual church.
- h. Routine maintenance expenses (under \$5000) for properties reverted to Presbytery by dismissal or dissolution shall be paid from the proceeds of the sale or rent of the property.



SR-6.01.03.02 Committee on Nominating and Representation

The Committee on Nominating and Representation shall function in accordance with the *Book of Order* (G-3.0111, F-1.0403, F-3.0106, G-2.0104 and G-3.0103), providing for inclusive membership in the makeup of all functions to which it is asked to nominate persons. It shall have nine members in three classes of one Minister of the Word and Sacrament and 2 ruling elders, with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403). The term of office shall be three years and eligibility will end after one term. Nominations to the Committee on Nominating and Representation are made by the Moderator in accordance with SR-4.01.01e.

- a. The Committee shall be responsible for nominating to the Presbytery qualified persons to serve in all elected positions in the various Agencies, Commissions, Committees, and the Executive Council of Presbytery, except as provided by the Presbytery Response/Review/Commission Process.
- b. The Committee shall be responsible for nominating Commissioners and Advisory Delegates to Synod and General Assembly according to criteria developed by the Committee and approved by the Executive Council, with due consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403).
- c. The Committee shall receive recommendations for Youth Council representatives from the current Youth Council and present them, with due consideration of race, ethnicity, age, gender, disability, geography and theological conviction (F-1.0403) to Presbytery for its approval.
- d. The Committee shall nominate a person to fill any vacancy for an unexpired term on any Commission or Committee and present the nomination at the next meeting of the Presbytery for its approval. Service ends at the normal scheduled end of the term being filled. After serving, the person would then be eligible to serve two full consecutive terms.

SR-6.01.03.03 Anti-Racism Committee

The Anti-Racism Committee is established as a permanent Committee of Presbytery in order to advocate for racial justice and to develop curriculum, identify potential trainers, and coordinate training events for the Presbytery. The Nominating Committee shall appoint the members of the Committee based on recommendations from the Committee and others. The Anti-Racism Committee shall make regular reports on their activities to Executive Council and Presbytery.

- a. The Anti-Racism Committee shall maintain a size of no less than nine members and no more than 13 at any given time.
- b. The Anti-Racism Committee shall be composed of a balanced number of Ministers of the Word and Sacrament and lay congregants (either Elders or parishioners).
- c. The Anti-Racism Committee shall be composed of a balanced number of members with consideration of race, ethnicity, age, gender, disability, geography, and theological conviction (F-1.0403)
- d. The Anti-Racism Committee shall try to include members from small and geographically remote congregations where possible.
- e. Members may serve up to two three-year terms with the option to be nominated after one year of absence.
- f. The Anti-Racism Committee may recommend policy statements to Presbytery based on occurrences, issues, or actions of injustice, hatred, or racism within the Presbytery, State of Alabama, or the nation if such occurrences, issues, or actions are deemed offensive or

- detrimental to the quality of life, health, and safety of groups against which said actions are intended or perpetrated.
- g. The Anti-Racism Committee may partner or engage with other anti-racism groups within the Presbyterian Church USA, or joint ecumenical groups with a similar purpose and scope to strengthen the message of intolerance to racism and injustice on a local, national, and global platform.
  - h. The Anti-Racism Committee shall present a proposed budget to Executive Council of Presbytery in September of each year to be voted on and approved for inclusion in Presbytery's Annual Budget.

#### **SR-7.01 Chapter VII. Election of Trustees of Institutions**

SR-7.01.01 Institutions for which the Presbytery is to elect Trustees shall submit nominees through the Committee on Nominating and Representation for election by the Presbytery.

SR-7.01.02 All suggestions for nominations submitted by the institutions are to be in conformity with the Provisions of the *Book of Order* and these Standing Rules.

#### **SR-8.01 Chapter VIII. Book of Order Changes**

When by General Assembly action, changes are made to portions of the Book of Order Referenced in these Standing Rules, such changes shall be automatically inserted into the Standing Rules by the Stated Clerk and notification shall be made at the next appropriate meeting of Presbytery.

## PSL 2023 Proposed Budget

## Appendix D-17

	A	W	X
1	<b>PRESBYTERY OF SHEPPARDS AND LAPSLEY</b>		
2		<b>2022</b>	<b>2023</b>
3	<b>OPERATING REVENUES AND EXPENSES:</b>	<b>Budget</b>	<b>Budget</b>
4	<b>Revenues</b>		
5	<b>General Fund</b>		
6	400100 – Mission Giving PSL 88%	162,972	162,972
8	400103 – Mission Giving PSL 100%	56,400	55,900
10	400108 - Hunger Grant	4,000	4,000
12	400111 - Member Contributions	2,500	1,800
13	400113 - Birmingham Ukirk	29,530	29,530
23	<b>Total General Fund</b>	<b>255,402</b>	<b>254,202</b>
24	<b>Mission Giving GA/Synod</b>		
25	400105 - Mission Giving – Income to GA/Synod	22,223	22,223
26	<b>Total Mission Giving - GA/Synod</b>	<b>22,223</b>	<b>22,223</b>
27	<b>Per Capita Income</b>		
28	400101 - Per Capita Income Total less Campus Mi	196,080	197,051
29	<b>Total Per Capita Income</b>	<b>196,080</b>	<b>197,051</b>
30			
31	<b>Total Revenues</b>	<b>473,705</b>	<b>473,476</b>
32			
33	<b>Expenses</b>		
34	<b>Council</b>		
35	<b>Council Expenses-Other</b>		
36	500000 - Audit	7,750	9,000
40	500006 - Stewardship & Finance Committee	500	500
41	500008 - Presbyterian Women Admin Exp	25	25
45	<b>Total Council Expenses-Other</b>	<b>8,275.00</b>	<b>9,525.00</b>
46			
47	<b>Salaries &amp; Allowances</b>		
48	<b>General Presbyter</b>		
49	500100 - Salary	45,000	46,350
50	500102 - Housing	35,000	36,050
52	500106 - Health Care	21,996	24,292
53	500108 - Pension - D&D	8,000	8,240
54	500110 - Continuing Educ	1,000	2,400
55	500112 - SECA Reimb.	6,120	6,304
56	500118 - Discretionary Pastoral Expenses	1,800	2,000
57	<b>Total Executive Presbyter</b>	<b>118,916</b>	<b>125,636</b>
73	<b>Administrative Salaries</b>		
77	500171 - African American Church Liaison	1,200	1,200
78	500175 - Mission Coordinator	1,200	1,200
79	500179 - Nurture Coordinator	1,200	1,200
80	<b>Total Administrative Salaries</b>	<b>3,600.00</b>	<b>3,600.00</b>
89	<b>Staff Expenses</b>		
91	500195 - Staff Contingency Expense	3,600	4,200
92	<b>Total Staff Expenses</b>	<b>3,600</b>	<b>4,200</b>
93			
94	<b>Total Salaries &amp; Allowances</b>	<b>126,116.12</b>	<b>133,435.72</b>

**PSL 2023 Proposed Budget**

	A	W	X
2		<b>2022</b>	<b>2023</b>
3	<b>OPERATING REVENUES AND EXPENSES:</b>	<b>Budget</b>	<b>Budget</b>
99			
100	<b>Total Council</b>	134,391.12	142,960.72
104			
105	<b>ENC</b>		
123	500420 - Camp Expenses	1,000	500
128	500430 - Camp Scholarships	10,000	10,000
132	500504 - Main Event and Training	5,500	5,500
133	500506 - Small Church Ministries	500	1,000
144	500528 - College Ministries	1,000	500
145	500530 - Youth Ministries	4,000	3,500
147	500534 - Children's Ministries	2,000	2,000
156	<b>Total ENC</b>	24,000	23,000
157			
158	<b>Mission</b>		
164	500617 - Mission Expense	300	300
165	<b>Total Mission</b>	300	300
166			
174	<b>Ukirk Birmingham</b>		
175	500660 - Coordinator Salary	20,000	20,000
176	500661 - Coordinator FICA	1,530	1,530
177	500662 - Ukirk Interns	5,000	5,000
178	500663 - Ukirk Program Expenses	3,000	3,000
179	<b>Total Ukirk Birmingham</b>	29,530	29,530
180			
181	<b>Trustees</b>		
182	500700 - Office Insurance	17,100	4,612
184	500706 - Depreciation	10,869	10,869
185	500708 - Copier Lease	4,656	3,000
186	500710 - Trash Collection	302	312
187	500712 - Cleaning	3,204	3,750
188	500714 - Lawn Service	2,400	2,400
189	500716 - Pest Control	918	1,200
190	500718 - Security	2,062	2,250
191	500720 - Power	3,800	4,200
192	500722 - Gas	1,400	1,400
194	500724 - Water	550	900
196	500726 - Maintenance-Office	1,000	1,000
197	500728 - Workmen's Comp Insurance	1,500	1,500
199	500730 - Trustees Miscellaneous	100	100
201	500750 - Service and Supplies	1,500	1,800
202	500752 - Computer Software	5,000	6,950
203	500753 - Computer Maintenance	900	1,000
204	500754 - Telephone	5,770	5,770
205	500756 - Postage	2,500	3,000
206	500758 - Copier Usage Fee	100	750
208	500761 - Bank Fees/Svc Charges	650	750

PSL 2023 Proposed Budget

	A	W	X
2		<b>2022</b>	<b>2023</b>
3	<b>OPERATING REVENUES AND EXPENSES:</b>	<b>Budget</b>	<b>Budget</b>
209	500762 - BaseCamp	899	899
210	<b>Total Trustees</b>	67,180	58,412
211			
212	<b>Mission Giving-Expenses</b>		
213	500052 – Mission-GA	15,741	15,741
214	500053 – Mission-Synod	6,482	6,482
215	<b>Total Mission Giving - Expenses</b>	22,223	22,223
216			
217	<b>GA/Synod Per Capita Expenses</b>		
218	500050 - Per Capita-GA	72,388	74,653
219	500051 - Per Capita-Synod	32,083	30,164
221	<b>Total GA/Synod Per Capita Expenses</b>	104,471	104,817
222			

PSL 2023 Proposed Budget

	A	W	X
2		2022	2023
3	<b>OPERATING REVENUES AND EXPENSES:</b>	<b>Budget</b>	<b>Budget</b>
223	<b>Presbytery Per Capita Expenses</b>		
227	<b>Stated Clerk and Moderator</b>		
228	500800 - Salary - Stated Clerk	10,500	10,500
229	500804 - Salary - Recording Clerk	4,000	4,000
230	500002 - Salary - Treasurer	4,500	4,500
231	500808 - Postage	250	100
232	500810 - Supplies	160	100
233	500811 - Presbytery Meetings Expense	1,450	1,000
234	500814 - Presbytery Travel	4,000	4,200
235	500850 - Background Checks		100
236	500823 - GA Travel	1,500	1,500
238	500830 - Speaker Expenses	300	240
239			
240	<b>Total Stated Clerk and Moderator</b>	26,660	26,240
241	<b>Presbytery Commissions/Committees</b>		
242	500300 - Committee on Ministry	500	500
243	500304 - Committee on Prep for Ministry	500	100
244	500816 - Committee on Nominating and Represen	100	100
246	500820 - Permanent Judicial Commission	500	400
248	500826 - Administrative Commission Expense	100	100
249	500835 - Anti-Racism Committee	5,000	5,000
250	<b>Total Presbytery Commissions</b>	6,700	6,200
251	<b>Assistant to Stated Clerk/Ofc Mgr</b>		
252	500840 - Salary	42,400	43,672
253	500841 - Medical	8,182	8,236
254	500842 - Dental	396	396
255	500843 - Pension	3,604	3,712
256	500844 - Death and Disability	424	437
257	500845 - FICA	3,244	3,341
258	<b>Total Assistant to Stated Clerk/Ofc Mgr</b>	58,250	59,794
259	<b>Total Presbytery Per Capita Expenses</b>	91,610	92,234
260			
261	<b>Total Expenses</b>	<b>473,705</b>	<b>473,476</b>
262			
263	<b>Net Total</b>	<b>-</b>	<b>-</b>
264			
265	<b>Members Per Previous Year Statistical Rpt</b>	<b>8,061</b>	<b>7,579</b>
266	<b>Per Capita</b>		
267	GA	8.98	9.85
268	Synod	3.98	3.98
269	Presbytery	11.36	12.17
270	Campus Ministry	1.00	1.00
271	<b>Total Per Capita</b>	<b>25.32</b>	<b>27.00</b>

20 September 2002

Rev. Terry Newland:

The Session of Springville Presbyterian Church (USA) respectfully ask that the Trustees of the Presbytery of Sheppards and Lapsley consider our request for the dispensation of the church's property following its imminent closing. The closing has been approved by the Session and the congregation.

The Session proposes that its property be transferred to the Springville Preservation Society in accordance with the agreement reached between the Springville Presbyterian Church and the Springville Preservation Society. (agreement is attached).

The Springville Presbyterian Church, holding services since 1872, is located in the Springville Historical District and sits adjacent to the Springville Elementary School. It is valued by the people of Springville for its history and for the services it has provided to the community.

Session member, Charles Griffin, has worked diligently with the Preservation Society and attorneys to assure that the Title to the Property is clear for transfer.

Thank you for your prayerful consideration of this request.

Sincerely,

Frankie Tatum  
Clerk of Session  
Springville Presbyterian Church

attachments

**Church Session Minutes  
(Called Congregational Meeting)  
Springville Presbyterian Church  
Springville, Al. 35146**

**Date: Dec. 12, 2021    Time: 2:00 pm    Location: Blake Hall**

Moderator Carl Martin, CRE, called the meeting to order with prayer. The Clerk declared that a quorum was present with 11 members in attendance. The purposes of the meeting were:

- To vote whether to close the Springville Presbyterian Church as a worshipping body at the earliest possible date.
- To vote on the Transfer of Property Agreement as presented by the Session.

A motion was made by Charles McNutt and seconded by Charles Griffin to close the Springville Presbyterian Church as a worshipping body at the earliest possible date. Following some discussion, the motion passed unanimously.

A motion was made by Charles Griffin and seconded by Nancy Carlisle to approve the Transfer of Property Agreement. Discussion included the following statements:

- This is to be a 4-way agreement between the church, the Springville Presbyterian Church Foundation, The Springville Historical Preservation Society, and the Presbytery of Sheppards and Lapsley.
- The transfer agreement was written by the law firm of Gossett & Hill with input from the Springville Session's property team. Cost of the service is \$473.
- The agreement includes the parking lot agreement between Springville Presbyterian Church and the Springville Middle School.

The agreement passed unanimously.

Charles Griffin advised the members of the following:

- Both approved motions are subject to approval by the Presbytery; that will most likely be presented at the February, 2022, Presbytery Meeting.
- The Administrative Commission, that had been appointed by the Presbytery, will handle the closing worship service at the church.
- The Administrative Commission will also reach out to members as a resource for pastoral care.
- All memberships will remain with the Presbytery until a member makes a request to join another church.

The congregational meeting was adjourned with a prayer by Carl Martin, CRE.

---

Frankie Tatum, Clerk of Session



## Transfer Agreement

Date: \_\_\_\_\_, 2021

### RECITALS

**WHEREAS**, The Springville Preservation Society ("Transferee") is a domestic non-profit corporation formed for the purpose of preserving and promoting the preservation of historically significant properties in and around the City of Springville, Alabama; and

**WHEREAS**, The Springville Presbyterian Church (USA) ("Transferor") is a domestic non-profit corporation that owns property in the City of Springville, Alabama, on which is situated a historically significant church ("the Church"); and

**WHEREAS**, the Springville Presbyterian Church Foundation Inc. ("the Foundation") is a domestic non-profit organization that encourages the making of gifts, benefactions, and other donations holding money for the care and maintenance of the Church; and

**WHEREAS**, The Presbytery of Sheppards and Lapsley, Incorporated ("the Presbytery"), is a domestic non-profit corporation and administrative district of the Presbyterian Church in which the Transferor and church are located; and

**WHEREAS**, the parties to this Agreement desire to preserve and maintain the Church and provide for the same pursuant to the terms and provisions of this agreement.

NOW THEREFORE, the Transferor, Transferee, the Foundation, and the Presbytery to hereby agree as follows:

### AGREEMENT

1. Transferee hereby agrees to accept the Church and provide for its care, maintenance, and preservation, subject to the reservations and conditions stated herein.

2. Transferor agrees to execute a deed to Transferee with the conditions and reservations provided for herein.

3. Transferor and Transferee agree that the deed transferring title to Transferee shall provide that the interest transferred to the Transferee shall be subject to the Presbytery's election to re-establish a church at the Church. They further agree that the interest transferred shall revert to Transferor if utilized, or allowed to be utilized, by Transferee for any purpose deemed sacrilegious or scandalous according to community standards in Springville, AL by the Transferor or if utilized or allowed to be utilized by Transferee or any illegal purpose or if Transferee ceases to be an entity for any reason, or if Transferee in the opinion of the Presbytery is no longer able to provide for the care, maintenance, or insurance of the Church.

4. The Foundation shall transfer the sum of Sixty-Thousand Dollars (\$60,000) or current balance at time of transfer currently in its possession to the Transferee for the care, maintenance, and insurance of the Church. The Transferee agrees that the sum to be transferred to it by the Foundation shall be utilized solely for the purposes of care, maintenance, and insurance of the Church. The Foundation, Transferor, and Presbytery shall be entitled to audit the finances of the Transferee for the purpose of ensuring compliance with this provision and the Transferee agrees to provide documentation of the expenditures made from the sum to be transferred to any of these parties within a reasonable period of time upon request. If title to the Church is transferred out of Transferee pursuant to the terms of this Agreement, deed reservation, or by Agreement of the parties to this Agreement and there remains any amount of the sum to be transferred to Transferee in Transferee's possession, then said remaining amount shall be transferred by Transferee to the entity with title to the Church.

5. If the portion of the transferred property known as the Pearson Annex is rented, leased, or otherwise made available for use to third parties by Transferee in exchange for money or other things of value, then the funds or other thing of value shall become property of the transferee to be used solely for the care, maintenance and insurance of the Church property.

6. Transferee shall continue to lease the church parking lot to the St. Clair County School Board for use by the school upon substantially the same terms as the same is currently leased for the duration of the current lease or terms negotiated by Transferee and the Saint Clair board of Education.

7. The Transferee agrees to allow members and their family members as of the date of closing of the Transferor to utilize the sanctuary located at the Church for memorials, funerals, and other religious events subject to the availability of the sanctuary.

8. **FACSIMILE OR COUNTERPART SIGNATURES:** This Agreement may be executed and delivered by any party hereto by sending a facsimile of the signature or by a legally recognized e-signature. Such facsimile signature or legally recognized e-signature shall be binding upon the party so executing it upon the receipt of the signature by any other party.

9. The parties agree that this Agreement is governed by the law of the State of Alabama without regard to its choice of law provisions and that any litigation arising out of or in any way relating to this agreement may only be properly maintained in the appropriate state court of St. Clair County, Alabama, and that the parties waive any objections they may have now or in the future to such court.

10. The Transferee shall not transfer, sell or encumber the property except as provided in this document without the permission of the Presbytery of Sheppherds and Lapsley Inc.

11. **ENTIRE AGREEMENT:** This Contract constitutes the entire agreement between Buyers and Seller regarding the Assets, and supersedes all prior discussions, negotiations and agreements between Buyers and Seller, whether oral or written. Neither Buyers, Seller, nor any broker or sales associate shall be bound by any understanding, agreement, promise, or representation concerning the Assets of the Business, expressed or implied, not specified herein.

**THIS IS A LEGALLY BINDING CONTRACT. IF YOU DO NOT UNDERSTAND ANY OF THE TERMS OR CONDITIONS OF THIS CONTRACT, YOU SHOULD SEEK LEGAL COUNSEL PRIOR TO SIGNING.**

**TRANSFEROR:**

\_\_\_\_\_  
The Springville Presbyterian Church (USA)  
By:  
Its:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

**TRANSFEE:**

\_\_\_\_\_  
The Springville Preservation Society  
Its:

\_\_\_\_\_  
Date By:

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

**PRESBYTERY:**

\_\_\_\_\_  
The Presbytery of Sheppards and Lapsley (USA), Incorporated      Date  
By: Jon Haney  
Its: President

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

**FOUNDATION:**

\_\_\_\_\_  
Springville Presbyterian Church Foundation Inc.      Date  
By: Jon Haney  
Its: President

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

# Presbyterian Home for Children's new thrift store opens in Talladega

By Special to Alabama NewsCenter  
October 21, 2022



**Merchandise at the Presbyterian Home for Children's new thrift store comes from all over Alabama, with many donations coming from drop-offs at Mountain Brook Presbyterian Church and Southminster Presbyterian Church of Vestavia Hills. (contributed)**



The Presbyterian Home for Children's new thrift store in Talladega hadn't opened its doors for the first time, yet there was already a crowd waiting to come inside.

"We're still waiting to get all the signage up, but the word is getting out," Home President and CEO Doug Marshall said after the ribbon-cutting.

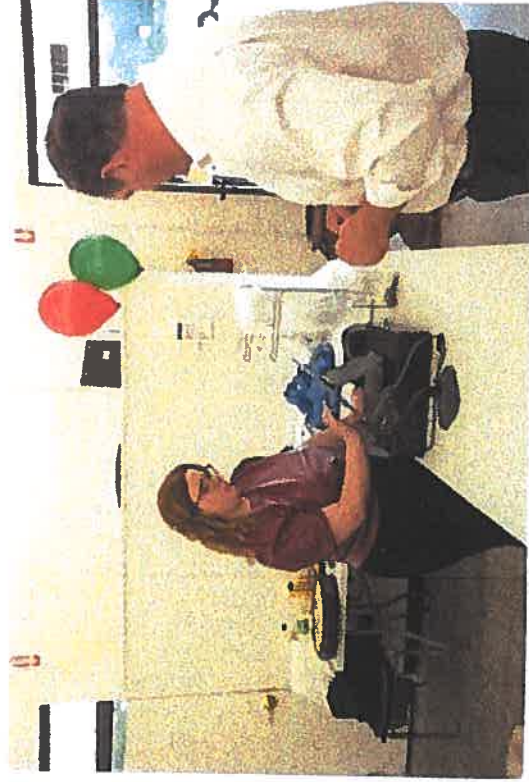
The ceremony was hosted by the Greater Talladega and Lincoln Area Chamber of Commerce.

The old store was on the Home's campus for more than three decades. The new site is more accessible and, more importantly, much bigger.

"This grand opening has been wonderful," store manager Ashley Burkhalter said. "We had a great crowd, just full of smiles. I know it has been a long time coming, but we are open and ready for the community."

On day one, the new store's inventory included the usual knickknacks and clothing, plus furniture they didn't have much room for in the old store. A collection of antique clocks was donated by a former Presbyterian Home resident, and perhaps the priciest item in the place was a barely played baby grand piano.

"The only time it had ever been moved is when they brought it to the store," Marshall said.



Officials gather for a ribbon-cutting at the grand opening of the Presbyterian Home for Children's new thrift store in Talladega. (Tucker Webb / The Daily Home)



Director of Operations Bud Kitchin said the new store will house the U-Haul pick-up and drop-off point that was previously on campus. Trucks may be reserved online or in person, he added.

There are no concrete plans yet for the old building.

"That's still something we're talking about," Marshall said. "Most likely, we will use it for a training center, and maybe put some offices in there, but we haven't really decided yet."

Marshall said the store's inventory comes from all over Alabama, with many donations coming from drop-offs at [Mountain Brook Presbyterian Church](#) and [Southminster Presbyterian Church](#) of Vestavia Hills.

"We're in the process of setting up Huntsville and Mobile," he said. "We want to ensure a great supply of items for everyone."

The new thrift store is in the Marvin's Shopping Center, in a building previously occupied by Fred's. It is open Monday through Friday from 10 a.m. to 5 p.m. and Saturdays from 9 a.m. to 3 p.m.

*This story was originally published by [The Daily Home](#).*





## The Legacy of Living River Grows



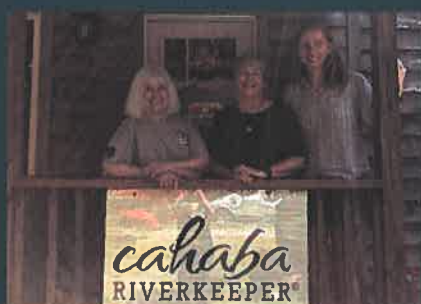
At Living River's Fall Open-Camp Day on Oct. 22, the Tom Winter Swimmig and Fishing Pier and The Quillen Family Canoe Dock were dedicated. Living River also received a major gift from the Shades Valley congregation. Members from all over the presbytery gathered to celebrate, fellowship, and spend time on Living River's sacred ground.

A reflection from John Liddle, elder at Southminster, "When you hear the words camp, what comes to mind? New experiences of enjoying creation such as hiking, swimming in lakes, rivers, the gulf, and pools; softball and serious volleyball games; frisbee golf tournaments; sleeping in tents and hogans; singing around campfires and roasting marshmallows. Bible study and vesper services that expand our worship experience of God. Playing, studying, and praying together create lifelong memories and friendships.

But what about adults? After all, camp offers experiences for all ages. How do we accommodate adults who have different needs and wants when it comes to "experiencing camp"? Recently the decision was made by the congregation of Shades Valley Presbyterian Church to sell their building and property. The money received from the sale provided an opportunity to fund various financial needs of organizations with whom the church had longtime relationships such as Living River.

At the Living River Open-Camp Day members of the committee from Shades Valley tasked with distributing funds from the property sale presented to Jenny Thagard a check that will cover the renovation of the Shades Valley/Terry Newland Lodge, a building suited to the needs of adult conference goers. May God continue to bless the ministry of Living River: A Retreat on the Cahaba as youth and adults enjoy this holy ground."

**Environmental Relationships are Growing-** Living River Staff with Cahaba Riverkeeper,  
 Cahaba River Society, and The University of West Alabama Cahaba Biodiversity Center





## Two Ways to Support Living River with Holiday Shopping

### Art and Craft Sale

Over 50 pieces of pottery, original art pieces by local artists, some of whom you may know, prints by Sanctified Art, craft pieces by women at First Light, and various second-hand pieces. You will find a wide variety of art and crafts at Living River's Art and Craft Sale Fundraiser!

Pieces can be found and bought **online over the weekend of Nov. 18-20** or **in person at Second Presbyterian on Saturday, Nov. 19, 9-1 pm**. Please spread the word!

### Living River Sweatshirts

From Nov. 21st through Dec. 5th, Living River will sell Comfort Colors Living River sweatshirts online that will be shipped directly to you. These will make great Christmas gifts. We will have adult and youth sizes! Orders will arrive by Dec. 19th.

Ordering a sweatshirt can be your way of contributing to Living River for Giving Tuesday this holiday season.

## LIVING RIVER SUMMER CAMP 2023

Dates	Drop Off / Pick Up	Camp	Rising Grade	Rate until 12/31/22	Rate 1/1/23 to 2/28/23	Rate 3/1/23 to 4/30/23	Rate after 5/1
June 11-16	3 pm Sun / noon Fri	High School Work & Mission Camp	9- college freshman	\$500	\$525	\$550	\$575
June 11-16	3 pm Sun / noon Fri	Middle School Night Owl & Mission Camp	6-8	\$500	\$525	\$550	\$575
June 18-22	5 pm Sun / noon Thurs	Elementary Camp	K-6	\$400	\$425	\$450	\$475
June 23-25	3 pm Fri / noon Sun	You & Me Camp	Pre-K to 6	Adult \$150 Kid \$100	Adult \$175 Kid \$125	Adult \$200 Kid \$150	Adult \$225 Kid \$200
June 26 - July 1	3 pm Mon / noon Sat	Creative Elementary Camp	K-5	\$500	\$525	\$550	\$575
June 26 - July 1	3 pm Mon / noon Sat	Creative Middle School Camp	6-8	\$500	\$525	\$550	\$575

LIVING RIVER SUMMER CAMP is the camping program for the Presbytery of Sheppards and Lapsley, Presbyterian Church (USA). Scholarship information is available at [livingriver.org](http://livingriver.org). All are welcome

### Notes about Camp Pricing and Sign-up

Next summers camp price increases as the year progresses. The sooner we know how many campers to expect in each session, the better we can plan. There will still be a limited number of first-come scholarships available from the Presbytery of Sheppards and Lapsley for 1/2 the base price of camp.

Please be an advocate for Living River and encourage your child's friends to attend. We have the capacity for 95 campers per session and are working towards full capacity. We need your help!



### Be a Summer Counselor

or share the opportunity with a college-aged young adult.

One of last summer's counselors shared, "This past June was one of the best months of my life! All of these children mean so much to me. Being around them, in nature, and connected to God meant so much to me. Living River will always hold a special place in my heart." -Alison Jenkins

Visit our website, [livingriver.org](http://livingriver.org) for more information.



## Upcoming at Living River

### Winter and Spring Work Days

On **Dec. 3rd (Dec. 10th rain makeup day)** and **March 5th (March 11th rain makeup day)** please join experienced Living River volunteers in lending many hands for land and facilities maintenance projects. Email [rymathews@livingriver.org](mailto:rymathews@livingriver.org) to sign up. Indoor and outdoor projects will be available. Details will be posted on our website and emailed to volunteers a week before.

### Living River Sunday

Have you heard church camp experiences described as "mountain-top" experiences? Often, the last small group discussions at church camp are about how campers and leaders will take what they learned from camp and apply it to their everyday life. The Transfiguration story of Jesus that we celebrate every year before Lent reflects a lot of these same aspects of camp. A few of Jesus' disciples go away and have a mountain-top experience where they see who Jesus is clearly, the fulfillment of the law and the hope of the prophets all embodied in simple human form. How do the disciples come down from that mountain-top experience? What does it mean for them and for us? The story even involves tents.

On **Transfiguration Sunday, Feb. 19, 2023**, we hope **your church will celebrate Living River Sunday with other churches across the presbytery.** Living River will provide a worship outline and resources to each church. Join us in exploring how camp ministry provides a new lens on the story of Transfiguration. What does this story still have to teach us about who Jesus is, and what does it mean for us in our everyday life? We hope your church will join us and other churches for a Living River Sunday!

### Financial Health and How You Can Help

#### Why Talk about our Existing Mortgage?

Living River's mortgage sits at a little under \$162,000! Why would we so excitedly share the amount of our debt? Just four years ago, in 2018, the mortgage balance was \$1.1 million. What a testament to the goodness of Living River's mission and its potential that the camp and conference center has survived many valued seasons in camp ministry, a pandemic, and the challenges of property upkeep.

Living River is still young and is close to thriving in a new chapter of missional and programmatic growth. We are full of hope and gratitude to our donors and friends for believing God is present at and through Living River. Please join us in feeling encouraged by Living River's incredible journey and the hard work of its board and friends.

#### Become a Bedrock Sustaining Donor



Living River's Bedrock of Sustaining Donors give to cover operational costs so other revenue sources are freed to grow its ministry. Currently, Living River's annual giving covers just 20% of its operational costs. **We need your support!** Become a Bedrock Donor by giving a minimum of \$25 a month or \$300 annually, strengthening Living River's foundation! Donations can be made online or by mailing a check. Sustaining Donors will be recognized annually.

## Executive Director's Corner

Gratitude is year-round, but Thanksgiving brings it to mind in a more time-specific way. Here is my list of people and things for which I am thankful in no particular order.

**The staff of Living River-** The addition of Assistant Director for Development, Rachel VanKirk Mathews, and Facilities Director, Brett Melton, has given Living River a team with which to plan and dream in ways that have not been possible. The strong support of our part-time and contract staff: Bookkeeper, Wendy Tucker; Weekend Host and Facilities Assistant, Greg Byrd; Cleaning Contractor, Brenda Grandison, and Facilities Assistant, Maslin Brown provide Living River with the behind-the-scenes support that allows us to host camps and retreats. As the person with the most service to Living River, Wendy provides historical context and a depth of knowledge of not just Living River's history, but an abundance of knowledge of non-profit rules and regulations.

**The volunteers of Living River-** Our **board members**: Tom Bryson, Allison Moore, Nick Reed, Steve Ashworth, Brian Massengale, Janet Ort, Mike Henderson, Jay Patton, Emily Roberts, Kent Howard, Sam Hamilton-Poore, Shirley Finley, Patrick Riley, Sue Westfall, JD Powell, Frank Sutherland, Laura Underhill, Debra Love, and Paul Dimick serve on committees, attend board meetings, advocate for Living River, help with camp and events, and provide Living River's necessary structure.

Our **hands-on volunteers** who cut the grass, and bush-hog roadways, certify counselors in CPR, provide health care, fill in potholes, clear trails, build structures, check sewer and water readings, lead and volunteer for summer camp, plant gardens, and take campers on canoe trips. Park Grimmer, Charlie Durham, Mike Henderson, Steve and Carolyn Ashworth, Cahaba River Society and Cahaba Riverkeeper organizations, Jody Gilchrist, Andy Spaulding, Grace Daniels, Robert Hay, Joe Genau, Laura Bannon, Shirley Finley, Lorino Hendricks, Lili Kane, Nick Reed, Emily Roberts, Paula Neighbors, Cathy Hoop, Jane Shipley, Jonathan Yarboro, and Pat Goodman.

**The congregations and organizations that used Living River for Retreats in 2022:** Alabama School of Fine Arts, Christ the King Lutheran, Boy Scout troops 90 and 28, PSL Youth, Bama Catholic, UKirk UA, AU, B'ham; Bibb County Extension Service, PSL Elementary, Soul Purpose, Southminster Encore, Church of Jesus Christ of Latter Day Saints, Outreach Bible Project, Alpha Gamma Delta UAB, FPC Birmingham, UAB Honors, Community Baptist Alabaster, Circle K (Kiwanis International), South Highland Father/Son Campout

Those **Bedrock Sustaining Donors** who recognize that Living River is a ministry, and just like congregational ministry needs a dependable base of monetary support. Those **donors** who have made donations to pay down Living River's mortgage. What began as a 1.1 million dollar line of credit in 2018, is now a mortgage of just under \$162,000. It is within sight for Living River to be completely debt free before we begin summer camp 2023.

Those **foundations and designated gifts** whose grants have made specific positions and projects possible. Independent Presbyterian Foundation's funding of a Development position, Southminster Presbyterian's Foundation's funding of recreational equipment, Shades Valley Presbyterian Foundation's funding of renovations at the Shades Valley Lodge, funds from the sale of Trinity Presbyterian Church through PSL which allow Living River to make our current mortgage payments. My family (George, Frank, Merrill, Ben, Emmie and Clara) who share a love of Living River and pitch-in whenever asked.

Our **Triune God** who has a purpose for Living River that continues to be revealed.



**LIVING RIVER**

**A RETREAT ON THE CAHABA**

2000 Living River Parkway  
Montevallo, AL 35115





# *A Conversation with MaryAnn McKibben Dana*

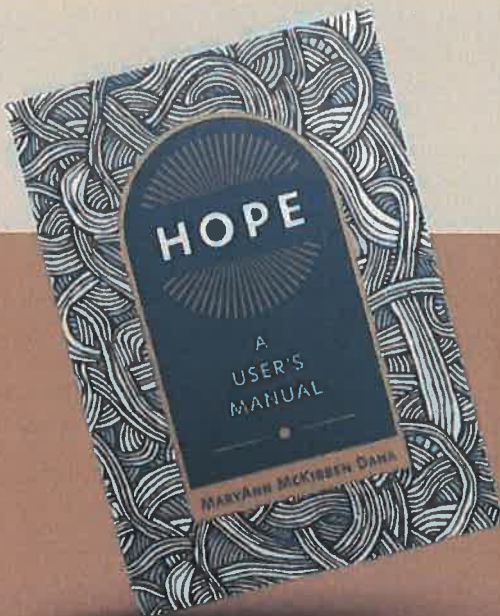
*Friday, December 2*

*10 am - 2 pm*

*Edgewood Presbyterian*

*Birmingham*

*Reservation form open soon*



The hope that McKibben Dana describes is spiritually grounded and inspiring as well as practical — a “muscle to be exercised.”

**Presbyterian Outlook Review**

## Mission Coordinator Report to Presbytery, Nov. 17, 2022

1. Today we welcome Tracy Ebarb from the Medical Benevolence Foundation. He will speak to us about the Project 60 for 60. Medical Benevolence Foundation was formed in 1963 with the help of Presbyterians. Sixty for Sixty hopes to raise \$60,000 from the three presbyteries in Alabama: North Alabama Presbytery, Presbytery of Sheppards and Lapsley and South Alabama Presbytery to celebrate MBF's 60<sup>th</sup> birthday. MBF focuses on medical mission projects in the DR Congo, Malawi and Haiti. In particular, it works to train local people in the medical professions so the medical mission projects may become self sufficient.
2. This year the Pentecost Can-paign results are: a total of 10 churches and the Presbyterian Home for Children contributed a total of 8,953 cans of food to local hunger programs around the state. The hunger programs were located in Anniston, Montgomery, Hoover, Talladega, Jacksonville, Phenix City and Sylacauga. The giving totals for this year are down considerably from last year. This is due, in part, because this year one dollar contributed counted as one can of food. In previous years, one dollar counted as two cans of food. In any case, hungry people have been helped throughout the state.
3. The year-long Cents-Ability Offering continues. This Offering is collected monthly by participating churches. Part of the proceeds is kept by the churches for donation to the hunger programs of their choice. Part of the proceeds goes to the Presbytery where it is used for hunger programs. During the pandemic, participation in the Cents-Ability Offering declined. We hope to build the Offering up again. At the end of this year, please send to the Presbytery the yearly donation amounts, where the churches' donations were used, and the Presbytery's portion of the Offering. If you have any questions please email Ralls Coston at [rcoston@pslpcusa.org](mailto:rcoston@pslpcusa.org).
4. Construction of the Habitat for Humanity house at 873-77<sup>th</sup> Street S., Birmingham should be completed by the date of this Presbytery meeting. This project is sponsored by the Birmingham area churches in the Presbytery. Thanks be to God and to the churches and volunteers which participated.

## Report From the Congo Mission Team

In the past month, this Presbytery's Congo Mission Team was able to send \$2,600 to our partner presbyteries in DR Congo for the support of vulnerable school children needing uniforms and school supplies. Also, the Team sent \$4,000 for tuition for students who are studying at IMCK in the high school level nursing and laboratory technology school and in the college level nursing school. Our partner presbyteries in the DR Congo are the Presbytery of Tshibashi and the Presbytery of Nganza.

Our goal is to build relationships with our partner presbyteries. We have much to learn from each other.

If anyone is interested in this work with our Congolese sisters and brothers in Christ, come join us. Lydia Wilfong is the chair of the Team. Her email address is: [Wilfonglydia@gmail.com](mailto:Wilfonglydia@gmail.com).

***Stated Clerk's Report  
November 22, 2022***

**Consent Agenda:**

1. To approve the minutes of the August 18, 2022, Stated Presbytery Meeting.
2. To approve absences for today's meeting.
3. Approval of the former Permanent Judicial Commission members to serve if needed, to make a quorum: Leeann Scarbrough, Debbie Feagin, and Patti Winter.
4. Approve the date and location of the February 16, 2023 meeting at Brown Memorial Presbyterian Church, Tuscaloosa and future meetings to be presented at the February 2023 meeting.
5. That an 'Electronic Meeting Rule' be adopted for this meeting so that virtual attendees seeking recognition from the Chair be allowed to unmute themselves and call for the attention of the Moderator for recognition and obtaining the floor.

**Stated Clerk Report for information:**

1. Per Capita amount for 2023 will be \$27.00; and, \$9.85 of this amount goes to the General Assembly, \$3.98 to Synod of Living Waters, \$12.17 to the Presbytery of Sheppards and Lapsley, and \$1.00 to Campus Ministry. See the details in the 2023 Budget in the Packet.
2. The Stated Clerk will continue to review your Session's minutes from 2021 if your Minutes have not been reviewed; but, [1] you may drop them off at the presbytery office or, [2] call the Stated Clerk to initiate a conversation as to how to send or bring them to the office. Or, [3] you may do a check list of your own minutes, print, sign, scan, and email them to: [statedclerk@pslpcusa.org](mailto:statedclerk@pslpcusa.org).
3. The SC is still implementing the Background Check phase of our Child and Youth/Vulnerable Protection Policy. As of this writing, requests for authorization to conduct these checks will be sent to Commissioned Ruling Elders and Temporary Supply Pastor and to Ministers of Word and Sacrament. "CYPP/VP" calls for such background checks to be on an every three year cycle. The only exemption is for those who are no longer engaged in ministry or who have had a "BGC" within the last three years. Boundary Training will also be conducted on a three year cycle. Please contact the SC with any questions or concerns you have in regards to Background Checks or Boundary Training.
4. The Presbytery's minutes for 2021 have been approved without exception by the Synod of Living Waters. A big thank you to Tammy and Linda for a job well done!

**For Action:**

1. Approve the COR report.

## REPORT FORM: PRESBYTERY COMMITTEE ON REPRESENTATION

This form is designed to assist your Presbytery Committee on Representation in reporting information and activities of your COR to the Synod of Living Waters. The completed form should be signed and mailed by the Stated Clerk of the Presbytery after the Presbytery has received it.

1. Name of Presbytery: Sheppards and Lapsley
2. Name and address of Presbytery Committee on Representation chairperson:  
  
 Name Janet "Sissy" Bain  
 Address 1480 Leota Lake Drive North, Southside, AL 35907
3. Date when Chairperson's Term Expires: 12/31/2022
4. Number of Committee on Representation Meetings held since last report: Six meetings plus numerous group emails.
5. Member makeup of other Presbytery Committees: See attached report.
6. List current year's goals and tell us how well you're doing in accomplishing them:
  - A. Encourage Presbytery members to serve on committees that feed their passion.
  - B. Communicate with Moderators for suggestions on what gifts and abilities they need in committee members.
  - C. Delegate tasks, make notes, start early.
  - D. Ask potential nominees "What committee of Presbytery most appeals to you?".

Working with the COM we have asked every congregation for volunteers for Presbytery committee work and which committee(s) are of interest to them. Several people sent responses that would not normally come to mind as they serve as chaplains or in other ministerial roles. Also, several elders volunteered. We did our best to nominate these volunteers to committees of their interest. We started the nominating process by contacting the committee chairs/moderators asking "of the members rotating off this year, who would you want back on your committee, who showed up for meetings, who served with enthusiasm and looking forward is there anyone you would like to see on your committee?". We took this information into consideration as we did our work. We delegated tasks, reported back regularly via email and at meetings and kept copious notes. Still, we did not avoid the end-of-year rush.

7. List future goals and objectives (for next 3 years):
  - A. Encourage Presbytery members to serve on committees that feed their passion.
  - B. Continue open communication with Moderators for suggestions on what gifts and abilities they need in committee members.
  - C. Delegate tasks, make notes, start early.
  - D. Work with COM to ask congregations for volunteers. Make committee duties, time requirements and other important information easily available to potential volunteers.

8. What is your Presbytery doing to recruit leaders who have special physical needs? Where we have not addressed physical needs to my knowledge, special needs may be physical or a language barrier. The Presbytery is going to great lengths to increase our ability to communicate with the Korean members of Presbytery. Communication has been a deterrent in participation on the part of Korean churches. We are hopeful that technology will allow translation from English to Korean at Presbytery meeting and eventually in committee meetings.

9. How do you evaluate your own committee's effectiveness? (Tell us how you do your evaluation and what you've discovered about your work.)

The Committee on Nominating and Representation has had a challenging year due to committee participation. Meetings were poorly attended however, the members that did show up worked very hard. We had an agenda for each meeting, minutes were kept and filed. A work sheet was created so that we could chart our progress. We had volunteers. More volunteers than we had places available in some cases. There are still some committees that are harder to find nominees, in part, because it is hard to explain the time requirement and the day-to-day duties of committee members.

We still have some members serving on multiple committees while other churches are not represented on committees. It is important to encourage all churches to participate in Presbytery committee work so that their voice can be heard. The silent church will be a goal for inclusion next year.

10. How often does your committee report to Presbytery? What is the basic style of presentation—oral, written, visual, all of these?  
How often?

As often as necessary. When there is a vacancy to be filled and regular reports in August and November.

Style?

Reports are given in written format and discussed orally before the Presbytery.

11. What are your most significant achievements in accomplishing "fair representation" in your presbytery since your last report to the Synod?

This committee has made progress in increasing African-American participation in committee assignments. We will continue these efforts along with geographical diversity and small church representation.

12. On what date was this report presented to presbytery:

The Presbytery of Sheppards and Lapsley heard and received the report of the Committee on Nominating and Representation on November 17, 2022 at South Highland Presbyterian Church, Birmingham, Alabama

Signature

(Stated Clerk)



**Report of the Committee on Representation**  
**Presbytery of Shepards and Lapsley**  
**Date (November 2022)**

Attachment A

Unit	WMC	WEC	WML	WEL	BMC	BFC	BML	BFL	AMC	AFC	KML	PML	YTH	Spec	*HMC	Total
PRESBYTERY COUNCIL	25	34		16				25								100%
COMMISSION ON MINISTRY	14	24	19	14			14				*5				10	100%
COMMISSION ON PREPARATION FOR MINISTRY	25	25	8	25			9	8								100%
PERMANENT JUDICIAL COMMITTEE	23	22	11	33				11								100%
TRUSTEES	11	11	33	22			11									100%
NOMINATING COMMITTEE	25	25		12	13	12					*11					100%
EQUIP, NURTURE & CONNECT	17		17	66												100%
GENERAL ASSEMBLY			25		25	25					*25					
SYNOD		1		1												100%

**CATEGORIES:**

- WMC white male clergy

WFC white female clergy

WML white male clergy

WFL white female lay

BMC black male clergy

BFC black female clergy

BML black male lay

BFL black female lay

HMC Hispanic male clergy

AMC Asian male clergy

AFC Asian female clergy

KML Korean male lay

PML Philippine male lay

YTH youth

Spec persons w/disabilities
- \*NEED TO ADD HISPANIC

\* KML should be KMC

**Presbytery of Sheppards and Lapsley  
Healthy Boundaries Training Policy**

The ethical and responsible conduct of all who minister in the name of Jesus Christ is of vital importance to the church because through these representatives an understanding of God and the gospel's good news is conveyed. "Their manner of life should be a demonstration of the Christian gospel in the church and in the world" (Book of Order, G-2.01014a).

In order to equip leaders and help prevent misconduct, the Presbytery of Sheppards and Lapsley requires periodic training on healthy boundaries for Ministers of the Word and Sacrament and others in leadership. Mandatory training is part of our commitment to making our churches and ministries safe places where misconduct is not tolerated.

*Who is required to participate?*

Healthy boundaries training is required every three years for all minister members of the presbytery, including honorably retired ministers who are currently serving a church in the presbytery; Commissioned Ruling Elders; Certified Christian Educators serving a church in the presbytery; and members of the Presbytery staff.

Ruling Elders serving on a Presbytery Commissions are strongly encouraged to participate in healthy boundaries training. Other congregational staff and leaders, such as youth directors, are also encouraged to participate.

*How often will training be offered?*

The healthy boundaries training will cover topics such as sexual misconduct and abuse, sexual harassment, social media, professional ethics, and self care. At least two training opportunities will be offered each year, with the cost covered by the Presbytery. Those who cannot attend a Presbytery-sponsored training may attend an alternate healthy boundaries training with prior approval by the Commission on Ministry.

*How long will people have to come into compliance?*

Those covered by this policy must complete a healthy boundaries training within one year of the policy's approval. New members of the Presbytery must complete a training within the first year of membership in PSL or provide evidence to the COM of having already completed healthy boundaries training within the previous three years.

*Non-compliance*

The Commission on Ministry will track compliance with this policy. Those who have not attended one of the training events in the required year will be notified of their noncompliance and a notification letter will be sent to their clerk of session or other governing body/ supervisor. The Commission on Ministry will report annually to the Presbytery the list of those who are not in compliance. The Commission on Ministry will not commission CREs or attest or re-attest PIFs for ministers who are not in compliance.

The Presbytery Of Sheppards And Lapsley  
Report Of The Commission on Preparation For Ministry – November 2022

**INQUIRERS**

Annabelle Beavers  
Kendra Grace-Love  
Daniel Killilea  
Theodore Longlois  
Madison Vaughn

**CHURCH**

First, Tuscaloosa  
Grace, Tuscaloosa  
South Highland, Birmingham  
Independent  
Grace, Tuscaloosa

**INSTITUTION**

Union (Richmond)  
Louisville  
Louisville  
TBD  
Graduate - Columbia

**CANDIDATES**

Bennett Alldredge  
Avery Arden  
Peyton Chandler  
Patrick O'Connor  
Barbara Tomek-White

First, Tuscaloosa  
Grace, Tuscaloosa  
Independent, Birmingham  
Immanuel, Montgomery  
First, Auburn

Graduate - Princeton  
Graduate - Louisville  
Vanderbilt  
San Francisco  
Graduate - Austin

**FOR INFORMATION:**

1. Guided by the Advisory Handbook for CPMs, the CPM dissolved the relationship between Inquirer Beom Joseph Jung and the CPM of the Presbytery of Sheppards and Lapsley. Both Mr. Jung and the leadership of the Opelika Auburn Korean Presbyterian Church were made aware of this decision.
2. The CPM received Theodore Longlois, Independent Presbyterian Church, as an Inquirer.

**FOR ACTION:**

No action items at this time.

Submitted on behalf of the Commission on Preparation for Ministry:

Rick Atkerson (2022), Caroline Barnett (2024), Jim Bannon (2024), Joe Genau (2023), Shelley Hancock (2023), Sheila Holland (2024), Gillie Presley (2022), Kathy Wolf Reed (2023), Leeann Scarborough (2022), Andy Spaulding (2024), Adrienne Stokes (2022), and Lee Walthall (2023).

Respectfully,

Rev. Kathy Wolf Reed, Moderator

## **Tech Team Report**

The PSL Tech Team has focused this year on distributing funds received from Synod of Living Waters to congregations that need assistance with connectivity technology, most often for adding or improving their ability to enable people to worship remotely. A request form was developed and posted to the presbytery's website. To date, 6 requests have been received and funds have been granted totaling \$14,640, with \$13,360 remaining. The team meets roughly monthly depending on need.

Team members include: John Heiser (South Highland), Harold Dennard (Westminster Birmingham), Suzanne Cornett (First Tuscaloosa), Loren Beckett (Church of the Covenant) and Robert Newman (Southminster). Sue Westfall also advises this team.

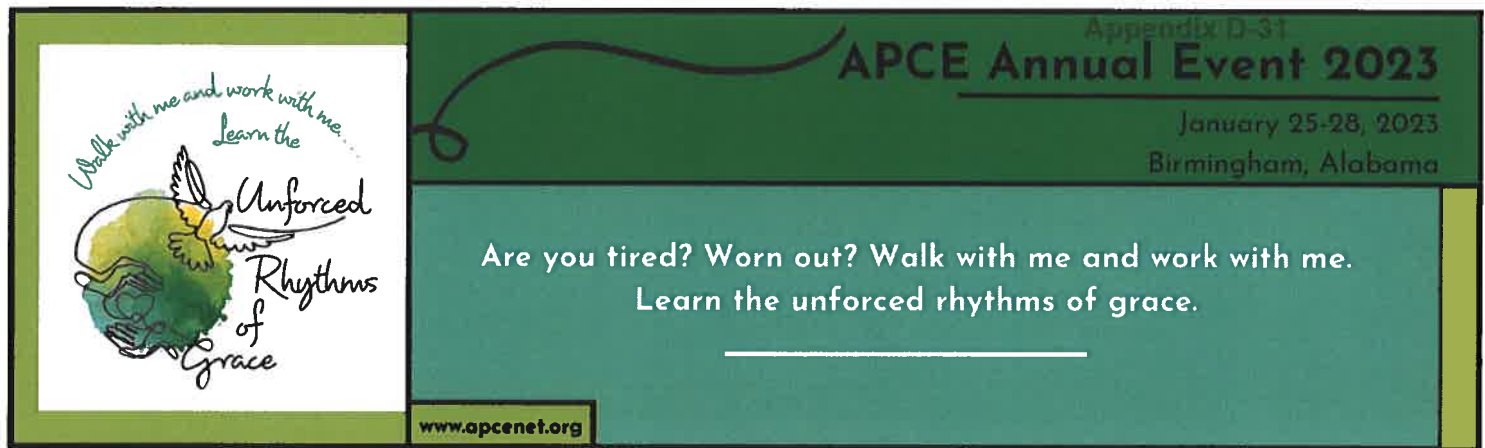
### UKirk Birmingham Presbytery Report

Our semester is in full swing! Since August we have had our Kick-off event, which was a Game Night, on September 1st. We also participated in the involvement fairs at BSC's and UAB's campuses. We were originally planning on attending the Samford involvement fair but we were uninvited due to our stance on LGBTQ+ rights and their participation in ministry. Which resulted in us being featured in several articles, with AL.com being the first to report on the situation. Here is the [link](#) if you are interested in learning more about what happened. As a response to this we have joined Southside Faith Communities in hosting an Affirming Ministry Fair that is to take place on November 3rd at Edgewood Presbyterian Church from 5:30-7pm. This is a fair that is open to any and all college students in the area so that they can meet affirming and welcoming faith leaders and communities.

We are still having weekly lunches with students at various eateries in the downtown area. There are a few new things that we have started this semester though. One of those is to offer a central theme each month that all of our programming centers around. These are the following themes for this semester: New Paths (September), Cloud of Witnesses (October), Growing in Gratitude (November), and Anticipating Hope (December). Another program that is new is our weekly Bible Study where we dive into the Bible basics and the theology surrounding them.

Here are some highlights from our weekly rotation for UKirk Thursdays. For Sanctuary nights we have been bowling, gone to an escape room, and done pumpkin carving. For our Social Justice nights we have had a Seminary night where 8 seminary representatives came to answer students' questions and introduce their respective programs to the students who are interested. We also had You: The Workshop where we discussed identity and personhood and made custom pronoun buttons. The students really enjoyed this night. Our next Social Justice night we will have a representative from First Light come and talk with us about their mission and then the following Saturday we will be providing a meal to the women at First Light. For our Spirituality nights, Rev. Joe Genau has been leading us in discussions about the monthly themes which the students have celebrated.

If you are interested in keeping up to date with us more please visit our website ([ukirkbirmingham.org](http://ukirkbirmingham.org)) to subscribe to our newsletter.



## Come -

Come and get away for a few days and join us as we gather to grieve the losses we have endured due to illness, fear, convenience, laziness, complacency, workaholism, comparison.

Jesus is calling us to rest—really rest. It is our hope that you will find rest and company during the Annual Event in Birmingham. At the same time, it will be an emotionally challenging week, as we will be gathering during the 60th Anniversary of the 16th Street Baptist Church bombing. Together we can lament and grieve the tragedies of our world and find comfort in a God who bears it all with us.

We are excited about the opportunities to worship, lament, explore, learn, be challenged, and grow during our time together. We are hoping to provide opportunities for some “Unforced Rhythms” like unscheduled time to gather with friends, explore the Spirituality center, or go back to your room and take a holy rest/nap!

## Our leadership for 2023 includes:

- John Pavlovitz, Keynoter, author, *If God is Love, Don't be a Jerk* (WJK publishing)
- Michael W. Waters, Preacher, author, *For Beautiful Black Boys who Believe in a Better World* (Flyaway Books)
- Katie Nakamura Rengers, Preacher
- CeCe Armstrong, Preacher
- G. Phillip Shoultz, Musician and Worship Coordinator and Mary Button, Conference Artist

## How YOU Can Help with APCE!

January 25-28, 2023 (Pre and Post Conference Opportunities also available.)

We will need many volunteers to make this conference a success...  
and we know you can help us offer southern hospitality!

### **Volunteer Opportunities Include:**

Greeting and welcoming attendees.

Assisting with registration.

Assisting Workshop Leaders with room set up or take down, distributing handouts.

Driving your church bus as we take people from the BJCC to the Civil Rights Museum.

Greeting visitors to the spirituality center.

Serving as guides at the BJCC.

Resetting conference room tables with table décor before and after meals.

*And speaking of table décor, we are looking for **quilters**! Our hope is to make simple quilted table runners for our conference room tables, as inspired by the Gee's Bend tradition. Do you sew or would you like to learn? All instructions and simple patterns will be provided.*

IF you are interested in helping, or would be willing to coordinate volunteers from your church, please contact Cathy Hoop ([cathyhoop@gmail.com](mailto:cathyhoop@gmail.com)), Jenny Thagard ([jthagard@livingriver.org](mailto:jthagard@livingriver.org)), or Caleb Carter ([carterc@moravian.edu](mailto:carterc@moravian.edu)).